



**Sri Krishna Pharma**  
Trusted partners for life's journey

# *Advancing Innovation with Sustainability*





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# Message from our Chairman

## **Dear Stakeholders,**

I am proud to present SKPL's FY 2023-24 Sustainability Report, highlighting our commitment to Environmental, Social, and Governance (ESG) principles as a key driver of growth.

### **Empowering People and Communities**

Our 2,400 employees are at the core of our efforts to foster an inclusive, innovative, and safe culture. Through partnerships with Akshaya Patra Foundation, Isha Outreach, and Ramakrishna Math, we continue to address health, malnutrition, and quality of life, promoting inclusive growth.

### **Driving Sustainability and Accountability**

In FY 2023-24, we enhanced our ESG framework with energy-efficient processes, Zero Liquid Discharge systems, and emission reduction initiatives. Strengthening safety and anti-discrimination policies has built a more resilient and transparent organization.

### **Innovating for a Better Tomorrow**

Investments in advanced technology and process automation drive us forward, while initiatives like energy optimization and tree plantations reflect our commitment to environmental stewardship.

### **Looking Ahead**

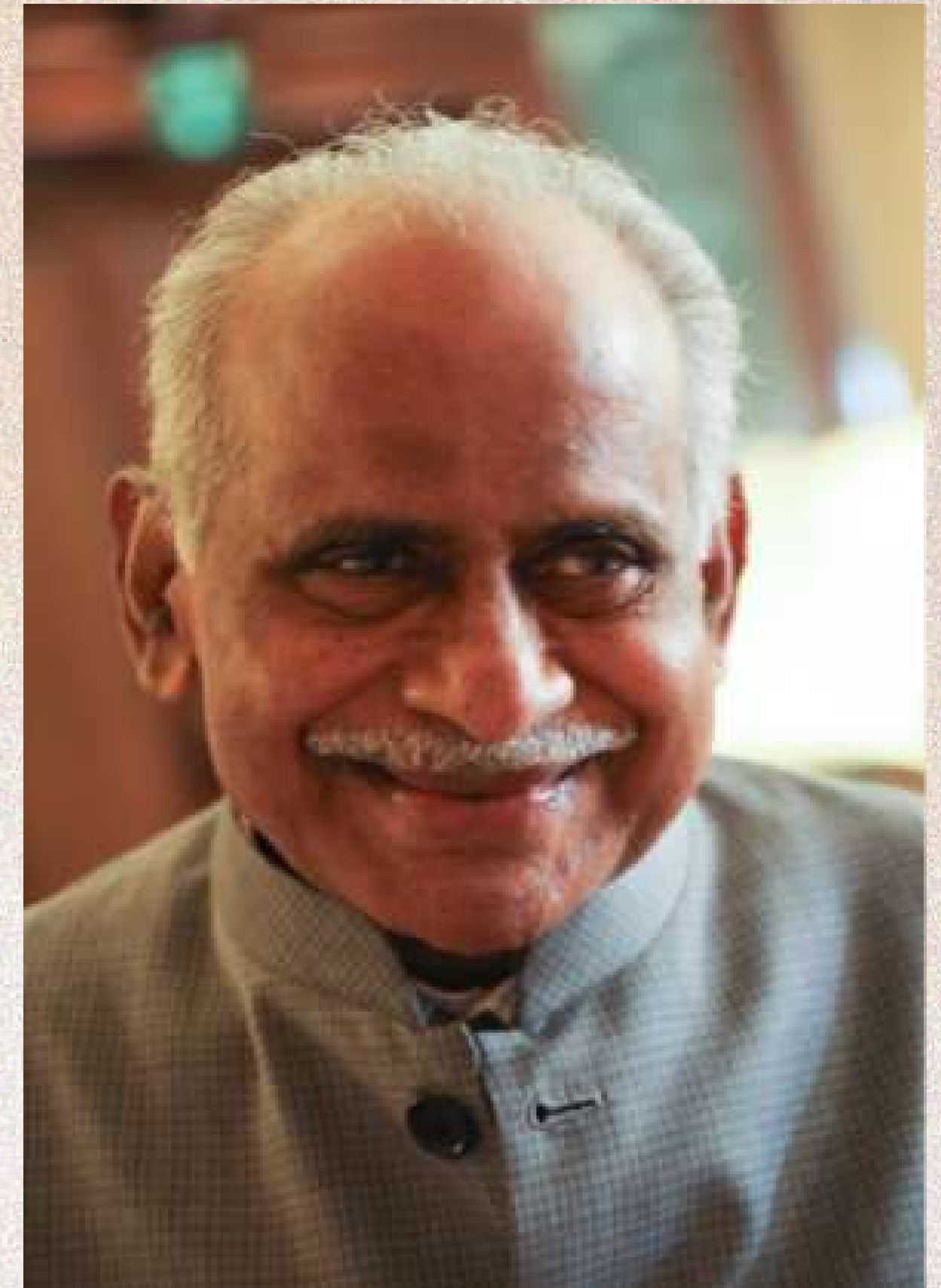
With decades of expertise, SKPL is prepared to tackle future challenges and deliver exceptional value to stakeholders, building a brighter, inclusive future together.

Warm regards,

Dr. V. V. Subba Reddy

Chairman

Sustainability Report Year 2023-24





# Message from the Managing Director

## Driving Sustainable Growth Together

### Dear Stakeholders,

I sincerely thank our employees, partners, and stakeholders for their continued support, enabling SKPL to deliver high-quality medicines while achieving operational excellence.

At SKPL, sustainability is integral to our business strategy. Through a robust ESG framework, we integrate governance, transparency, and environmental responsibility into our operations. Management Committees oversee progress on sustainability objectives, ensuring responsible goal achievement.

### Sustainability as a Growth Driver

Sustainability fuels our growth by driving innovation and efficiency. By adopting energy-efficient technologies and optimizing resources, we reduce environmental impact while enhancing performance. Collaborating with stakeholders across our value chain ensures responsible and sustainable practices.

### Patient, Customer, and Community Focus

Improving patient outcomes and customer experiences is central to our mission. Through a "quality mindset," we deliver products that meet global standards. Our CSR partnerships with organizations like Akshaya Patra Foundation and Isha Outreach address societal needs, improving health and uplifting communities.

### Environmental Commitment

We prioritize environmental sustainability through initiatives in water conservation, waste reduction, and renewable energy. The 5R framework (reduce, reuse, recycle, recover, rethink) guides our efforts to minimize our environmental footprint and build resilience.

Looking ahead, SKPL remains committed to embedding sustainability across operations, leveraging technology, nurturing talent, and expanding globally to create long-term value for all stakeholders.

Thank you for your trust as we continue creating a positive impact on society and the environment.

Best regards,

V. V. Krishna Reddy  
Managing Director



# About this Report

This is SKPL's latest Sustainability Report, highlighting key milestones in our ongoing commitment to sustainability. This report documents our progress through our tailored Sustainability Framework, encompassing the following core focus areas:

- Partnering for sustainable success
- Fostering a workplace of choice
- Championing health, safety, and environment (HSE) initiatives
- Enhancing our role as a responsible neighbour

## Reporting Period:

April 2023 – March 2024

## Reporting Cycle:

Annual

## Scope of Reporting:

- Growth Indicators
- Environmental performance indicators
- Employee metrics
- Community development initiatives:
- Safety Indicators
- Supply chain Indicators

## Scope & Boundaries:

Our sustainability efforts cover operations at:

- Corporate office - Uppal
- R & D - API
- R&D - Formulation
- R& D - Nutraceuticals
- R&D - Biotech

at separate locations

## Manufacturing -

- Unit I - Uppal (API)
- Unit II - Nacharam - DC & FDF
- Unit III - Shamshabad (API)
- Unit IV - IDA Bollaram (API)
- Unit IV - IDA Bollaram (Nutraceuticals)
- Unit V - Solapur (Intermediates)

## Framework used

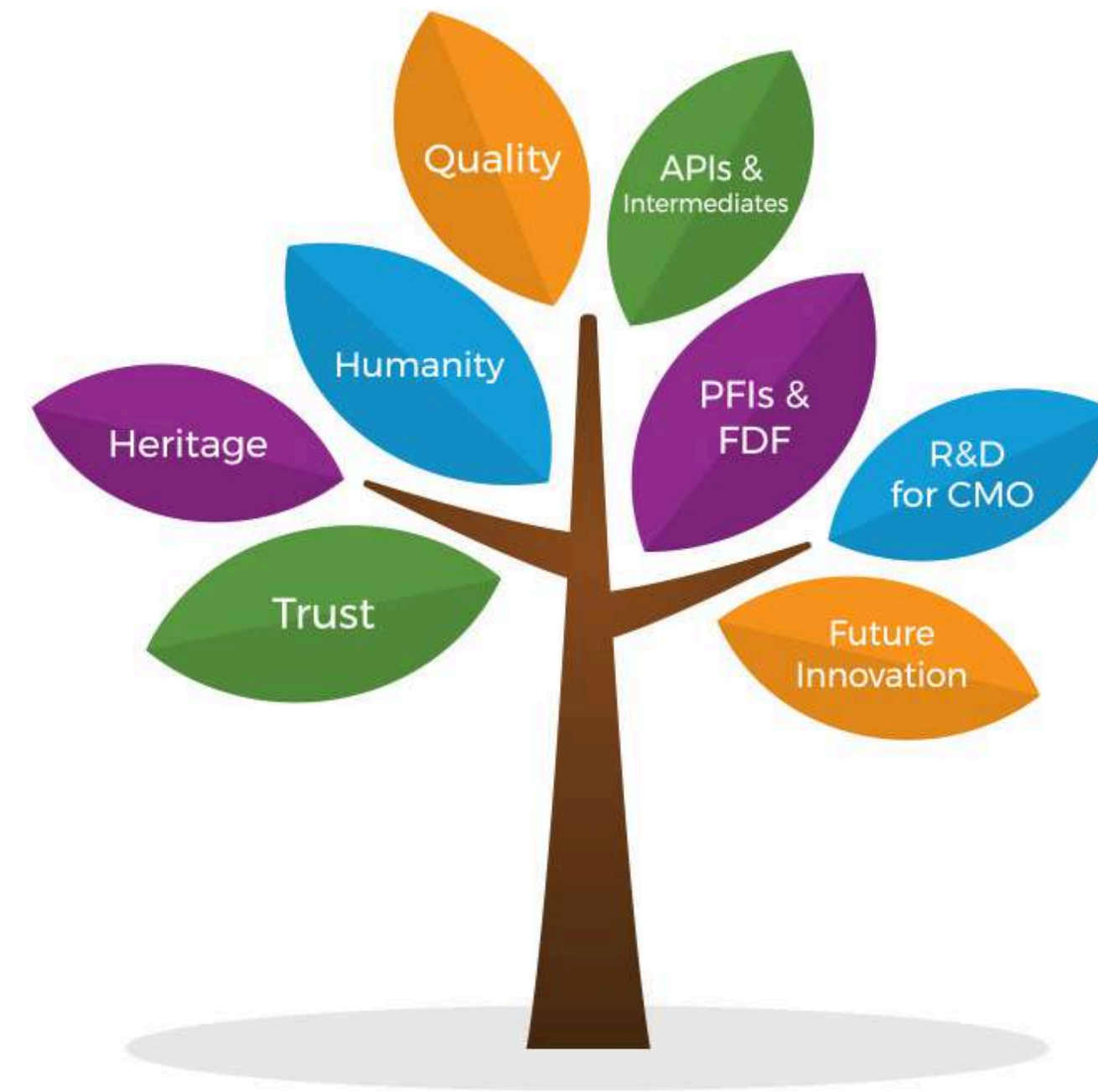
We have referred to the Global Reporting Initiative (GRI) Universal Standards 2021 framework in developing this report. In our effort to plan for action, we have used the SDGs and UNGC's to frame our goals under the sustainability framework.

# The Tree of Life

When looking at the tree in our logo we should remember that 'going with nature' is always best. Below is an explanation of the Tree of Life and its journey within the world of pharma we inhabit.

The roots of the tree give us the vision, mission, culture and values of Sri Krishna Pharma while the trunk represents our steady growth over 50 years and the establishment with customers of strong trading, built on honest endeavour and mutual respect.

The leaves can be seen as a metaphor for our values – quality, humanity, heritage, trust – and on the other side, the products we produce and the strengths we bring as a CMO – APIs & Intermediates; PFIs & FDFs; R&D for CMO; Nutraceuticals and future innovation.





# Who We Are



Sri Krishna Pharmaceuticals Limited (SKPL) is a leading name in the pharmaceutical industry, specializing in the development, manufacturing, and supply of high-quality Active Pharmaceutical Ingredients (APIs), intermediates, Nutraceuticals and formulations. With decades of expertise, we collaborate with global pharmaceutical and biotech companies to bring innovative and reliable solutions to life. Over the years, SKPL has consistently demonstrated excellence by delivering value through quality, responsiveness, and efficiency. Our state of art R&D facilities in Formulations, Nutraceuticals and Biotechnology enable us to meet the evolving customer needs. Our facilities are maintained impeccably and are always ready for any audits and regulatory inspections. This commitment to quality has enabled us to build enduring partnerships with a wide range of customers across the world. Today, SKPL proudly serves over 1800 plus customers across the globe, including start-ups, mid-sized enterprises, and industry leaders. With a highly skilled workforce of over 2400 professionals and advanced facilities in India, we are dedicated to advancing healthcare solutions that meet the highest global standards.

## Our Commitment to Sustainability

- At Sri Krishna Pharmaceuticals Limited (SKPL), we believe sustainability is not just a goal but a responsibility we carry forward every day. Our vision focuses on creating a positive and lasting impact on the environment, uplifting communities, and conducting business responsibly. Through continuous collaboration and engagement with our stakeholders, we reaffirm our dedication to this shared journey.
- Building on our prior achievements, we have outlined renewed Sustainability Goals, aligned with our national and the international Environmental, Social, and Governance (ESG) Principles, to deliver outcomes in line with our stakeholders' expectations year on year. These aspirations reflect a bold step forward in SKPL's sustainability journey and set the tone for a future rooted in perseverance and purpose for a sustainable value chain partner.

# Who We Are



## Committed Workforce

### Committed Workforce to drive empowerment

At SKPL, employees are empowered at every level to make impactful decisions. They are encouraged to take ownership, address challenges, recognize team efforts, initiate improvements, and deliver results. This culture of empowerment cultivates a committed and proactive workforce, dedicated to exceeding customer expectations and driving success.



## Ethical Practices

### Integrity in Action

At SKPL, we embrace our responsibility in the global pharmaceutical ecosystem by consistently delivering reliable, high-quality products and solutions. Our work impacts lives, and we remain steadfast in upholding the highest standards of honesty, integrity, and accountability in all that we do.



## Customer Focus

### Exceeding Expectations Always

At SKPL, customer needs drive our decisions. With flexible, end-to-end customised solutions, we deliver effective, timely results through collaboration and transparency. Our strong customer relationships reflect our commitment to excellence and reliability.



## SKPL Family

### One Family. One Goal.

At SKPL, we value the strength of teamwork, united by our mission to keep customers ahead in delivering better health. We prioritize collaboration and agility, working as cross-functional teams to address challenges and accelerate solutions. Together, we ensure success and growth for our customers.



## Innovation

### Unlocking Potential Through Innovation

At SKPL, innovation means delivering effective and viable solutions. Driven by top scientific talent, we support our customers' R&D with new approaches to API development and drug manufacturing, ensuring we stay at the forefront of the pharmaceutical industry.



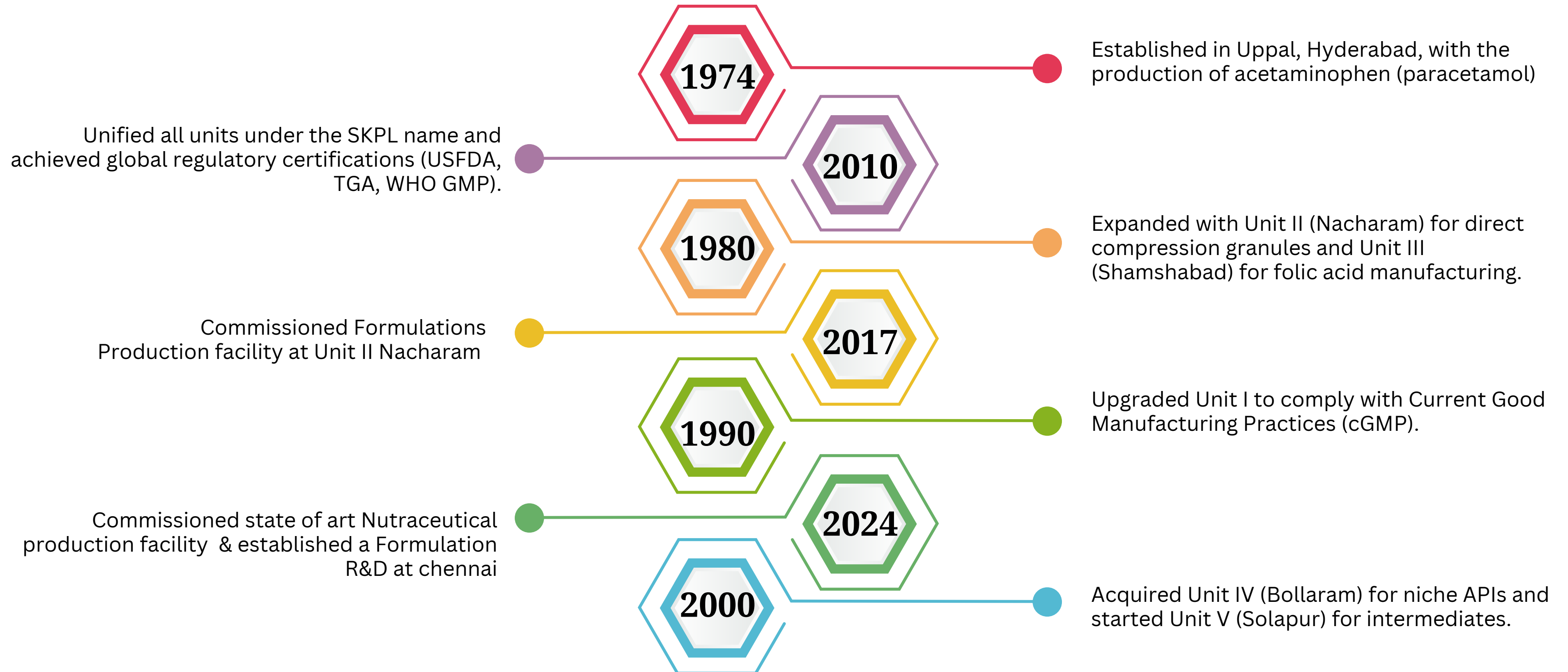
## Safety & Compliance

### Safety and Compliance First

At SKPL, safety and compliance are integral to our culture. Every employee values their impact on our organization and stakeholders. We ensure this commitment through regular reviews, training, and continuous improvement.



# Journey So Far



# Product List - API

## Active Pharmaceuticals Ingredients (APIs)

- Paracetamol/  
Acetaminophen
- Domperidone
- Furosemide
- Folic Acid
- Glibenclamide
- Glipizide
- Enalapril Maleate
- Meclizine
- Sodium  
Phenylbutyrate
- Fenoverine
- Metadoxine

## Intermediats

- Lasamide
- CADS  
(Hydrochlorothiazide)
- Sulphonamide  
(Glibenclamide)





# Our World class manufacturing facilities

## Finished Dosage Forms

- Acetazolamide
- Amidarone
- Aspirin
- Calcium Folate
- Carbidopa/ Levodopa
- Cetirizine
- Ciprofloxacin
- Ferrous Gluconate
- Folic Acid
- Furosemide
- Ibuprofen
- Metformin
- Tramadol capsule & Tablets



## Direct Compression Granules

- Paracetamol
- Paracetamol + Ibuprofen
- Paracetamol + Tramadol
- Paracetamol + CPM
- Metformin
- Ibuprofen
- Methocarbamol
- Naproxen
- Paracetamol (Sustained release)
- Sildenafil Citrate
- Levetiracetam
- Perindopril
- Furosemide
- Aspirin

# Our New Nutraceutical manufacturing facility @ Bollaram, Hyderabad, Telangana



## Nutra Products

- Astaxanthin
- Beta Carotene (SY& N)
- Canthaxanthin (SY)
- Curcumin (N)
- Lycopene (SY&N)
- Lutein (N)
- Minerals
- Capsicum (N)
- Vitamins
- Coenzyme (Q10)





Quality, humanity, heritage and trust are the values that have underpinned Sri Krishna Pharmaceuticals for over fifty years. Our goal is to support our partners in the production of quality therapeutic products which help humanity in life's daily journey.

# Global Footprint



1832  
Customers

Customer  
Record

International:  
1082  
Domestic:  
750  
Clients

Pharma  
and  
**Others**

60+  
Countries

Global  
Presence

For over 50 years, we have built enduring partnerships with more than 200 global customers, some exceeding four decades of collaboration.

This is just a pictorial representation of our reach and north exact reflection of any country

# Regulatory Approvals Across Key Markets



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The regulatory approvals are specific to production facility



# Regulatory Approvals Across Key Markets



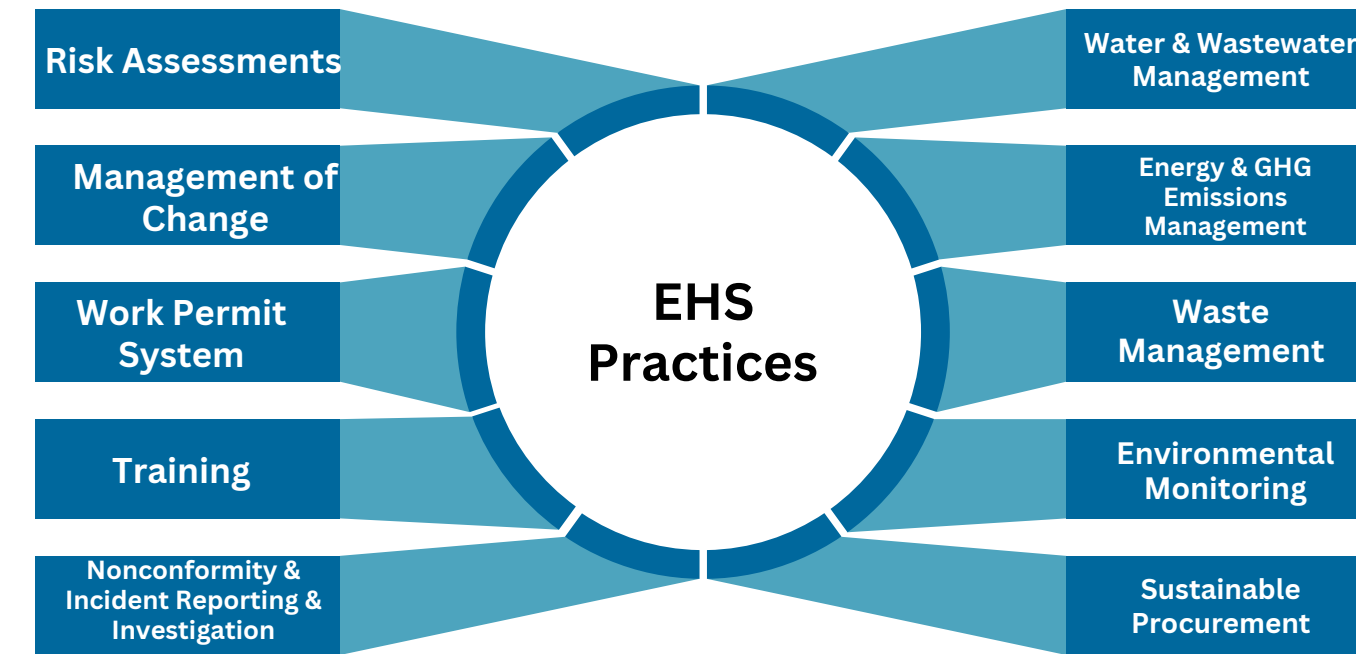
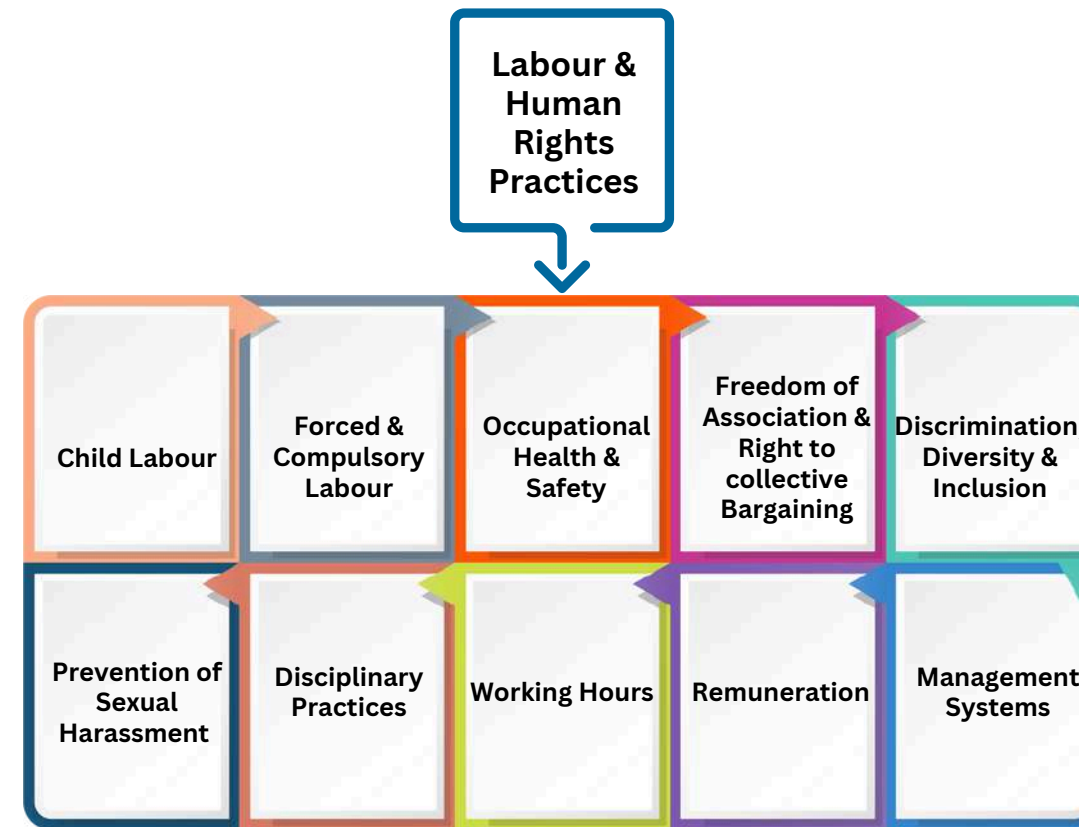
ANVISA



**The regulatory approvals are specific to production facility**

# Sustainability framework

SKPL is deeply committed to aligning with the UNGC's principles on human rights. Our approach is rooted in the International Labour Organization's (ILO) principles, identifying key human rights areas such as non-discrimination, the prohibition of child labor, and addressing external stakeholder human rights concerns. To safeguard these rights, we have implemented a comprehensive Human Rights & Ethics Policy, EHS policy, Sustainable Procurement Policy and Sustainable IT Policy, that outlines our commitment and approach to ensuring ethical practices across all operations. We also conduct trainings on Labour, human rights and Ethics including the principles of SA8000 periodically. The Guiding principles for framing the policies and procedures.





# Sustainability framework

Driven by our philosophy of "**Quality, Innovation, and Sustainability,**" we are committed to achieving environmental, social, and economic stewardship while fostering inclusivity and sustainable growth. Our sustainability journey is on a steadfast path as we implement a robust sustainability framework with defined commitments and measurable targets to track progress and ensure accountability. SKPL's sustainability framework guides us in embedding sustainability objectives into the core of our operations.

This framework is aligned with national and international ESG protocols, reporting standards, and principles. We have established organizational Sustainable Development Goals (SDGs) that reflect our commitment to Environmental, Social, and Governance (ESG) principles while creating long-term value for all our stakeholders.

We take pride in our unwavering commitment to advancing healthcare by supporting our partners in delivering innovative and high-quality medicines to global markets. Our focus on continuous development and a robust portfolio of pharmaceutical products positions us to sustain momentum as we cater to the evolving needs of patients and communities worldwide.



# Materiality Assessment

At SKPL, we recognize that the materiality assessment process is vital to defining our sustainability framework. It helps us identify, prioritize, and monitor the issues that matter most to our business and stakeholders. This process forms the foundation for setting goals and measuring our progress, ensuring we remain aligned with long-term sustainability objectives.

## Materiality Assessment Approach

Our approach to materiality is a comprehensive process that goes beyond meeting compliance requirements. By identifying and prioritizing material topics, we ensure alignment with both operational and strategic goals, considering their direct and indirect impact on the long-term sustainability of our business.

The sustainability team at SKPL leads the process by evaluating these topics based on their importance to our stakeholders and their relevance to the company's operations and strategy. Stakeholder engagement plays a critical role, ensuring a balanced understanding of expectations and priorities.

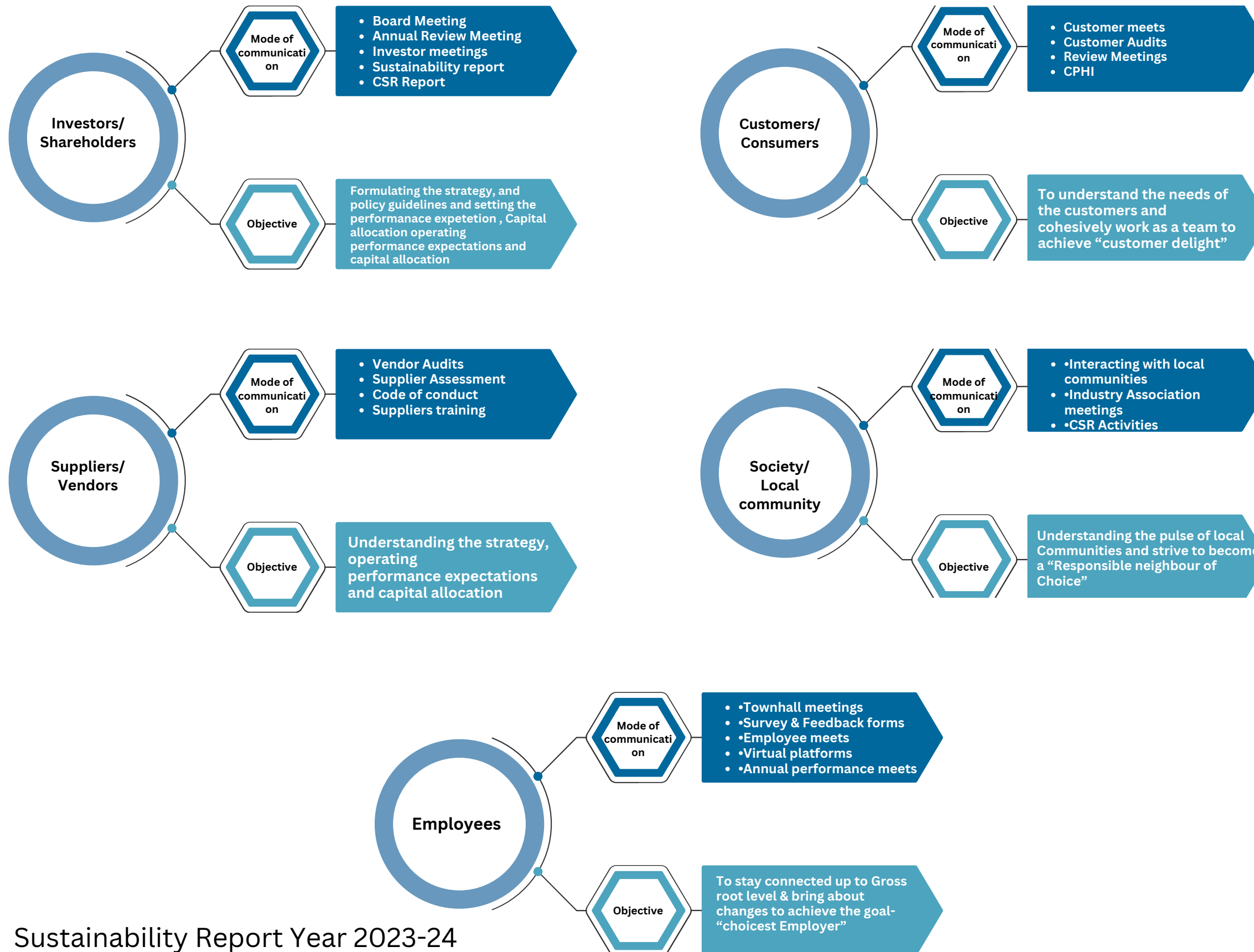
The material issues we prioritize align with the following core themes:

- Sustaining as a Partner of Choice
- Being an Employer of Choice
- Growing as a Health, Safety, and Environment (HSE) Champion of Choice
- Becoming a Responsible Neighbour of Choice





# Connecting with Stake holders



We believe that our stake holders play an important role in our journey of sustainability. Taking their valuable opinions and ideas is of a paramount importance to us in this journey. This would also showcase our commitment towards transparency. This inclusive approach would help us in making sure that the opinions and expectations of these stakeholders involved in our operations are respected and heard.

The most important stakeholders are Investors, Share holders, Suppliers, Vendors, Clients, Customers, Regulators, Govt. Organizations, Employees and local communities. We communicate with them through various means as appropriate.

We regularly connect with our stakeholders through a range of communication platforms, promoting open and insightful discussions. We guarantee that our sustainability requirements and expectations are met by doing this. Our commitment to establishing strong, cooperative partnerships that propel our sustainability projects ahead is demonstrated by our thorough stakeholder engagement methodology.



## Principle-Based Policy Mapping

### Policy Framework and Implementation

- Formulation and Standards: Policies formulated with stakeholder consultation and based risk assessments. These are aligned with international standards (SA8000, ISO 9000, ISO 14000, OHSAS 45000, UNGC guidelines, ILO principles).
- Communication: Policies overseen by designated officials and communicated to internal and external stakeholders.
- In-House Structures: Established in-house mechanisms for effective implementation.
- Grievance Redressal: Whistle-blower mechanism addresses stakeholder concerns and ensures ethical compliance. Grievance committee addresses the internal Grievances.
- Audits and Evaluations: Policies reviewed regularly through internal audits, by trained auditors.

#### P1: Ethics, Transparency, Accountability

Conduct and govern with ethics, transparency, and accountability

High level Policy on Labour, Human Rights & Ethics, SA8000 Policy, Whistle-Blower Policy, Code of Conduct & Anti Bribery & Anti Corruption, Grievance Redressal, Apex Manual

#### P2: Sustainability of Products

Provide safe, sustainable goods and services

Environment & Safety Policy, GMP Standards, Supplier Code of Conduct

#### P3: Employee Wellbeing

Promote employee wellbeing and inclusion

Safety Policy, SA8000 Policy, Grievance Redressal

#### P4: Stakeholder Inclusivity

Respect interests of all stakeholders

CSR Policy

#### P5: Human Rights

Promote and respect human rights

Recruitment Policy, Code of Business Conduct, SA8000 Policy,

#### P6: Environmental Responsibility

Protect and restore the environment

Environment & Safety Policy, APEX Manual.

#### P7: Regulatory Responsibility

Engage responsibly in public and regulatory policy

Code of Business Conduct, Environment & Safety Policy, GMP Standards, Supplier Code of Conduct

#### P8: Inclusive Growth

Support inclusive growth and equitable development

CSR Policy

#### P9: Customer Responsibility

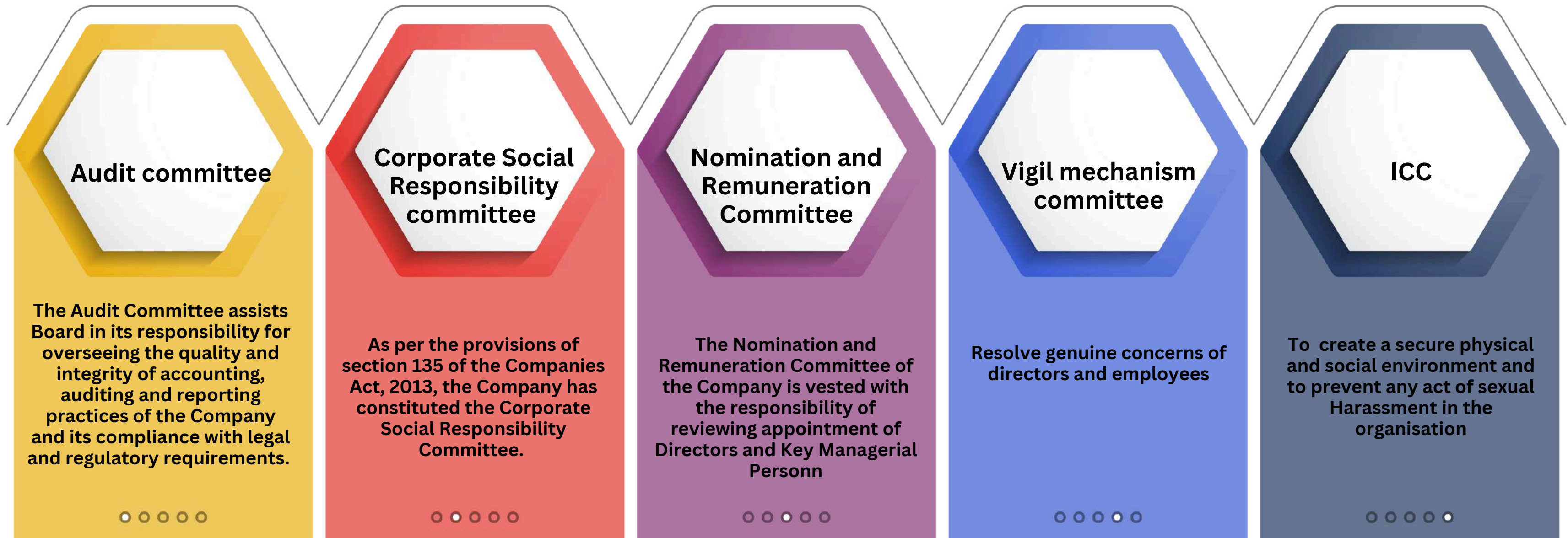
Provide value responsibly to customers

GMP Standards, Code of Business Conduct



# Governance Structure

Corporate governance forms the cornerstone of our commitment to long-term value creation, effective risk management, and fostering trust with stakeholders. At SKPL, governance extends beyond compliance; it defines how we engage with shareholders, employees, customers, and the broader community. Our governance practices are built to uphold integrity, transparency, and accountability in every decision-making process and action.



At SKPL, we have cultivated a culture where sustainability principles are deeply ingrained in our operations. This has been achieved through the guidance of our leadership and the unwavering commitment of our people.

Our sustainability governance is structured into a three-tier system comprising the Sustainability Governance Council, the Corporate Sustainability Cell, and the Site Sustainability Cell. This framework ensures the effective development and enforcement of SKPL's sustainability mandate across all levels of the organization.

### Objective

SKPL committed to run the business in an ethical manner protecting the interest of all stakeholders. SKPL should ensure that all of its employees and other stake holders abide by the governing principle of Code of business conduct & ethics, Anti Corruption and Fraud.

### Whistle-blower Protection and Anonymous Complaints

Suppliers shall create a program to ensure the protection of workers whistle-blower confidentiality and prohibit retaliation against workers, who participate in such programs in good faith or refuse an order that is in violation of the SKPL policy. Suppliers shall provide an anonymous complaint mechanism for workers to report workplace grievances in accordance with local laws and regulations.

### Code Of Business Conduct & Ethics: -

Our Code of Business Conduct & Ethics should set forth legal & ethical standards that would apply to our organization. It encompasses Employee Responsibilities, Compliance to Laws and rules of SKPL. It also covers the commitment of SKPL towards Business Partners, Stake Holders and society.

### Anti-Bribery and Anti-Corruption: -

We aim to improve standards of integrity, transparency, and accountability by enforcing zero tolerance towards bribery and corruption

### Anti-discrimination

Suppliers shall not do any discrimination or distinction, exclusion or preference made on the basis of race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments.



# Governance Structure- Social Accountability Committee



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## Social Performance Team

A team of management representatives and worker representatives oversees SAMS implementation, monitors risks, and ensures compliance.

## Grievance Committee

SKPL provides a fair grievance mechanism for employees to report issues without fear of retaliation. Complaints are resolved through a structured process involving a Grievance Redressal Committee.

## Internal Compliance Committee (POSH)

To prevent incidents of sexual harassment, promote gender equality and protect women employee at workplace, SKPL established an internal committee (IC) to handle complaints of sexual harassment.

## Safety Committee

Health & safety committee monitors work place safety and responds to incidents effectively to provides a safe and healthy workplace by proactively assessing risks, offering safety training and provide Personal Protective Equipment.

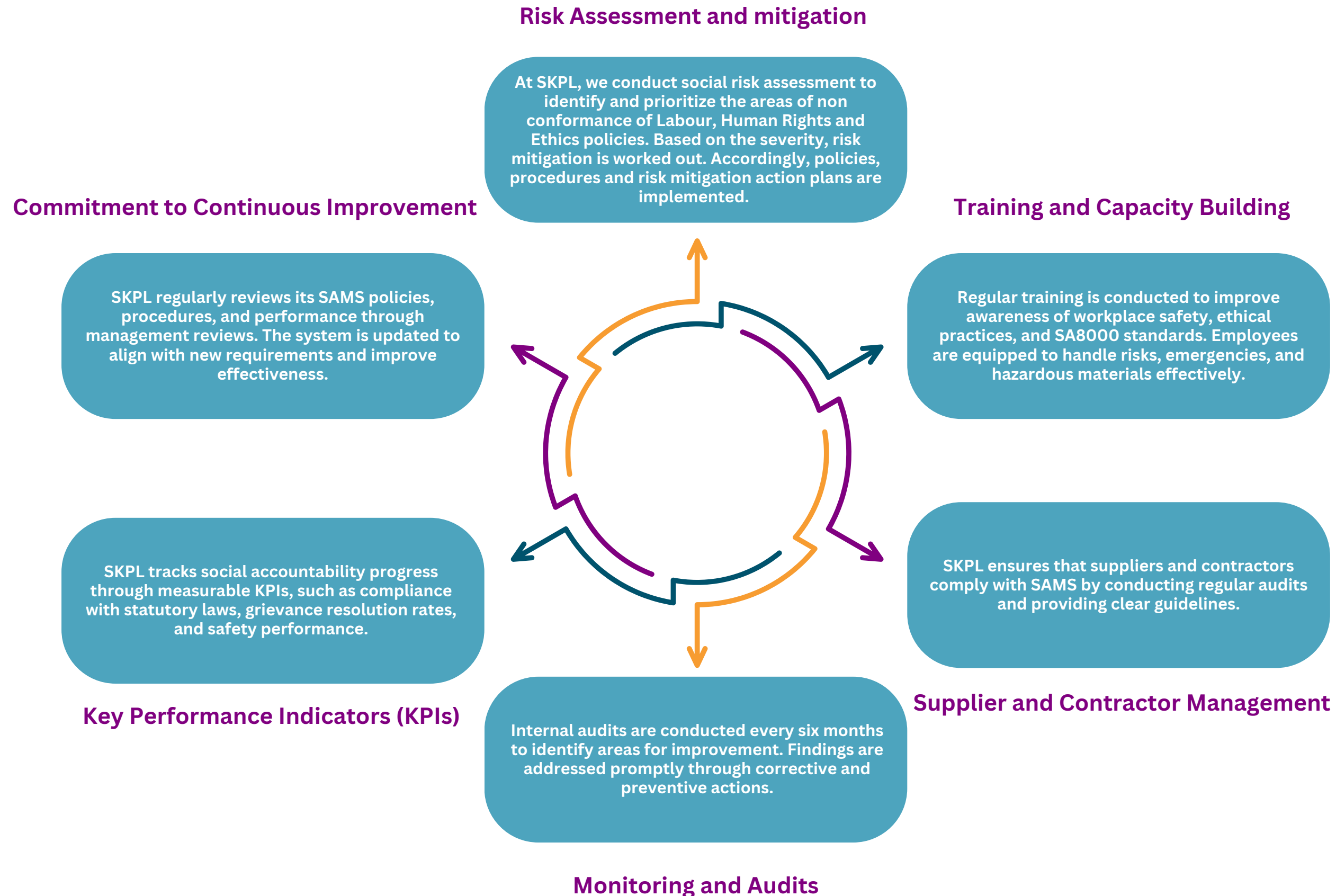
## Canteen Committee

Canteen committee with equal representation from manager level and workmen category to maintain and control the quality of food supplied hygienic, nutritious, and affordable food to all employees.

# Management and Governance:



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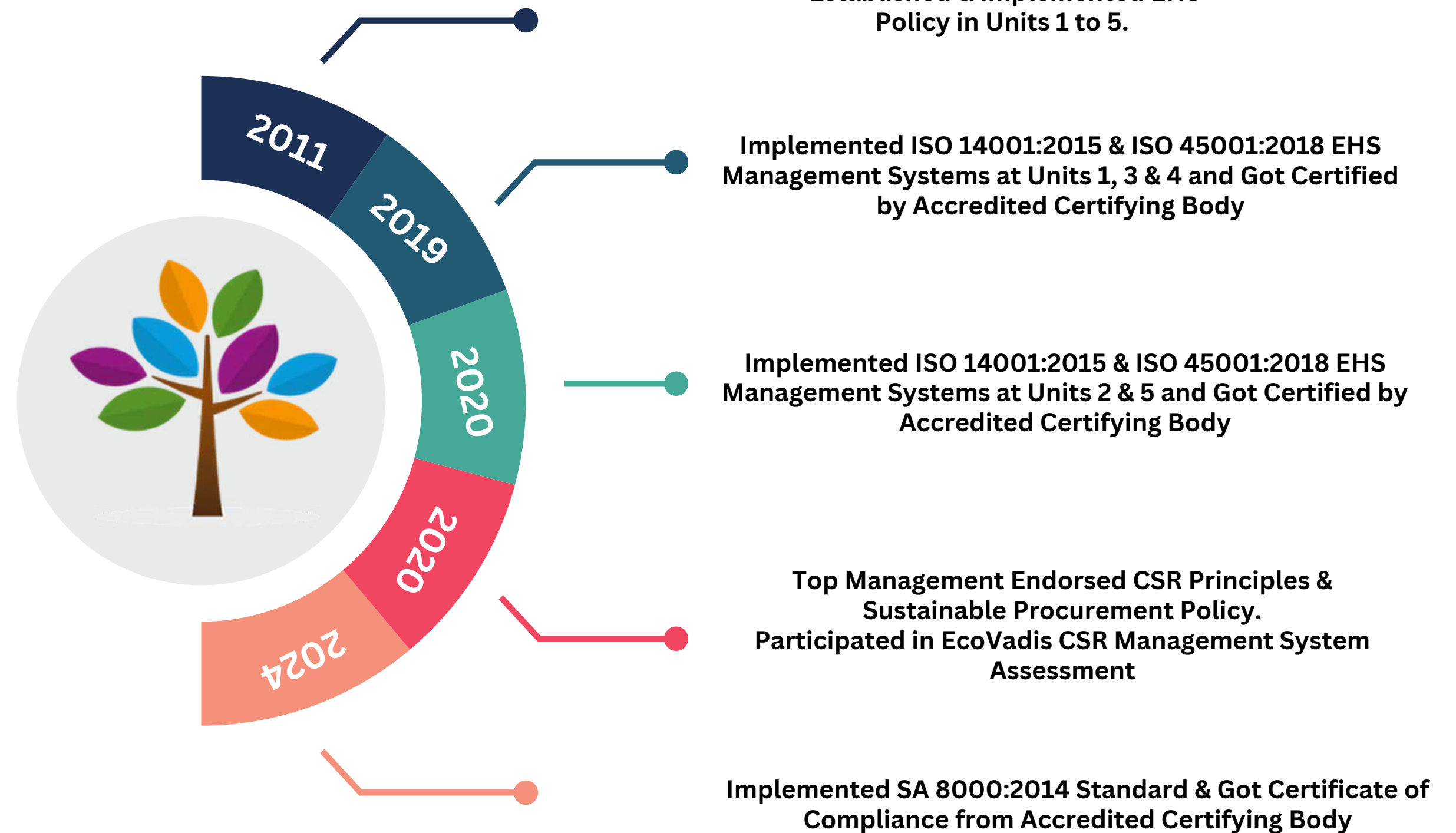
# Our Sustainability Journey



**Sri Krishna Pharma**  
Trusted partners for life's journey

## Our Journey

We take pride in our unwavering commitment to sustainability and meet our purpose “Trusted Partners for Life’s Journey” by being a responsible value chain partners in the pharmaceutical and healthcare sectors. Driven by our Mission "respects EHS & Compliance, while giving the best Quality”, we are committed to achieving environmental, social, and economic stewardship while fostering inclusivity and sustainable growth. Our sustainability journey is on a steadfast path as we implement a robust sustainability framework with defined commitments and measurable targets to track progress and ensure accountability. SKPL has integrated the Principles like National Guidelines for Responsible Business Conduct, UNGC, and PSCI in the business processes in its ESG Policies and adopted systematic approach as per the requirements of ISO 14001:2015, ISO 45001: 2018 EHS management systems and SA8000:2014 Social Accountability standards to contribute for Environmental and Social Sustainability in line with the requirements of Sustainable Development Goals (SDGs). SKPL's sustainability framework guides us in embedding sustainability objectives into the core of our operations through set organizational Sustainable Development Goals (SDGs) that reflect our commitment to Environmental, Social, and Governance (ESG) principles while creating long-term value for all our stakeholders.



# ESG policies

•Social Accountability Policy (SA8000)

Code of Business Conduct & Ethics Policy

Anti-Bribery & Anti-Corruption Policy

High level Policy on Labour, Human Rights & Ethics

Sexual Harassment Policy

Recruitment Policy

Vigil Mechanism

Supplier Code of Conduct Policy

Non Disclosure Policy

Mentorship Policy

CSR policy

Information Security Policy & Procedure

Supplier Environmental and Social Assessment

EHS Policy

## Embedding Responsibility Across SKPL

At SKPL, responsibility for implementing our commitments is integrated at all organizational levels:

Board of Directors: Provides oversight and strategic direction.  
Committees: Audit, ESG, ensure governance, compliance, and policy implementation.

### Operational Governance

HR oversees Human Rights, Labour, Ethics and anti-harassment policies, reporting to senior leadership. Governance discussions occur regularly across Board and shopfloor committees, ensuring effective implementation.

### Integration and Compliance

Our policies are embedded into strategies, operations, and procurement, ensuring alignment with ethical practices. Internal audits and pre-qualification processes monitor adherence across functions and partners. Incentives like long-term contracts and capacity-building programs encourage supplier alignment.

### Commitment to Transparency

100% of our Board, partners and employees are trained on anti-corruption policies, code of conduct and business ethics. There are no incidents reported in the last two years. SKPL's approach to responsible business ensures trust, compliance, and sustainable growth for all stakeholders.







## Health & Safety

- a) EHS training for employees: 13 Hours/Employee in FY 2023-24
- b) Completed 0.55 safe million-man hours without lost time incident (from 17-Mar-2024)
- c) Reportable Lost Time Injury Frequency Rate per million man-hours (RLTI-FR): 0.1877 in FY 2023-24
- d) Total Recordable Injury Rate (TRIR): 0.2252 in FY 2023-24



## Governance

- Zero confirmed corruption cases reported in FY 24
- Zero confirmed information security incidents reported in FY 24
- Zero confirmed whistle-blower incident reported to ombudsman in FY 24



## Social

- 7% of female workforce
- 24.19 Average training Hours/ Employee
- INR 89.71 L CSR Spends
- 100% of eligible employee's PMS completed



## Environment

- Water & Wastewater: Absolute reduction of 9% fresh water, absolute reduction of 10% effluent generation and absolute increase of 8% treated effluent recycle.
- Energy: Absolute reduction of 23% fuel energy consumption, absolute reduction of 8% electrical energy consumption and absolute reduction of 20% total energy consumption.
- GHG Emissions: Scope 1 GHG Emission Absolute Reduction: 23.35%, Scope 2 GHG Emission Absolute Reduction: 7.71% and (S1+S2) GHG Emission Absolute Reduction: 18.26%
- Air Emissions (Non-GHG): Absolute Reduction: 12.81%
- Wastes: Waste to Landfill quantity reduced by 18.48%, Wastes Reuse/Recycle quantity increased by 3.79% and Total Wastes quantity reduced by 8.96%

# Our Holistic ESG Approach

## SKPL's ESG Commitment

At SKPL, Environmental, Health, Safety, and Sustainability (EHS&S) are integral to our operations, driving innovation and growth.

### Empowered Workforce

Our employees are vital to our success. Certified to ISO 45001:2018, our safety systems ensure a secure workplace. We also boosted training hours to 30 per employee, fostering professional growth and equity-focused practices that value and motivate our workforce.

# ISO Certificates





# SA 8000 Certificates

**UK Akkreditering Forum Limited**  
Issue this

**CERTIFICATE OF ACCREDITATION**  
For registration of management systems

To Certification Body  
**UK Certification & Inspection Limited**  
Accredited Locations: 71-75, SHELTON STREET, COVENT GARDEN, LONDON WC2H 9JQ, UNITED KINGDOM

Scope of Accreditation:  
Audit and certification of specific Management Systems in the field of ISO 9001:2015, ISO 14001:2015, HACCP, ISO 22000:2018, GMP Compliance, SA 8000, GLP Compliance, GMP+, GST+ Compliance, GRS Compliance, SEFA Compliance, ATEX Compliance, HALAL Certification, Kosher Certification, BRC, Global GAP, Organic Compliance, Reach Compliance, RoHS Compliance, BIFMA Compliance, Greenguard Compliance, CE Mark Compliance, EN / IEC Compliance, ISO 27001:2013, ISO 27001:2022, ISO 50001:2018, ISO 20000:2018, ISO/TS 16949:2016, ISO 13485:2016, ISO 45001:2018, ISO 19650-1, ISO/IEC 27032:2023, WHO GMP, FDA Export Certificate, ISO 4054, ISO/IEC 17020:2012, ISO 17025:2017, ISO/IEC 17065:2012 and CMMI to the full extent of ISIC Codes – International Industrial Classification of All Economic Activities, HALAL Compliance

This certificate of accreditation was issued on the basis of assessment of the applicant certification body in accordance with the accreditation criteria established within GINAQRO AC 2009 and ISO/IEC 17021:2018 Conformity assessment – Requirements for bodies providing audit and certification of management systems and has demonstrated compliance with ISO/IEC Standard 17025:2017, General requirements for the competence of testing and calibration laboratories...

This certificate is valid until 01/05/2027 and is subject to periodical surveillance assessments.

Certificate Number: UKAF-CB-008  
Date of issue: 01/05/2019

*James*  
Accreditation service Manager  
5 Jupiter House, Calleva Park, Aldermaston, Reading Berkshire RG78NN UK  
www.ukaf.org.uk



**UKcert**  
Certification & Inspection

**Certificate of Compliance**  
Awarded to  
**SRI KRISHNA PHARMACEUTICALS LTD, UNIT -I**  
at  
**C-4 : INDUSTRIAL AREA, UPPAL KHALSA(V),UPPAL(M) MEDCHAL-  
MALKAJGIRI(DIST), HYDERABAD-500039, TELANGANA, INDIA**

UKCert certify that the Social Accountability Management System of the above supplier has been assessed and found to be in accordance with the requirements of the social accountability standard detailed below Standard

**SA 8000:2014**  
For the following scope of activities:  
**DEVELOPMENT, MANUFACTURING AND SUPPLY OF  
NON-STERILE ACTIVE PHARMACEUTICAL  
INGREDIENTS AND INTERMEDIATS**

Certificate Number: UQ-2024092337  
Validity of this certificate can be verified at [www.ukcertifications.org.uk/verify](http://www.ukcertifications.org.uk/verify)

Further clarification regarding the scope of the certificate and applicability of the management system requirements may be obtained by consulting the organization

Date of Certification	23rd September 2024
1 <sup>st</sup> Surveillance Audit Due	22nd September 2025
2 <sup>nd</sup> Surveillance Audit Due	22nd September 2026
Certificate Expiry (subject to the company maintaining its system to the required standard)	22nd September 2027

*Daniel..*  
Authorised Signatory




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Company No: 11847851

**UKcert**  
Certification & Inspection

**Certificate of Compliance**  
Awarded to  
**SRI KRISHNA PHARMACEUTICALS LTD, UNIT -II**  
at  
**PLOT NO:A-34 & A-35, IDA NACHARAM, UPPAL(M), MEDCHAL  
MALKAJGIRI(DIST) HYDERABAD-500076, TELANGANA, INDIA**

UKCert certify that the Social Accountability Management System of the above supplier has been assessed and found to be in accordance with the requirements of the social accountability standard detailed below Standard

**SA 8000:2014**  
For the following scope of activities:  
**MANUFACTURING OF NON-STERILE FORMULATION PRODUCTS  
INCLUDING TABLETS, CAPSULES AND COMPRESSIBLE  
GRANULES IN BULK, BLISTER AND BOTTLE PACKINGS**

Certificate Number: UQ-2024092338  
Validity of this certificate can be verified at [www.ukcertifications.org.uk/verify](http://www.ukcertifications.org.uk/verify)

Further clarification regarding the scope of the certificate and applicability of the management system requirements may be obtained by consulting the organization

Date of Certification	23rd September 2024
1 <sup>st</sup> Surveillance Audit Due	22nd September 2025
2 <sup>nd</sup> Surveillance Audit Due	22nd September 2026
Certificate Expiry (subject to the company maintaining its system to the required standard)	22nd September 2027

*Daniel..*  
Authorised Signatory




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Company No: 11847851



# SA 8000 Certificates



**Certificate of Compliance**  
Awarded to  
**SRI KRISHNA PHARMACEUTICALS LTD, UNIT III**  
at  
SURVEY NO.57,GOLKONDA KALAN, RAIKUNTA VILLAGE,  
SHAMSHABAD MANDAL, R.R DIST, 501218, TELANGANA, INDIA

UKCert certify that the Social Accountability Management System of the above supplier has been assessed and found to be in accordance with the requirements of the social accountability standard detailed below Standard

**SA 8000:2014**

For the following scope of activities:  
DEVELOPMENT, MANUFACTURING AND SUPPLY OF NON-STERILE ACTIVE PHARMACEUTICAL INGREDIENTS AND INTERMEDIATS

**Certificate Number: UQ-2024092339**

Validity of this certificate can be verified at [www.ukcertifications.org.uk/verify](http://www.ukcertifications.org.uk/verify)

Further clarification regarding the scope of the certificate and applicability of the management system requirements may be obtained by consulting the organization

Date of Certification	23rd September 2024
1 <sup>st</sup> Surveillance Audit Due	22nd September 2025
2 <sup>nd</sup> Surveillance Audit Due	22nd September 2026
Certificate Expiry (subject to the company maintaining its system to the required standard)	22nd September 2027

*Daniel..*  
Authorised Signatory




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Company No. 11847851



**Certificate of Compliance**  
Awarded to  
**SRI KRISHNA PHARMACEUTICALS LTD UNIT IV**  
NUTRACEUTICAL AND DIETARY SUPPLEMENT DIVISION  
at  
SURVEY NO 296/7/10, IDA BOLLARAM, JINNARAM (M)  
SANGA REDDY ( DIST) – 502325, INDIA

UKCert certify that the Social Accountability Management System of the above supplier has been assessed and found to be in accordance with the requirements of the social accountability standard detailed below Standard

**SA 8000:2014**

For the following scope of activities:  
MANUFACTURE AND SUPPLY OF NUTRACEUTICAL AND DIETARY SUPPLEMENTS

**Certificate Number: UQ-2024092335**

Validity of this certificate can be verified at [www.ukcertifications.org.uk/verify](http://www.ukcertifications.org.uk/verify)

Further clarification regarding the scope of the certificate and applicability of the management system requirements may be obtained by consulting the organization

Date of Certification	23rd September 2024
1 <sup>st</sup> Surveillance Audit Due	22nd September 2025
2 <sup>nd</sup> Surveillance Audit Due	22nd September 2026
Certificate Expiry (subject to the company maintaining its system to the required standard)	22nd September 2027

*Daniel..*  
Authorised Signatory




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Company No. 11847851



**Certificate of Compliance**  
Awarded to  
**SRI KRISHNA PHARMACEUTICALS LTD, UNIT -IV**  
at  
SURVEY.NO.296/7/10, IDA BOLLARAM, JINNARAM MANDAL,  
SANGAREDDY DIST-502325, TELANGANA, INDIA

UKCert certify that the Social Accountability Management System of the above supplier has been assessed and found to be in accordance with the requirements of the social accountability standard detailed below Standard

**SA 8000:2014**

For the following scope of activities:  
DEVELOPMENT, MANUFACTURING AND SUPPLY OF NON-STERILE ACTIVE PHARMACEUTICAL INGREDIENTS AND INTERMEDIATS

**Certificate Number: UQ-2024092340**

Validity of this certificate can be verified at [www.ukcertifications.org.uk/verify](http://www.ukcertifications.org.uk/verify)

Further clarification regarding the scope of the certificate and applicability of the management system requirements may be obtained by consulting the organization

Date of Certification	23rd September 2024
1 <sup>st</sup> Surveillance Audit Due	22nd September 2025
2 <sup>nd</sup> Surveillance Audit Due	22nd September 2026
Certificate Expiry (subject to the company maintaining its system to the required standard)	22nd September 2027

*Daniel..*  
Authorised Signatory



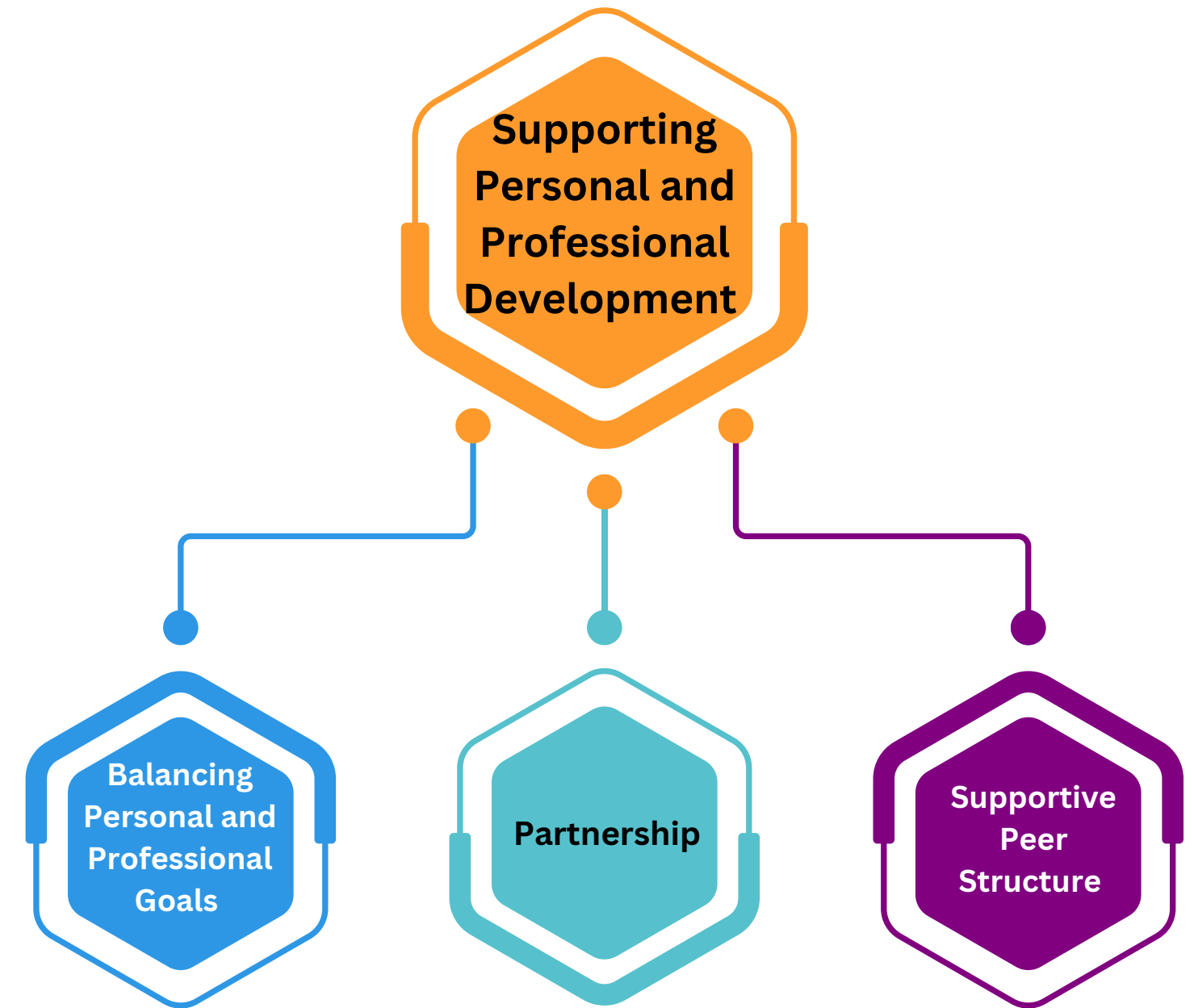

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Company No. 11847851



# Empowering a Diverse and Dynamic Workforce



**Sri Krishna Pharma**  
Trusted partners for life's journey



Equipping women to excel in leadership while managing personal aspirations.

Learning from the best, including SKPL's leadership team.

Developing relationships to ensure a supportive network among peers.



# Employee Demographics, Experience, and Benefits Analysis

## Gender Diversity- Board Members



17% -  
Female

83% - Male

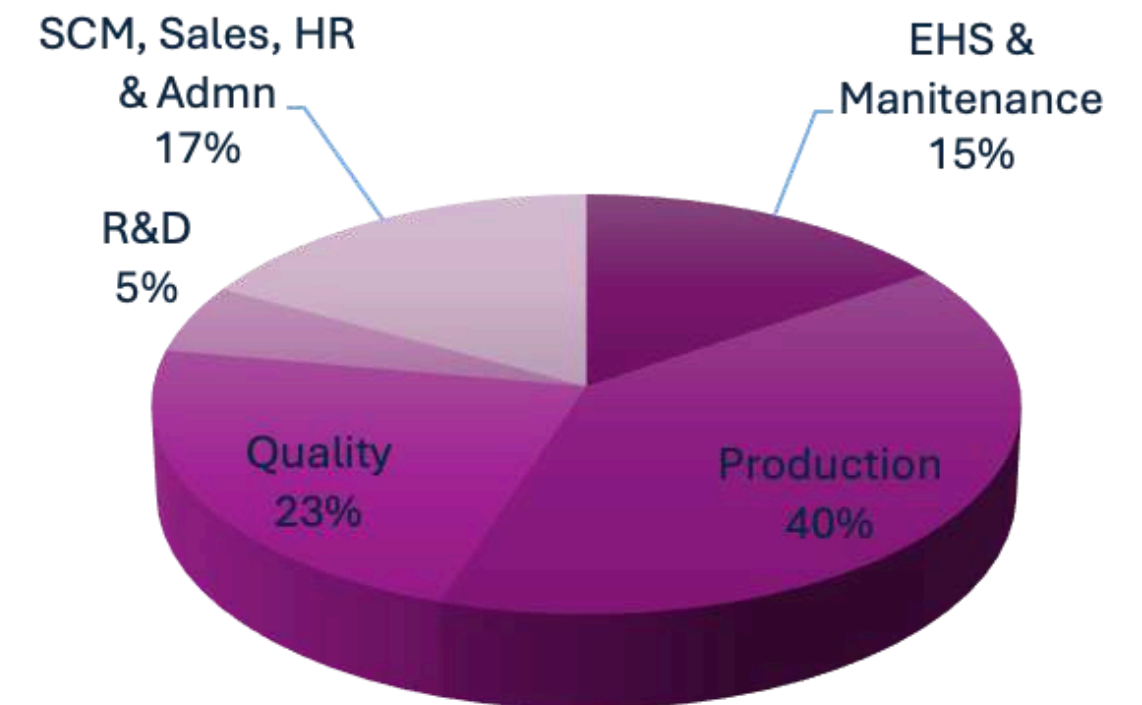
## Gender Diversity- Employees



93% - Male

7% - Female

We have totally 18,561-man years experience



### PMS Cycles:

The performance Cycle at SKPL is for a period of One year. Every employee would be reviewed on his performance yearly. Any new Joinees would be assessed after one year from the date of Joining.

As regards existing employees performance assessment is done at two particular period of time.

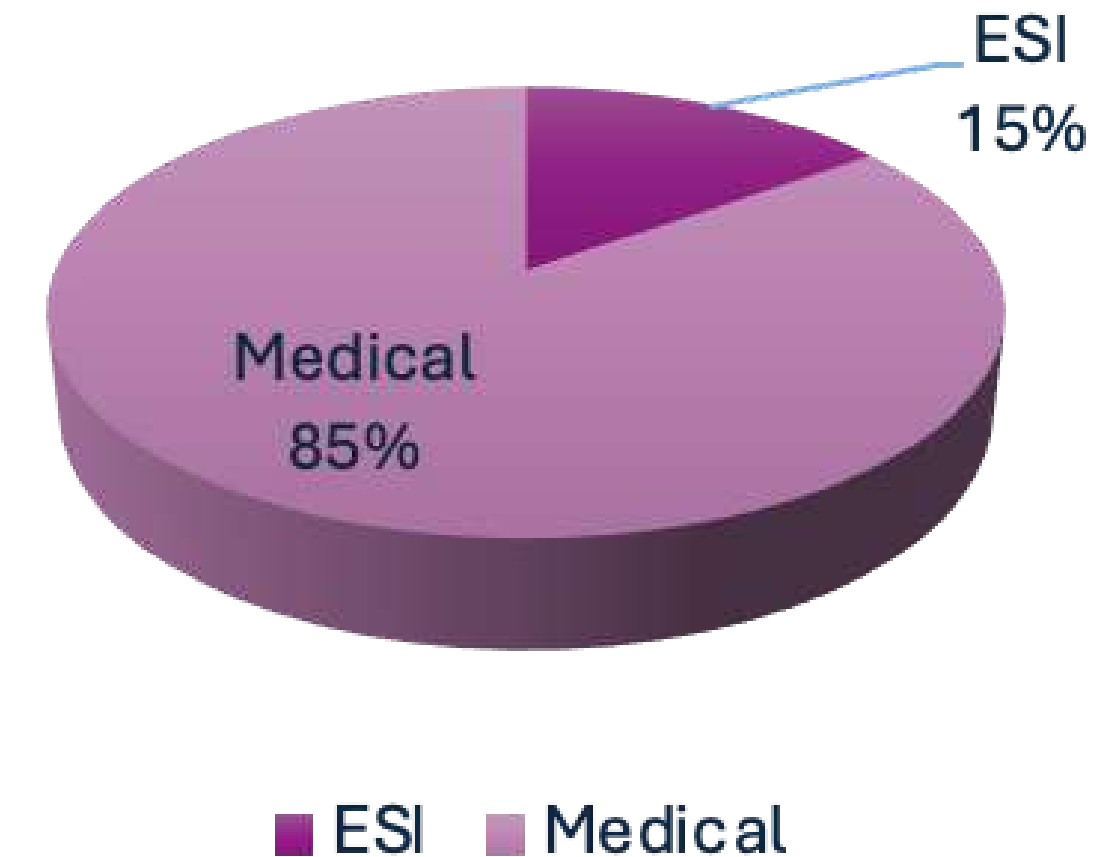
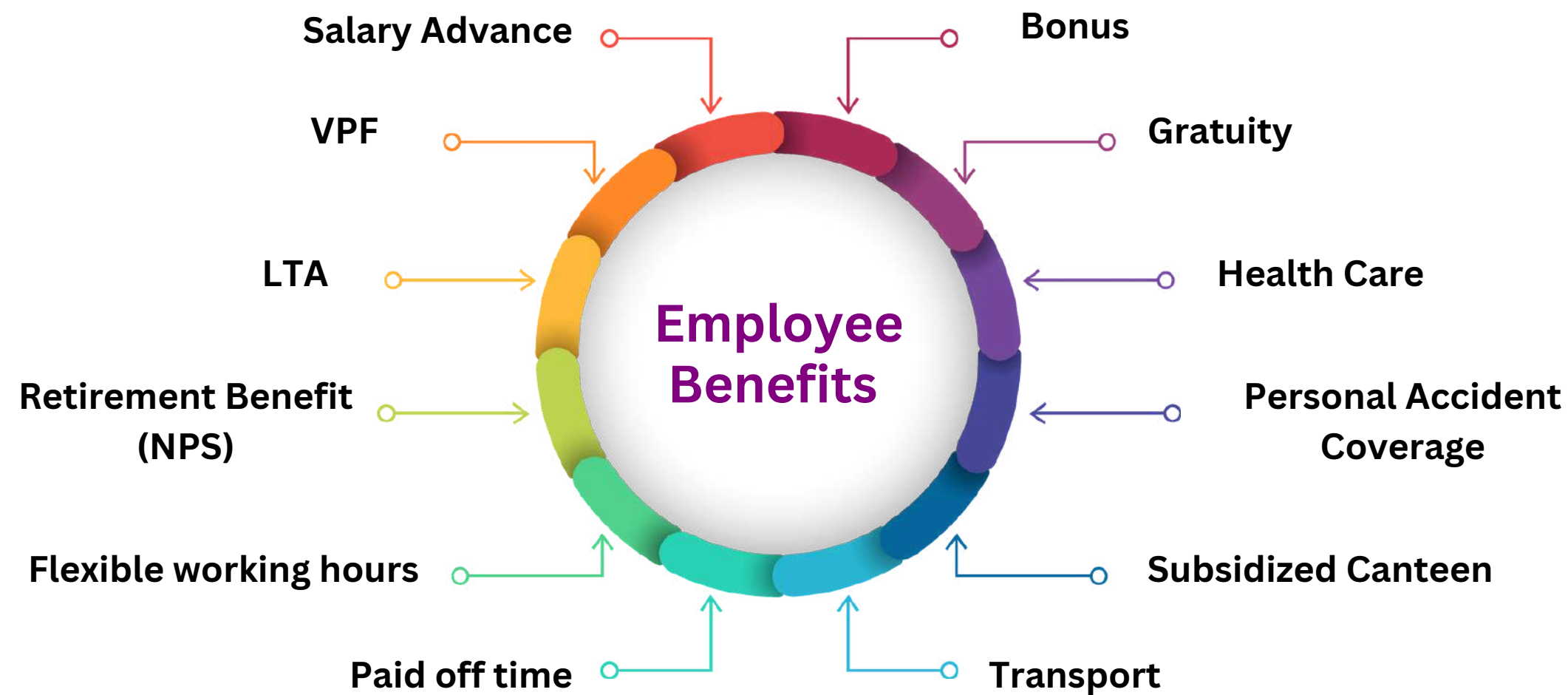
Employees joining from October to March, the appraisal cycle is run in April and for Employees joining from April to September appraisal cycle is run in October.

The PMS is purely based on Performance of an employee, any discrimination based on caste, creed, gender, region, race or any bias for that matter is not tolerated.

**Collective bargaining:** Company engages with Long term settlements with recognised unions at respective plants

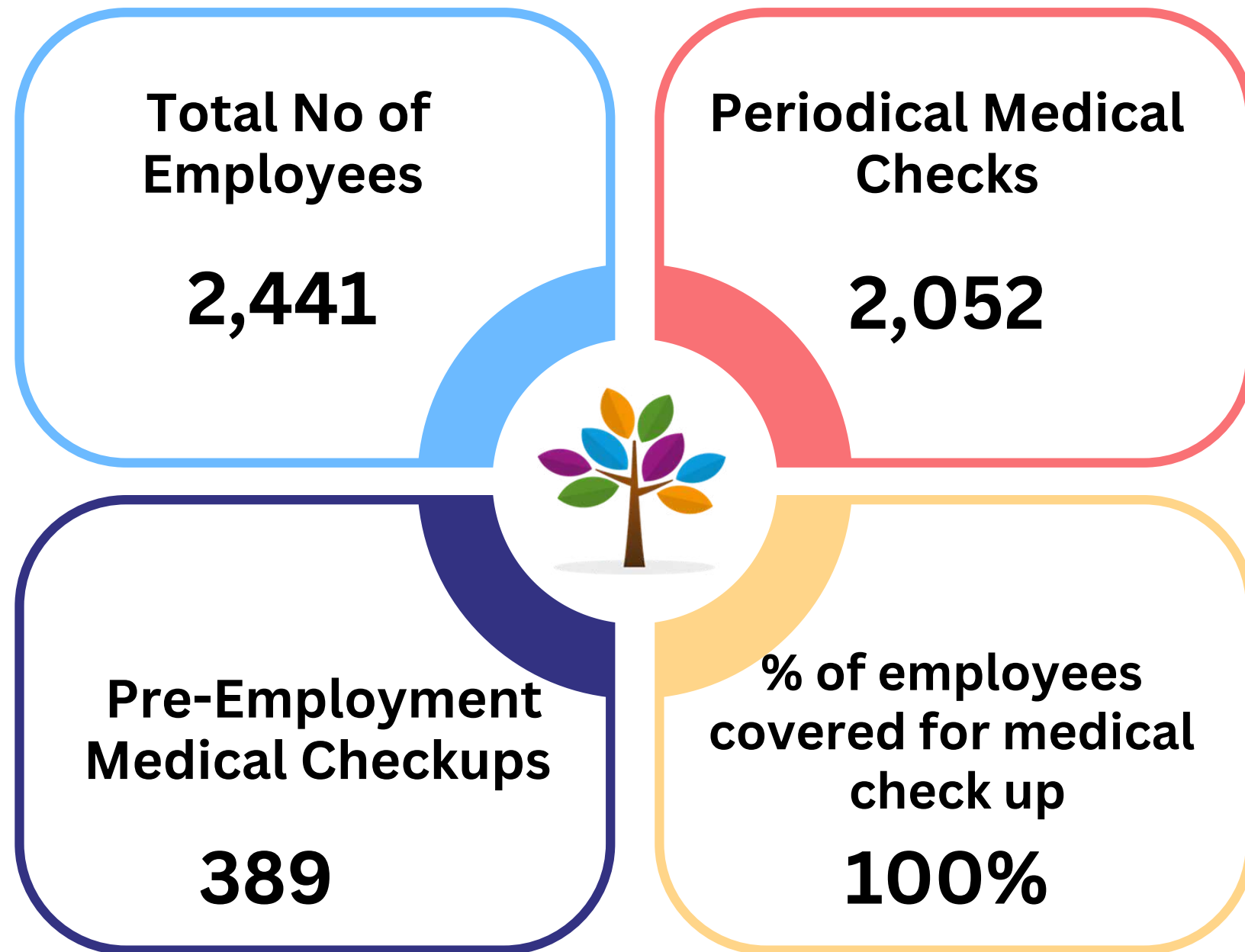
# Employee Demographics, Experience, and Benefits Analysis

- We give maternity leave and work from home for female employees during family way. Also, we have flexi working hours for working mothers to help them in work life balance.
- 100% of Bonus for FY 23-24 has been paid to 1439 SKPL employees who are eligible. This includes the employees who left the organization also.
- Gender Pay Gap for FY 2023-24-24 is 5.49% between Men & Women Employees





# Medical Examination for All employees (Staff & Contract Workmen)







Safety remains a cornerstone of the company's commitment to employee wellbeing. During the last year, 100% of permanent employees, permanent women employees, and casual/temporary/contractual employees received safety and skill upgradation training. Safety training is integral to the induction program for all employees and is a mandatory prerequisite for contract workers before joining the system. The company maintains an ongoing structured safety training agenda to foster a robust culture of safety across the workforce.

In addition to safety, the company emphasizes continual learning for its employees. A structured learning model has been institutionalized for skill upgradation, particularly at the floor level. For management cadre employees, the company addresses learning and development needs through a comprehensive Learning & Development (L&D) framework that employs various training delivery mechanisms.



# Building a Foundation of Excellence



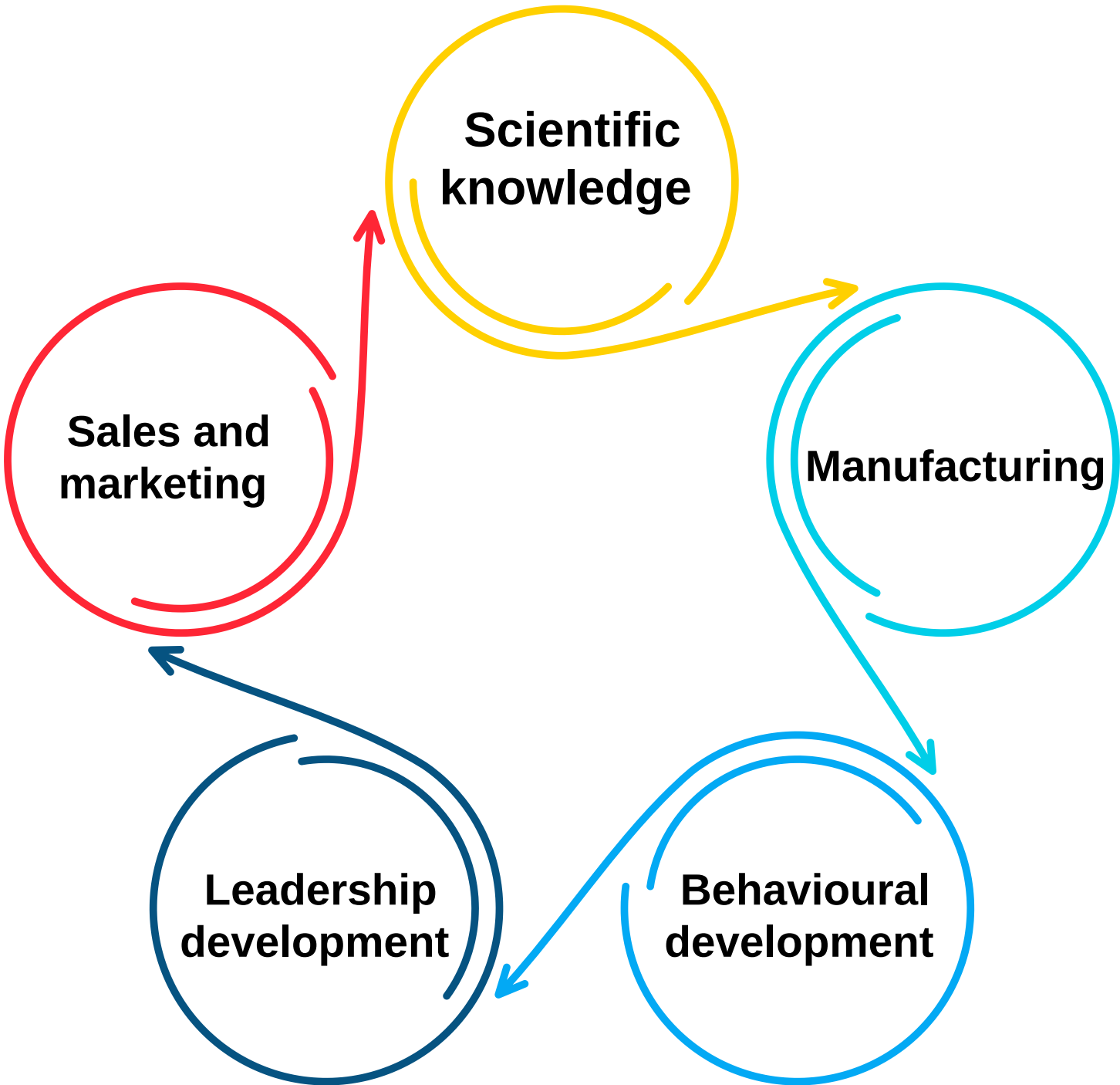
**Sri Krishna Pharma**  
Trusted partners for life's journey

At SKPL, we believe that the growth of our people is directly tied to the growth of our organization. We are dedicated to empowering individuals to realize their full potential, fostering personal, professional, and business success.

### Fostering Continuous Growth

SKPL's learning and development programs are designed to support the holistic growth of every employee.

We encourage our team members to take ownership of their learning journey and explore their areas of interest. Whether pursuing higher education or transitioning to new roles to develop fresh skills, SKPL remains a committed partner in helping employees achieve their career aspirations and skill development goals.





# Nurturing Growth Through Feedback

At SKPL, we conduct training to employees to cope up with their work-based stress and to maintain well being. A seasoned trainer on Neuro Linguistic Programme has been deployed to undertake such trainings. The trainer also acts as mentor and coach for certain desirous employees. This is a continuous activity.

A recent training conducted to managers and team leads across the organization has been well accepted. The training has been done on the following aspects.



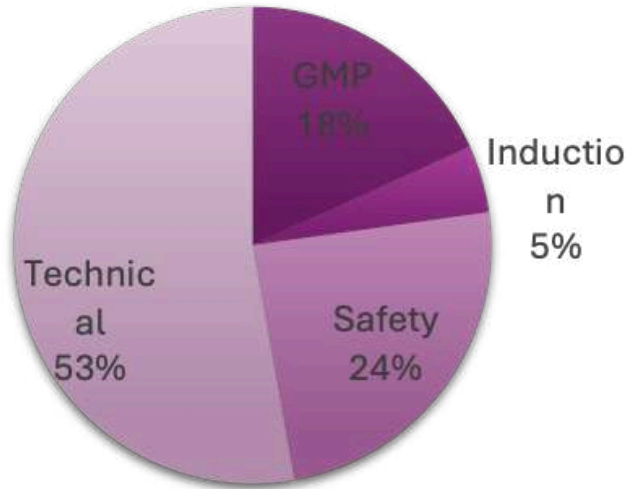
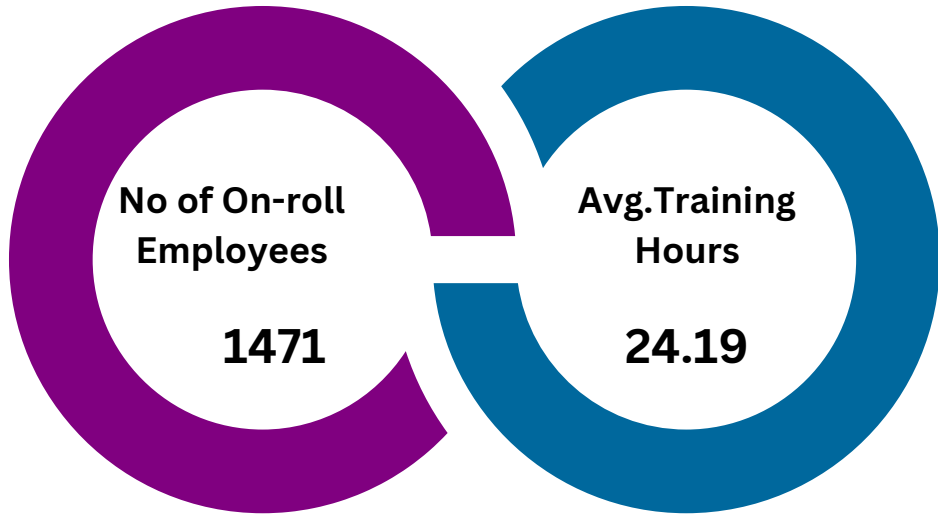


# Employee Trainings

SKPL provides various kinds of trainings to all employees, which would help to perform well in their job rolls, improve the skills, knowledge, and performance and also in their career development. In addition, at regular intervals we conduct training on Behavioral, Leadership, Functions of Management and Team building to mid level and senior level managers across all units with the help of external trainers. In the FY 23-24, around 1000 plus man hours on training.

**The total training hours for On roll employees  
35,584 Hrs in FY 23-24**

Average Training Hours



## Training

**Technical Training**

The Technical Training is conducted through various means viz online through LMS platform, blended, Offline and On The Job training. This training primarily given to help individuals to perform duty effectively and efficiently and also given to help him/ her in career development

**Induction Training**

Every new joinee has to undergo this training which primarily covers the Labour Human Rights & Ethics polices, SA8000 principles, POSH, Grievance Redressal, Code of Business conduct, & Ethics, ABAC policy and other organizational policies and structures

**Safety Training**

Safety Training is given to every new joinee and also to all employees at regular and periodic intervals. The trainings on various safety related issues as regards to process, chemical & equipment handling and etc..

**GMP Training**

The Good Manufacturing Practices trainings are primarily focused on the quality. This training is line with pharma regulatory guidelines.

# Career development & Performance Management System

At SKPL, Performance Management is essentially focused on enhancing performance through employee development. Our endeavor is to build a sustainable performance Oriented culture. This would require the manager to take a developer or coach role for the employee. The focus is on performance improvement, growth and employee alignment with organization strategy. This should be focused on employee growth in role and remuneration and aligning it with organization growth.

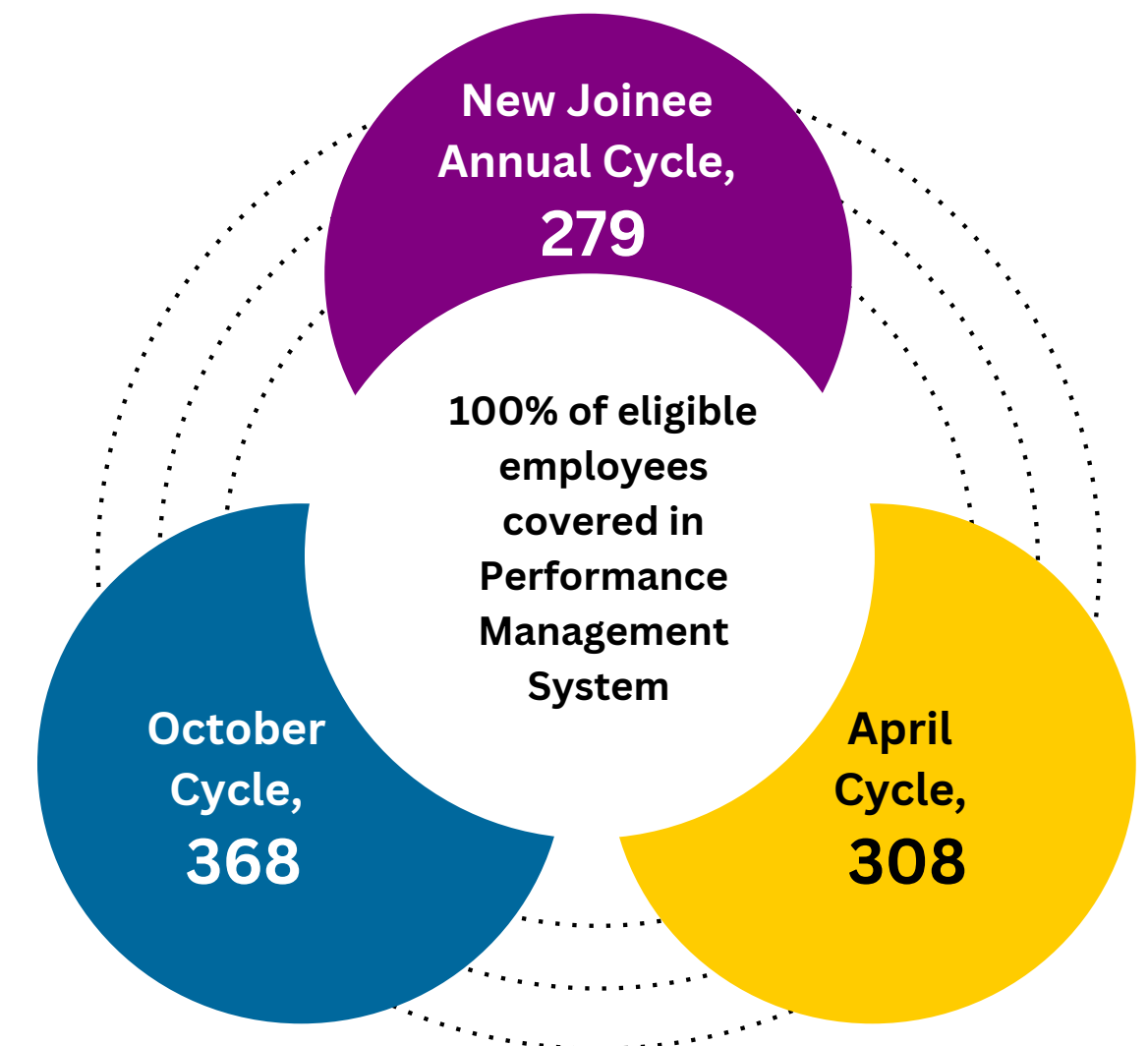


A total of 6% of our employees come under collective bargaining and their appraisal cycle is based on Long Term wage settlement. This discussion happens with the respective unions at respective plants

We would help in aligning employees with organizational strategy and Objectives by

- Aligning the Individual objectives with the Department and Organizational Objectives.
- Bringing in a transparent & fair process of assessment.
- Being oriented to people development and yet, permit the onus of development on the individual.
- Encouraging teamwork and collaboration.
- Identifying the Individual Performer, helping in differentiating among team members based on performance and their potential.

• Raising the performance bar.  
Sustainability Report Year 2023-24





# Employee Annual Sports Events





# World Quality Day: Realizing Our Competitive Potential



**Sri Krishna Pharma**  
Trusted partners for life's journey

Sri Krishna Pharmaceuticals Ltd (SKPL) celebrated World Quality Day 2023, reaffirming its commitment to excellence and innovation. The theme, "Realizing Your Competitive Potential," highlights the importance of quality in driving growth and success. Employees across departments participated, showcasing teamwork and dedication to maintaining high standards in every aspect of operations. This event reflects SKPL's ongoing efforts to uphold quality as a cornerstone of its values, ensuring customer satisfaction and trust in its products and services.





# Becoming a preferred neighbour

## CSR Programmes and Partnerships

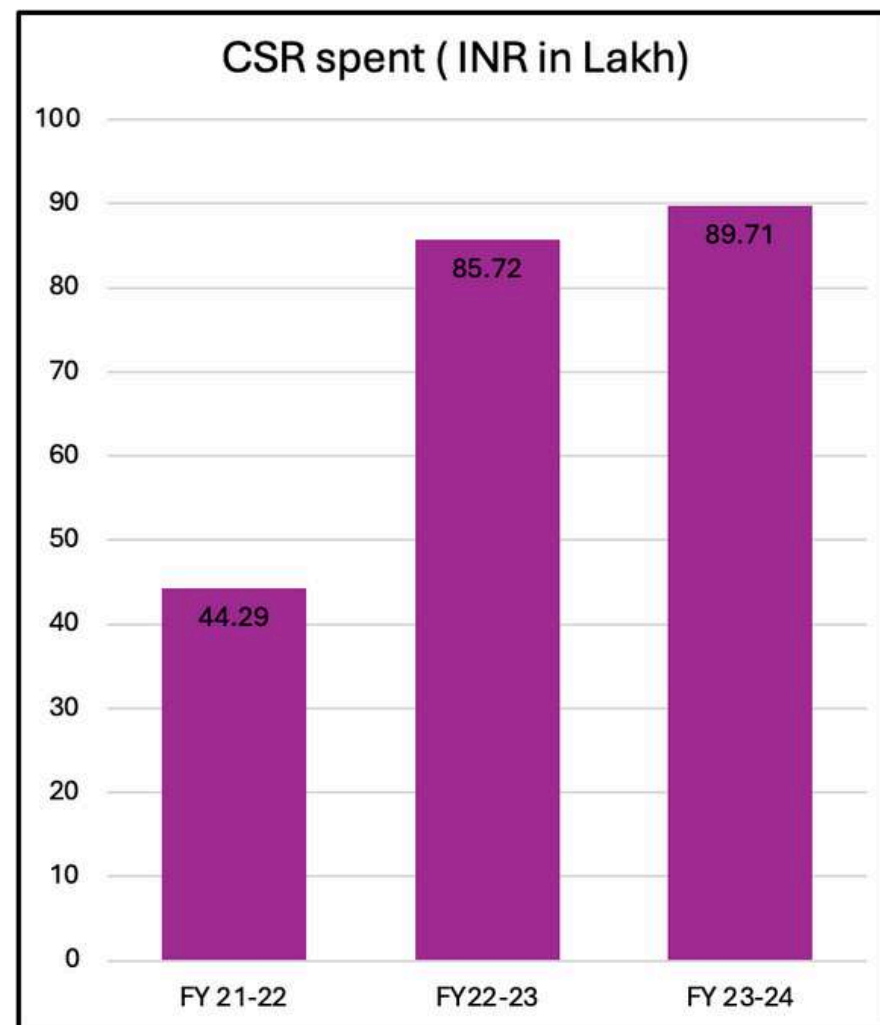
We at SKPL always believe that for a better and sustainable tomorrow we shall act proactively and ethically. We believe that the integrating our CSR activities in line with SDGs of UNDP will bring greater result. We have aligned most of our CSR activities in order to promote and integrate the SDGs. Following are the major SDGs we have considered for our CSR spending:





# CSR spends

CSR committee mandate, and where we spent SKPL believes in contributing meaningfully environment and local communities. Last three years Corporate Social Responsibility contributions:-



Sl. No.	Implementing agency	Amount spent for the project (in Rs.)	Location of the project	Activities	Page
1	The Akshaya Patra Foundation	5,00,000/-	Hyderabad, Telangana	Eradicating hunger, poverty and malnutrition	<a href="https://www.akshayapatra.org/">https://www.akshayapatra.org/</a>
2	Isha Outreach	12,00,000/-	Coimbatore, Tamilnadu	Promotion of Education and livelihoods and Health	<a href="https://www.ishaoutreach.org/en">https://www.ishaoutreach.org/en</a>
3	Sparsh Hospice	34,90,000/-	Hyderabad, Telangana	Promoting health care including preventive health care	<a href="https://www.sparshhospice.org/">https://www.sparshhospice.org/</a>
4	Sri Aurobindo Society, Tirupati	2,25,000/-	Tirupati Andhra Pradesh	Promoting education	<a href="https://aurosociety.org/society/index/Branches-and-Centres">https://aurosociety.org/society/index/Branches-and-Centres</a>
5	Andhra Mahila Sabha, Durgabai Deshmuk Hospital & Research Centre	6,56,000/-	Telangana Hyderabad	Promoting health care including preventive health care	<a href="http://durgabaideshmukhhospitals.com/">http://durgabaideshmukhhospitals.com/</a>
6	Bulk Drug Manufacturers Association India	15,00,000/-	Telangana Hyderabad	Livelihood enhancement projects	<a href="https://bdmai.org/">https://bdmai.org/</a>

Implementing agency	Amount spent for the project (in Rs.)	Location of the project	Activities	Page
Sri Prasanna Gajanana Sevaka Samajam	12,00,000/-	Telangana Hyderabad	Promoting education	
Kalpvrksha Kamadhenu Welfare Trust	2,00,000/-	Hyderabad, Telangana	Eradicating hunger, poverty and malnutrition	<a href="https://www.akshayapatra.org/">https://www.akshayapatra.org/</a>
Swarveda Mahamandir Trust	2,00,000/-	Varanasi, Uttar Pradesh	Promoting education	<a href="https://www.swarved-mahamandir.org/">https://www.swarved-mahamandir.org/</a>



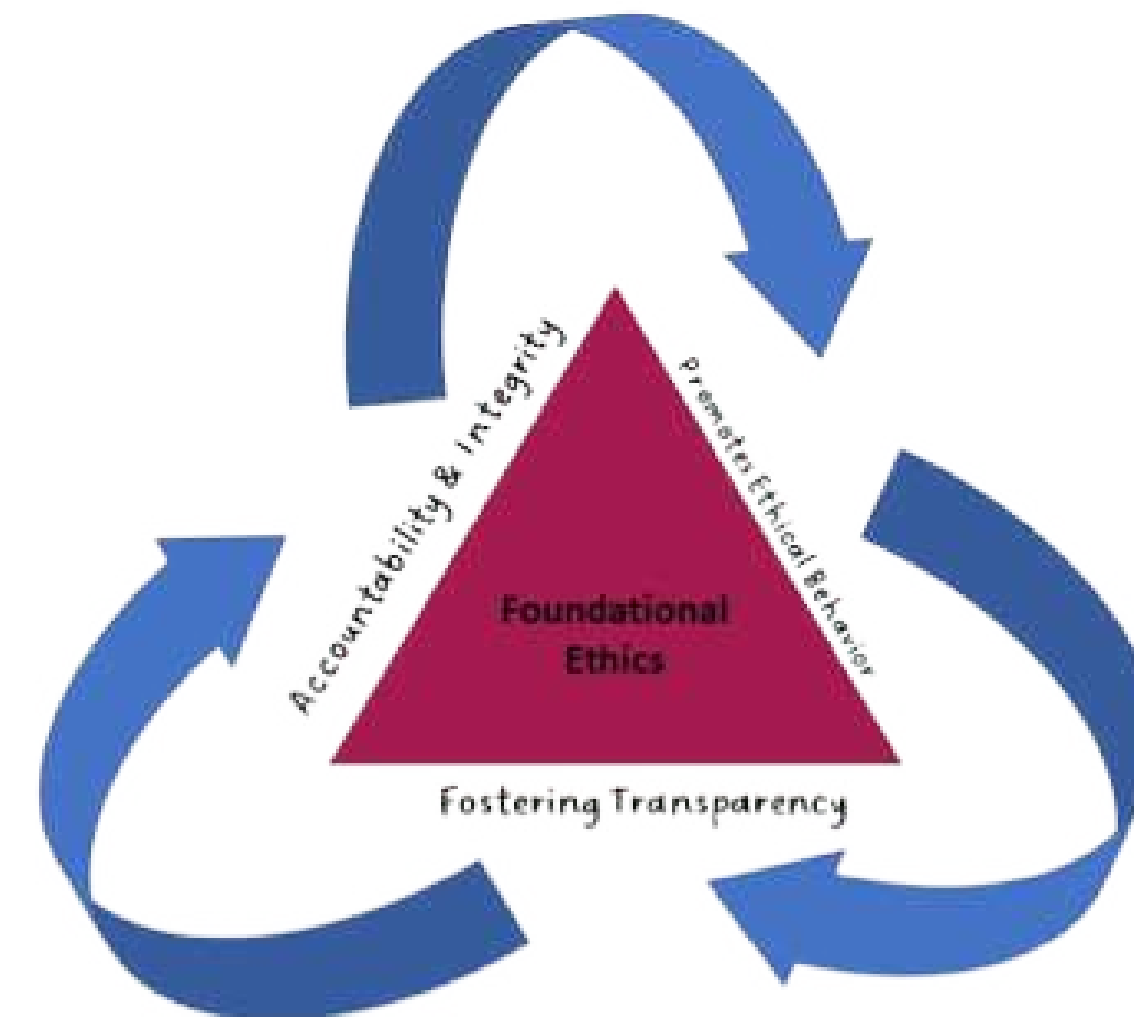
Sri Krishna Pharmaceuticals Limited (SKPL) has implemented a comprehensive Code of Business Conduct and Ethics to ensure ethical practices across its operations. All internal and external stakeholders are required to adhere to the guidelines outlined in the Code. To maintain compliance with ethical standards, SKPL incorporates relevant clauses in contracts with vendors and contractors, addressing corruption practices and other ethical considerations. Training and awareness programs on the Code of Conduct are regularly conducted for employees and communicated to relevant stakeholders.

## **Whistle Blower Mechanism**

SKPL has established a Whistle Blower Policy to provide a framework for addressing grievances and complaints. This mechanism includes provisions to protect individuals who raise concerns from harassment.

## **Submission of Complaints:**

- Protected disclosures must be submitted in a sealed envelope clearly labeled as “Protected Disclosure under the Whistle Blower Policy.” Alternatively, they can be emailed with the subject line “Protected Disclosure under the Whistle Blower Policy.”
- Complaints should be addressed to the Chairman of the Audit Committee, Sri Krishna Pharmaceuticals Ltd., Unit-I, Uppal. For email submissions, complaints can be sent to the Company Secretary at [cs@srikrishnapharma.com](mailto:cs@srikrishnapharma.com).
- To ensure the complainant’s identity remains confidential, no acknowledgment will be issued. Complainants are advised not to include their name or address on the envelope or in the email. Any disclosure not following these guidelines will be treated as a normal submission, and the complainant's confidentiality may not be guaranteed. Further clarifications, if required, will be sought directly from the complainant.



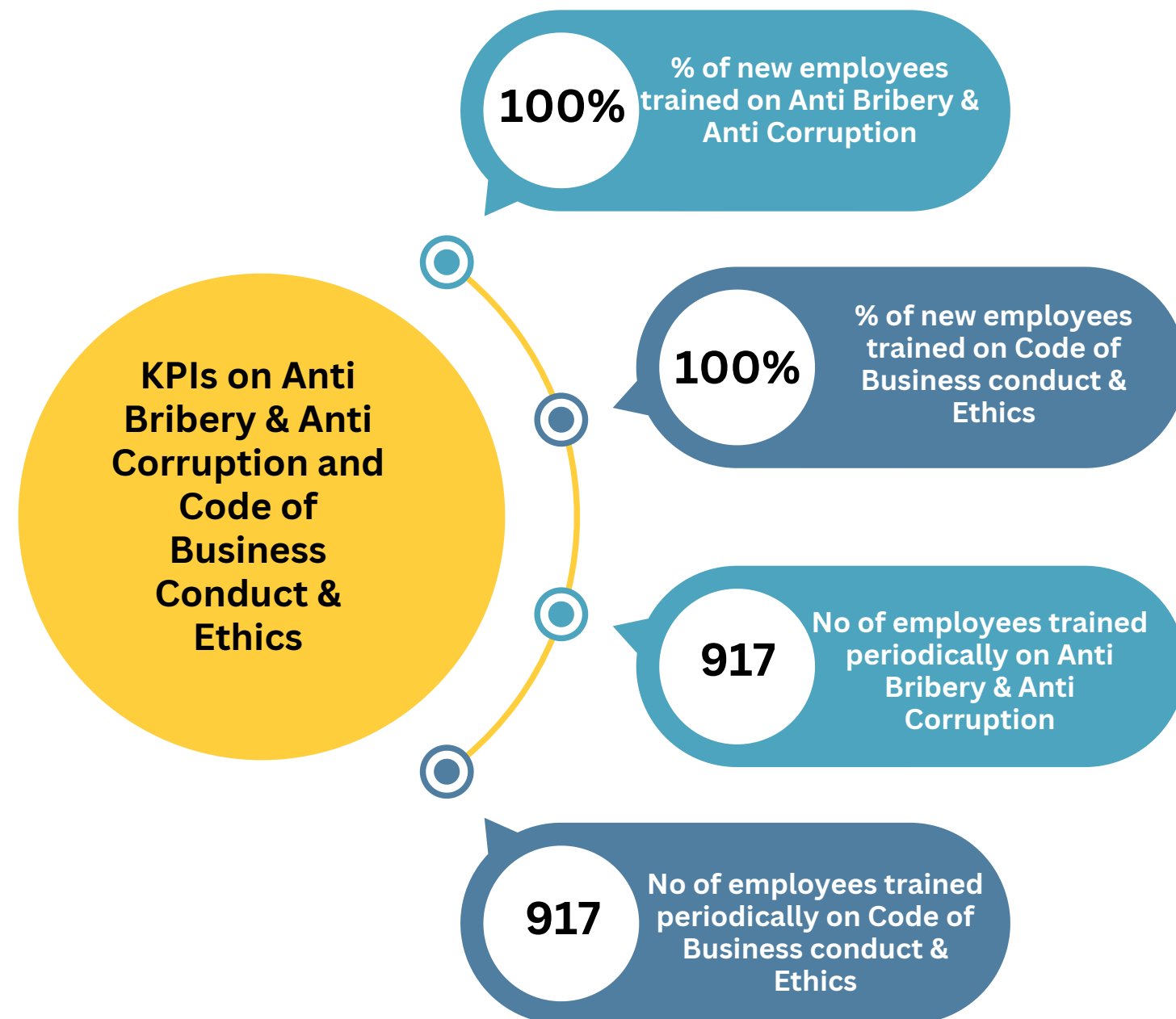


# Training on Business Conduct and Ethics



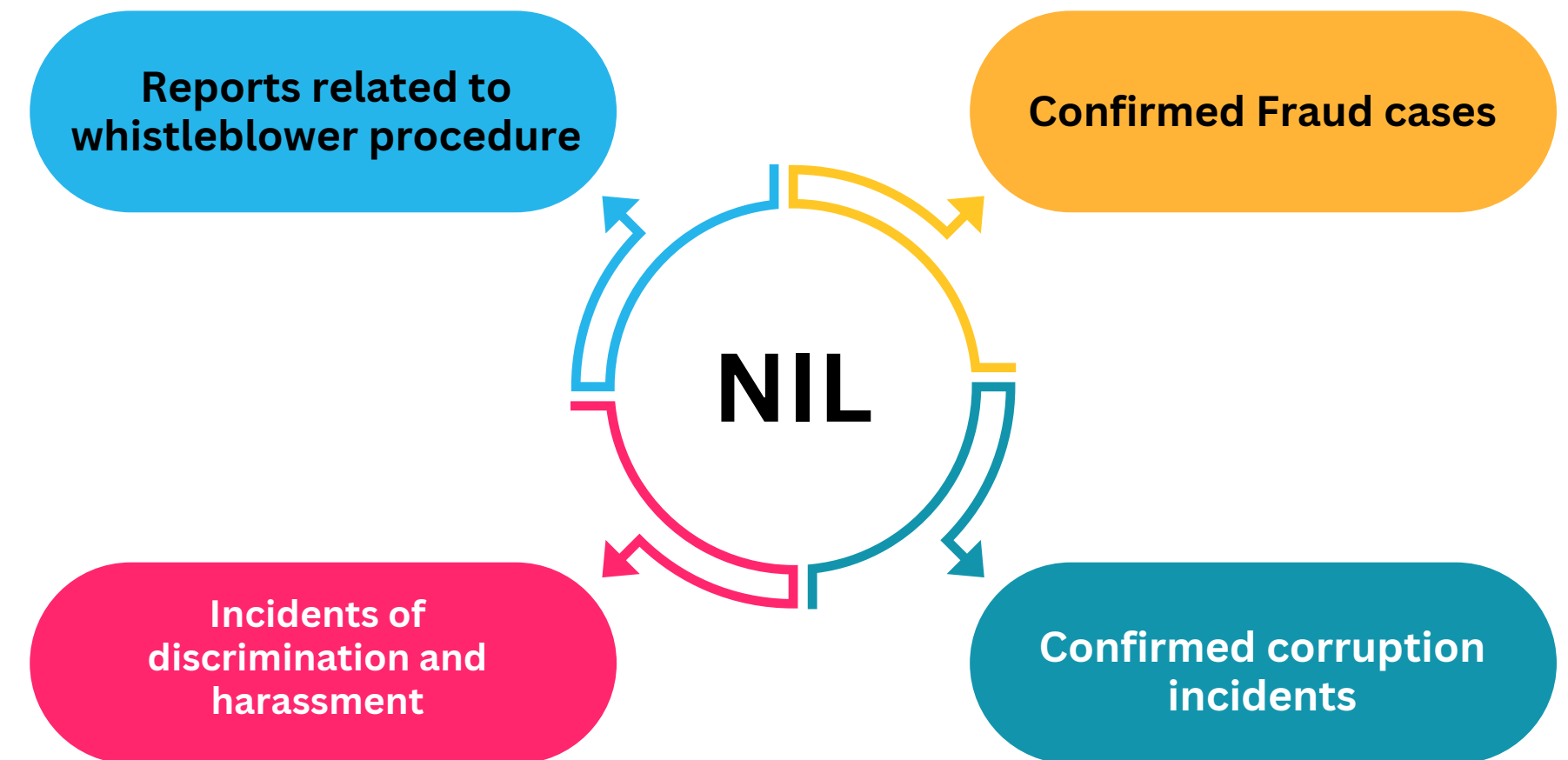
**Sri Krishna Pharma**  
Trusted partners for life's journey

At SKPL, we are committed to fostering a culture of integrity and accountability by investing in comprehensive training programs. These programs are designed to educate our employees and stakeholders about anti-corruption, bribery, and the importance of adhering to our Code of Conduct. Any new joinee has to undergo training on these policies and give an undertaking to this affect. All employees, including governance body members, are assigned mandatory courses on topics such as Code of Business Conduct and Ethics, anti-corruption, bribery, and anti-money laundering through our digital Learning Management System (LMS). We ensure 100% completion of these training programs for new and existing employees and including board of directors.



## Reporting Breaches

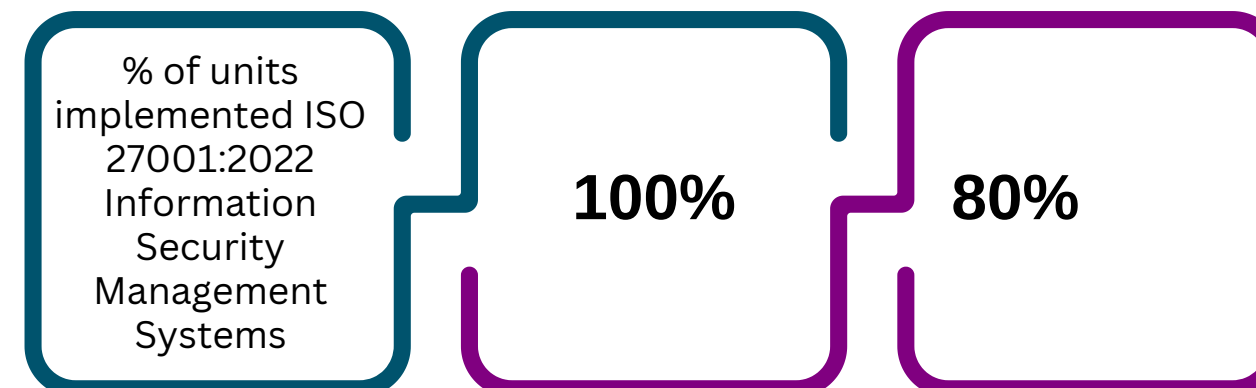
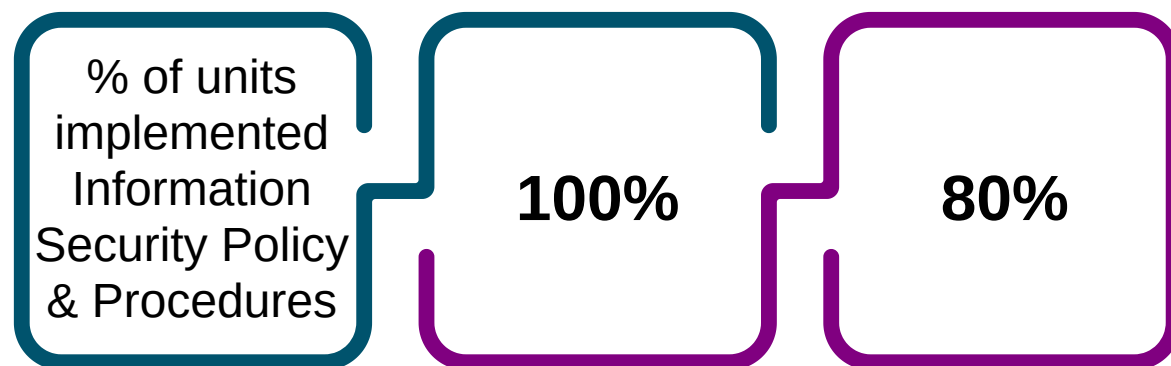
We maintain transparency by consistently reporting incidents or violations in critical areas, including corruption, bribery, harassment, confidentiality breaches, conflicts of interest, and money laundering.



# Information Security

Our (CoBCE) Code of Business Conduct & Ethics (Compliance/Policy/001, Rev 03) outlines a set of organizations norms which are binding for all the directors and employees to perform their roles and responsibilities with the highest standards of professional conduct and ethics, which include information security and data privacy aspects of our operations. As part of implementation of this code SKPL has implemented Information Security & Data Privacy Policies and the Information Security Management System (ISMS) in line with the requirements of ISO 27001:2022 for information security, cybersecurity, and privacy protection.

This code and ISMS guides us to ensure Information Security & Data Privacy of all our stakeholders be it customers, clients, suppliers, employees and our organization through established mechanisms that governs collection, sharing, and usage of stakeholders' data that protect their private information.





# Information Security – Key Initiatives

Our ISMS ensures protection of stakeholder’s sensitive information, safeguarding data against unauthorized access, breaches, and other cyber threats in line with the compliance requirements with the applicable national and global standards and regulations. We have secure data management practices across all units and data lifecycle. This includes strict access controls, regular data backups, and secure data disposal methods.



% of units performed information security risk assessments	100%	100%
% of units covered under internal audits as part of information security management systems	100%	70%
% of third parties covered under information security due diligence program	100%	50%
Number of confirmed information security breach incidents reported.	0	0

## Information Security – Awareness

% of existing employees covered under refresher training on information security policy and procedures	100%	75%
% of new joiner employees covered under induction training on information security policy and procedures	100%	100%



SKPL has implemented Digitization process in several areas as below:

- Implemented SAP ERP for Finance, Procurement, Production, Sales, Quality and Stores. The same is being used for monitoring resources use and optimization for environmental sustainability.
- SKPL is using different applications like LMS for Employee training, HR software for effective implementation of training and labour and human right practices.
- SKPL maintains sufficient IT infrastructure and has taken the necessary steps in safeguarding the data by implementing the necessary Cybersecurity options.





# Employee Health & Safety

At SKPL, we are dedicated to ensuring the health and safety of our employees and contractors. Our commitment is reflected in our proactive approach to fostering a safe and environmentally responsible workplace. We focus on creating awareness, encouraging participation, and offering training to employees and contractors to strengthen their understanding of health, safety, and environmental (HSE) best practices.

We regularly assess workplace conditions and implement measures to enhance safety standards. Risk assessments and hazard identification are conducted periodically to identify and mitigate potential risks in our operations. Engineering controls and preventive measures are introduced as needed to address identified risks and minimize potential harm to personnel, equipment, and infrastructure.

Our emphasis on training and communication reinforces a safety-first culture. Employees are actively engaged in improving safety practices through consultation and participation programs. By continually enhancing workplace safety conditions, SKPL aims to promote a culture of accountability and care, ensuring a secure and supportive work environment for all.



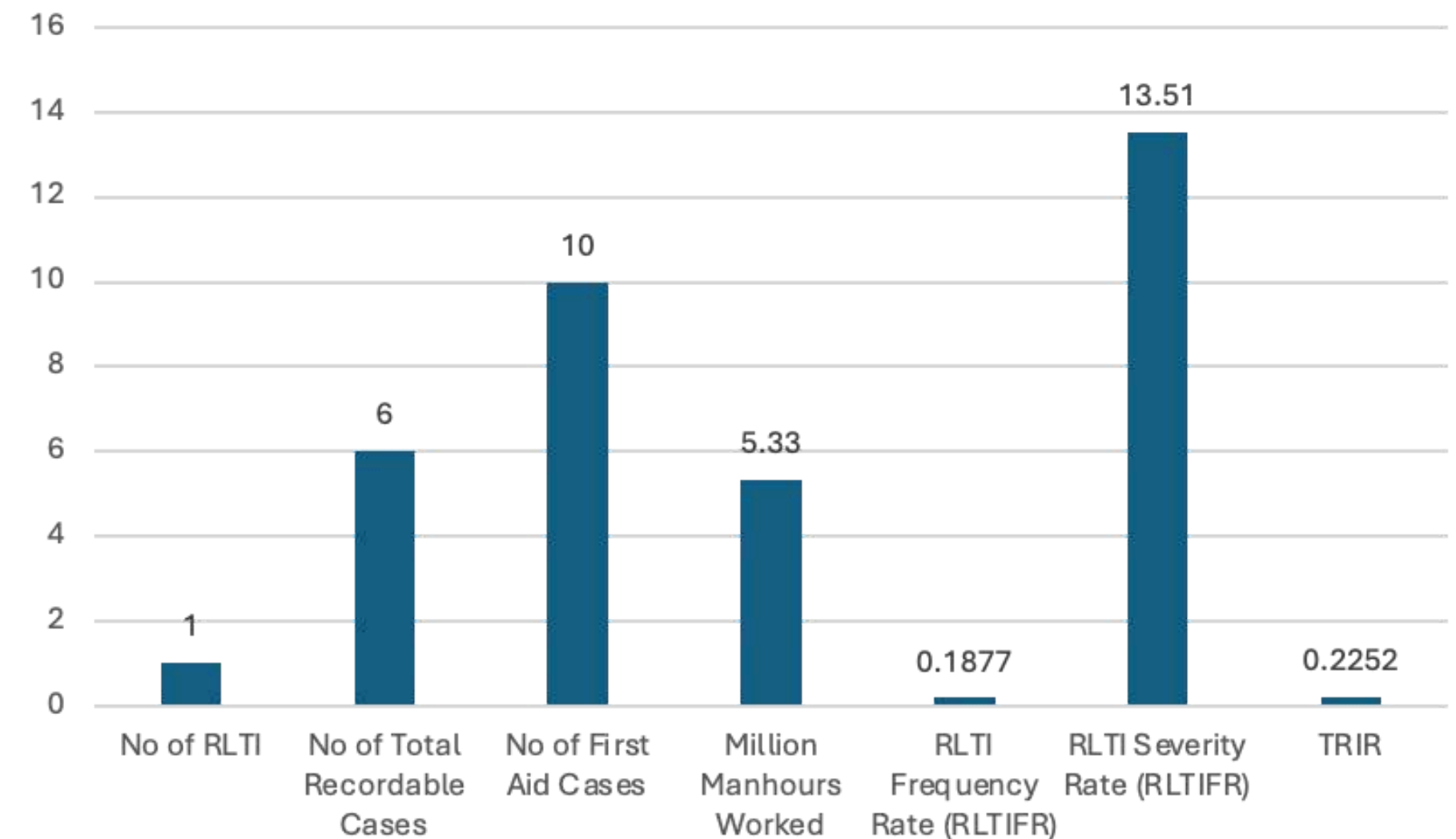
# Occupational Health & Safety – Performance



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OHS Statistics	FY23-24
No of RLTI	1
No of Total Recordable Cases	6
No of First Aid Cases	10
Million Manhours Worked	5.33
RLTI Frequency Rate (RLTIFR)	0.1877
RLTI Severity Rate (RLTIFR)	13.51
TRIR	0.2252
Abbreviations: RLTI- Reportable Lost Time Injury, TRIR- Total Recordable Incident Rate	

OHS Performance Statistics for FY23-24







SKPL has integrated the Principles like National Guidelines for Responsible Business Conduct, UNGC, and PSCI in the business processes within the context of its Mission "respects EHS & Compliance, while giving the best Quality" in its EHS Policy (weblink) and adopted systematic approach as per ISO 14001:2015 and ISO 45001: 2018 EHS management systems requirements to contribute for Environmental and Social Sustainability in line with the requirements of Sustainable Development Goals (SDGs). SKPL has implemented the following initiatives to achieve the SDGs relevant for promoting and supporting Environmental and Social Sustainability:

- Endorsed the NGRBC and UNGC Principles for EHS, Labor Rights, Human Rights, and Ethics.

Integrated NGRBC and UNGC Principles in its business decisions by implementing the following a key processes:

- Water & Wastewater Management
- Energy Conservation & GHG Emission Reduction
- Monitoring & Control of Environmental Parameters
- Waste Management
- EHS Risks and Opportunities
- EHS KPIs, Objectives and Management Programs





# Environmental Sustainability – Awareness



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SKPL is actively supporting Lifestyle For Environment (LiFE, a mass movement introduced by the Government of India at COP26 in Glasgow on 01 November 2021) in partnership with local pollution control authorities and other stakeholders to nudge individual and community action to protect and preserve the environment. SKPL employees at all levels support this mass movement and committed towards an environmentally conscious lifestyle as Pro Planet People. Committed SKPL employees took Oath in practicing the Principles of LiFE and actively participated in Community awareness/ Community service programs.





# Environmental Sustainability – Commitment



**Sri Krishna Pharma**  
Trusted partners for life's journey

SKPL celebrates various Environmental sustainability events organized through out the year covering important days to promote awareness and commitment amongst employees. We celebrate these events through various activities like oath-taking, awareness trainings, competitions (posters, quizzes, essay writing), exhibitions, demonstrations, and advocacy programs for direct employees, indirect employees.



- National Road Safety Day (01-JAN-2025)
- National Safety Day (04-MAR-2025)
- Fire Service Day (14-APR-2025)
- World Day for Safety & Health at Work (28-APR-2025)
- World Environment Day (05-JUN-2025)
- National Electrical Safety Day (26-JUN-2025)
- International Day for Preservation of Ozone Layer (16-SEP-2025)
- International Day of Climate Action (24-OCT-2025)

# Operational Excellence Journey ...started in 2022-23

Introduced Operational Excellence department in Organization which can help continuous improvements & optimization efforts for reducing the waste & in-efficiencies by data matrix and use of various tools & training.

## Methods and Tools, we leverage

- Daily Work Management through lean principles (AET Boards)
- Abnormalities identification elimination through why-why analysis / RCA .
- 5S House Keeping for Workplace
- Kaizen for Continuous Improvements
- Six Sigma for Operational Improvements
- Reengineering for Cross Functional Process Improvements
- Design Thinking for Creative Problem Solving



## Focus areas and Outcomes Delivered

- Capacity enhancement
- Cycle time reduction
- Yield improvement
- Energy Conservation,
- Water reduction & re-usage
- Solvent recovery improvements
- Utilities Management
- Inventory Management
- Waste management



# AET: Area Effectiveness Teams



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Trusted partners for life's journey



**Manufacturing Area-1 : AET Pragathi Sadhana**



**Engineering & Maintenance, EHS : AET Jagruthi**



**Manufacturing area -2 :AET Unnathi**

# Environmental Sustainability – Water & Wastewater

## Water Conservation

SKPL is committed to protect environment by pollution prevention, conservation of natural resources and biodiversity, waste minimization, wastewater treatment to prevent discharge of active pharmaceutical ingredients, management of local/accidental pollution, management of environmental impacts from use of products and products end-of-life considering a life cycle perspective (as per EHS Policy, weblink).

The following initiatives are implemented during FY 2023-24 in the area of Water Conservation, Wastewater Reduction and Treated wastewater Recycle.

- Identification of areas/ processes where water can be conserved, and wastewater can be reduced.
- Training workmen/staff & creating awareness regarding water conservation and waste reduction.
- Exploring/adopting initiatives in achieving water conservation and waste reduction.
- Summarizing data of water and waste - identifying trend and reviewing same.

These actions implemented by the cross functional “**Area Effectiveness Team (AET)**” as a Operational Excellence initiative during FY 2023-24, consisting of members from Production, Engineering, Warehouse, EHS and Operational Excellence departments.

AET meets daily in shop floor to discuss environmental sustainability concerns like water, wastewater, energy & GHG, air emissions, hazardous wastes, non-hazardous wastes and brainstorm for exploring potential improvement opportunities.

Some key actions taken for water and effluent reduction: a) excess ZLD RO treated water used for utilities includes chiller cooling towers, b) AHU condensate recovered instead of draining into effluent and reused for utilities, c) Acidic spent clean effluent used as neutralizing agent to correct the PH, d) TVR (Thermo-Vapor Re-compressor) of MEE plant bypassed to avoid the mixing of steam condensate into effluent, e) drinking RO reject water used for washrooms, f) close monitoring and reporting to review and improvement.

AET’s initiatives are monitored regularly by the Leadership Team and reviewed by the Top Management for support and guidance.

### AET’s initiatives have resulted in:

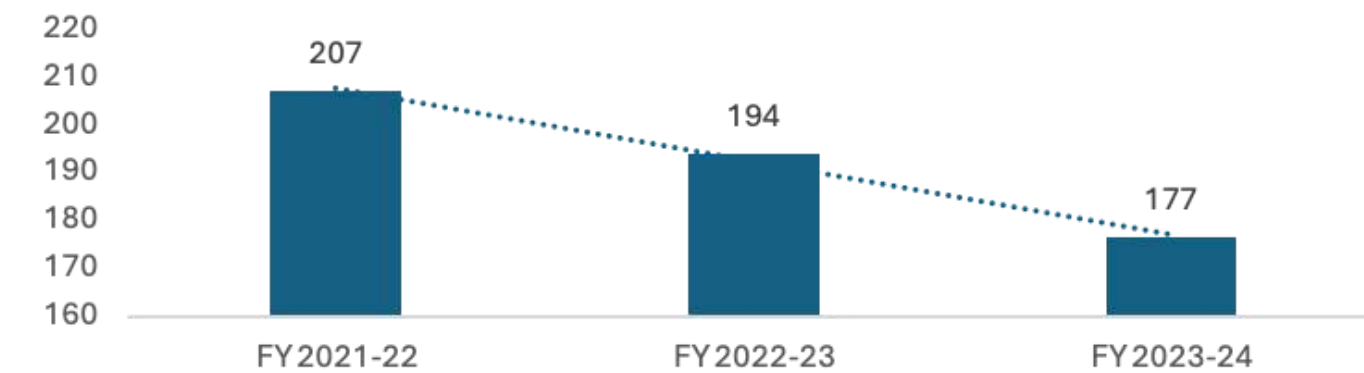
absolute reduction of 9% fresh water

absolute reduction of 10% effluent generation and

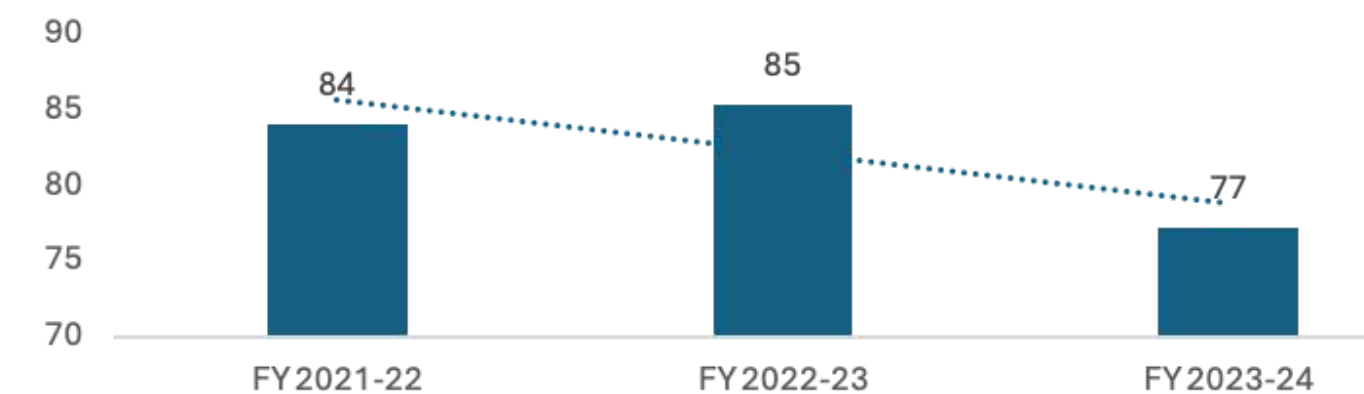
absolute increase of 8% treated effluent recycle.

As part of “Rewards & Recognition” program, AET members are rewarded for these achievements.

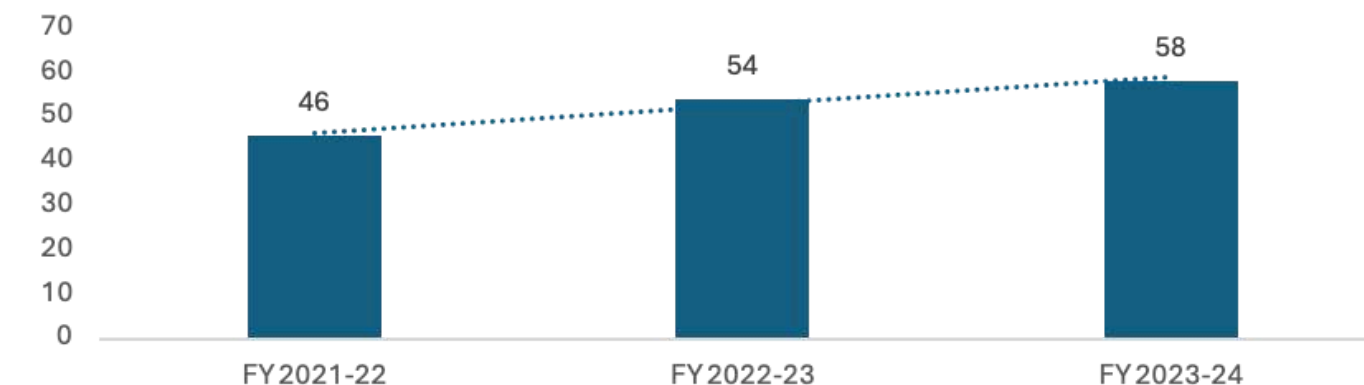
Fresh Water Consumption, KL



Effluent Generation, KL



Treated Effluent Recycle, KL





# Environmental Sustainability – Climate Change Mitigation



## Climate Change Mitigation

SKPL is committed to conserve energy and reduce greenhouse gas emissions from its operations and supply chain to support mitigation of climate change (as per EHS Policy, weblink).

We continuously assess the impact of climate change on our business, particularly concerning potential disruption in the value chain and we work closely with our value chain partners to address the climate change mitigation together. We conduct climate risk assessments to identify the climate related risks in the value chain and implement GHG reduction initiatives.

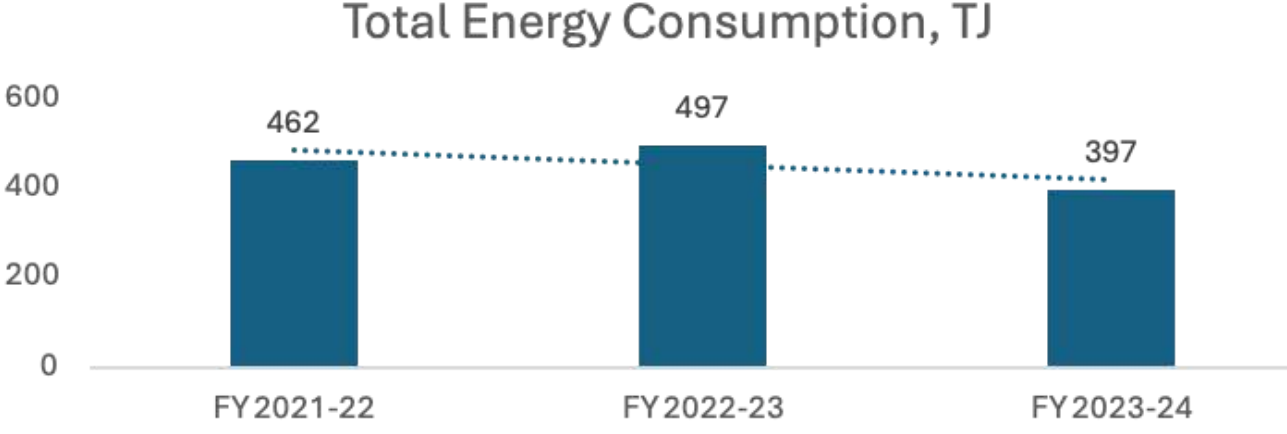
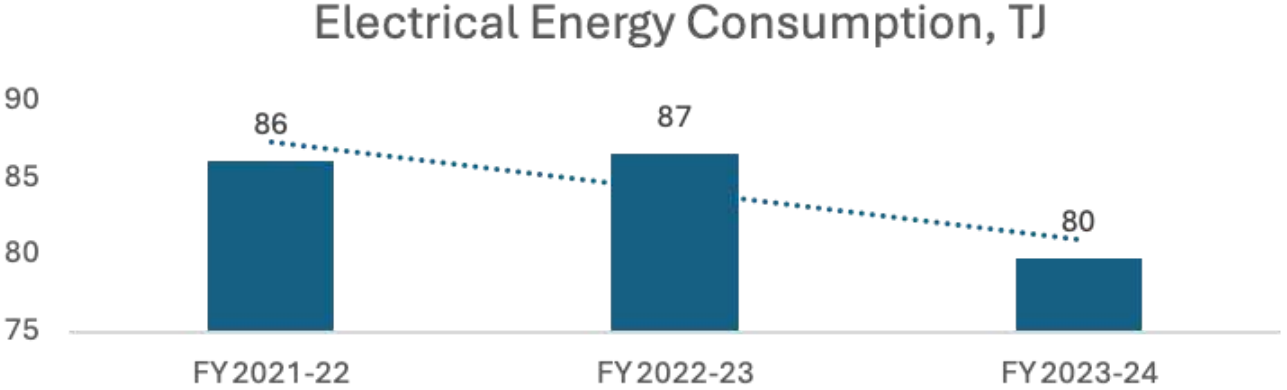
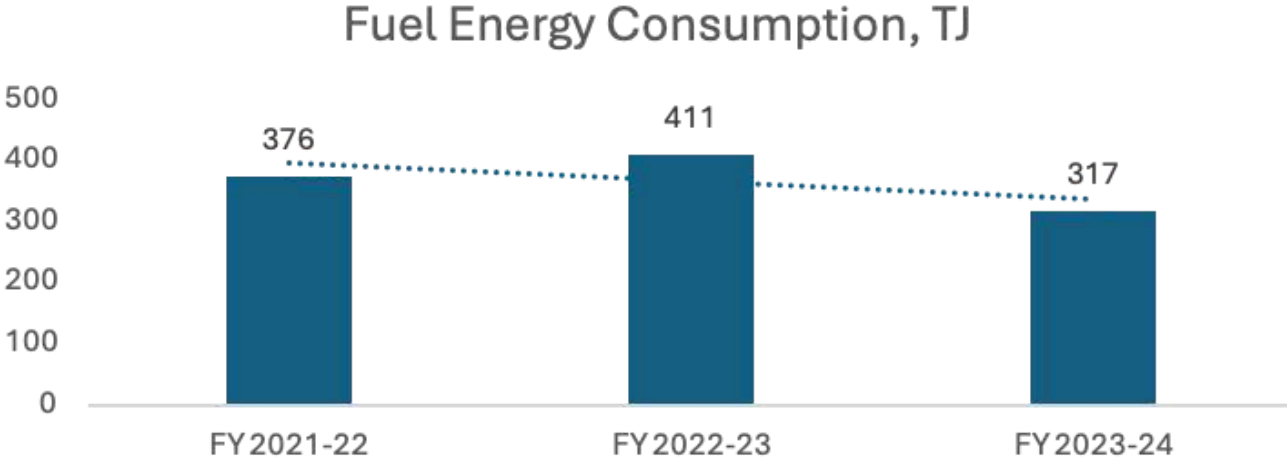
The following actions implemented by “**Area Effectiveness Team (AET)**” as Operational Excellence initiative during FY 2023-24 in the area of Energy Conservation, Energy Efficiency & GHG Reduction.

- Identification of areas/operational processes where energy can be conserved and GHG can be reduced.
- Training workmen/staff & creating awareness regarding energy saving methods and importance of GHG reduction.
- Exploring/adopting initiatives in achieving energy conservation and GHG reduction.
- Summarizing data of energy and GHG - identifying trend and discussing same in EHS Management Review Meeting.

Some key actions implemented are a) replaced the existing pumps with new energy efficient IE3 motor and pump and b) power factor improved from 0.96 to 0.998 by installing the capacitor panels, c) monitoring and review mechanism established through AET (Area Effectiveness Team) & management review meeting platform and d) close monitoring of set targets, d) operating the non-critical equipments in non-peak hours without hampering production with safety and compliances, f) down time reduction g) de-bottleneck and cycle time reduction h) Problem solving through why-why analysis.

AET’s initiatives on Energy Conservation and Energy Efficiency have resulted in:

- absolute reduction of 23% fuel energy consumption
- absolute reduction of 8% electrical energy consumption and
- absolute reduction of 20% total energy consumption.



# Environmental Sustainability – Scope 1 & Scope 2 GHG Reductions

## Scope 1 & Scope 2 GHG Emissions

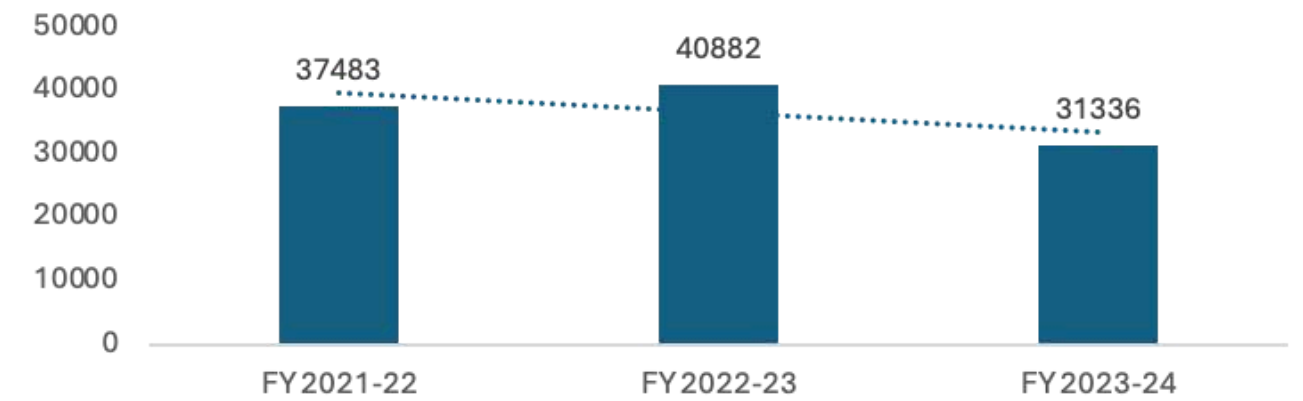
GHG emissions from our operations come from the use of fossil fuels, use of ozone depleting substance (ODS), which are “Scope 1: Direct GHG emission” sources and electricity from the grid, which is “Scope 2: Electricity indirect GHG emission” source. Scope 1 emissions arise from operations of boilers using coal and furnace oil, stand-by diesel generators using diesel and chilling and refrigeration units using ODS, while Scope 2 emissions come from purchased grid electricity. SKPL estimates its Scope 1 and Scope 2 GHG emissions as per the widely accepted guidelines/protocols/emissions factors like IPCC Guidelines, GHG Protocols, Indian Central Electricity Authority, India GHG Program, DEFRA, and USEPA.

As a initiative of operational excellence AET team use to follow-up daily and monitor the a) abnormalities identification and elimination b) increasing the feed water temperature from 75°C to 90°C by utilizing waste streams, c) Maintaining the consistent calorific value of fuel d) optimization of condensate recovery from Dries and ATFD’s. e) maintaining the draft in the boiler f) Optimization of blow down quantities based on TDS & controlling of flash steam wastes

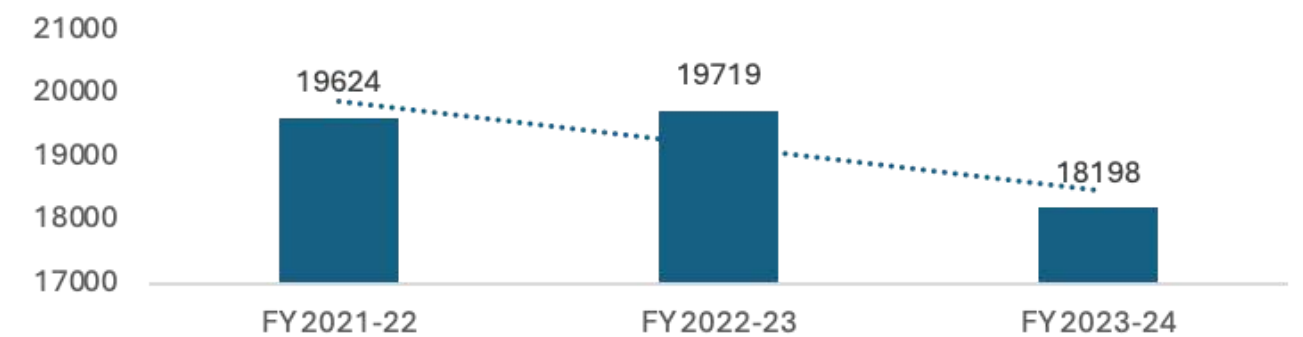
AET’s initiatives on Energy Conservation and Energy Efficiency have resulted in GHG Reductions of:

- Scope 1 GHG Emission Absolute Reduction: 23.35%
- Scope 2 GHG Emission Absolute Reduction: 7.71%
- (S1+S2) GHG Emission Absolute Reduction: 18.26%
- Scope 1 GHG Emission Reduction Intensity: 11.16%
- Scope 2 GHG Emission Reduction Intensity: -8.96%
- (S1+S2) GHG Emission Reduction Intensity: 5.27%

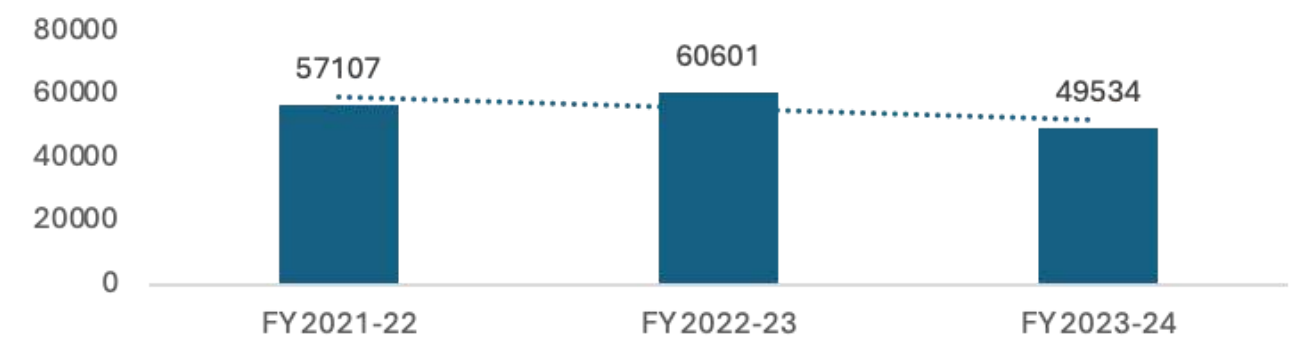
Scope 1 GHG Emissions, tCO<sub>2</sub>e



Scope 2 GHG Emissions, tCO<sub>2</sub>e



(S1+S2) GHG Emissions, tCO<sub>2</sub>e





# Environmental Sustainability – Scope 3 GHG Reductions

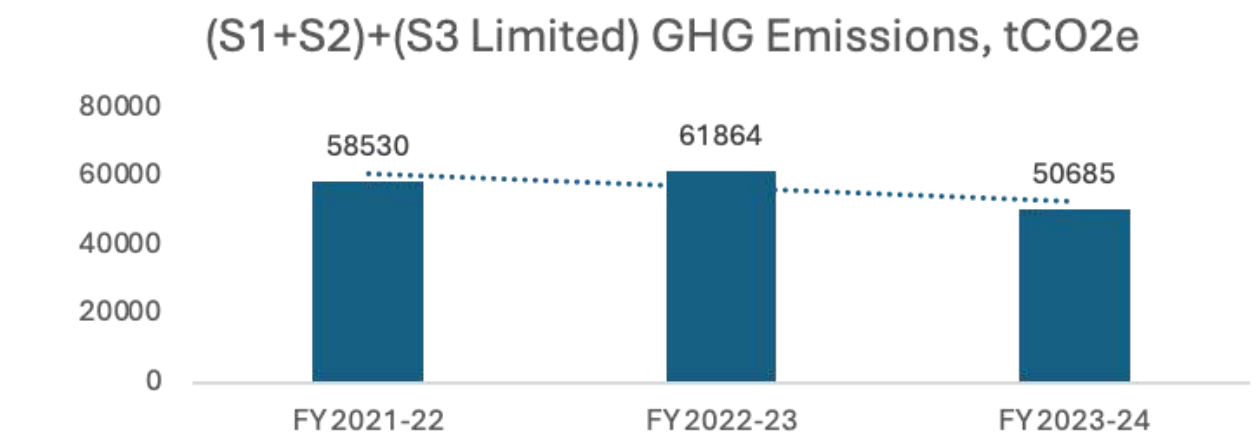
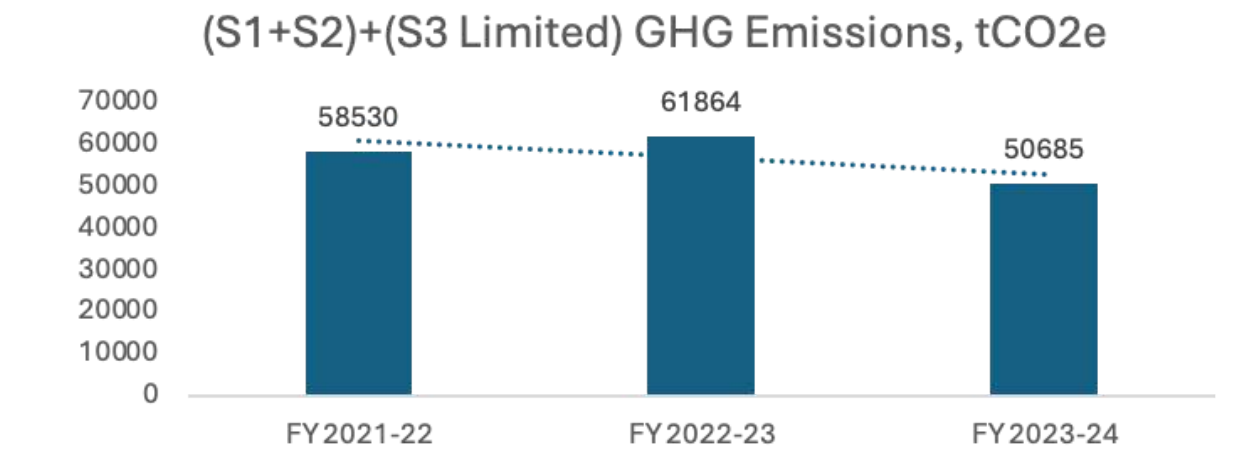
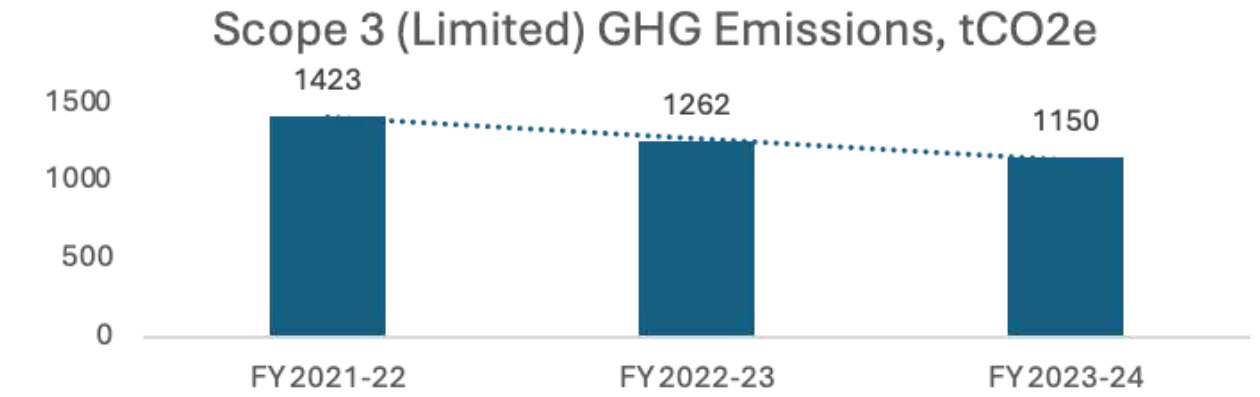
## Scope 3 GHG Emissions

SKPL also monitors “Scope 3: Other indirect GHG emissions” in the value chains for the applicable categories.

Scope 3 GHG Emissions Category	Relevant for SKPL	Currently Monitoring	Future Monitoring
Upstream Emissions - Category 1 - Purchased Goods and Services	Yes	Yes	Yes
Upstream Emissions - Category 2 - Capital Goods	Yes	No	Yes
Upstream Emissions - Category 4 - Upstream Transportation and Distribution	Yes	Yes	Yes
Upstream Emissions - Category 5 - Waste Generated in Operations	Yes	No	Yes
Upstream Emissions - Category 6 - Business Travel	Yes	No	Yes
Upstream Emissions - Category 7 - Employee Commuting	Yes	No	Yes
Downstream Emissions - Category 9 - Downstream Transportation and Distribution	Yes	Yes	Yes
Downstream Emissions - Category 12 - End-of-Life Treatment of Sold Products	Yes	No	Yes

SKPL monitors Scope 3 (Limited) GHG Emission as part of our Sustainable Procurement process and we provide capacity building support to our suppliers on request to promote climate action in our value chains and our working together has resulted in S1+S2+S3 (Limited) GHG Reductions:

- (S1+S2+S3) GHG Emission Absolute Reduction: 18.07%



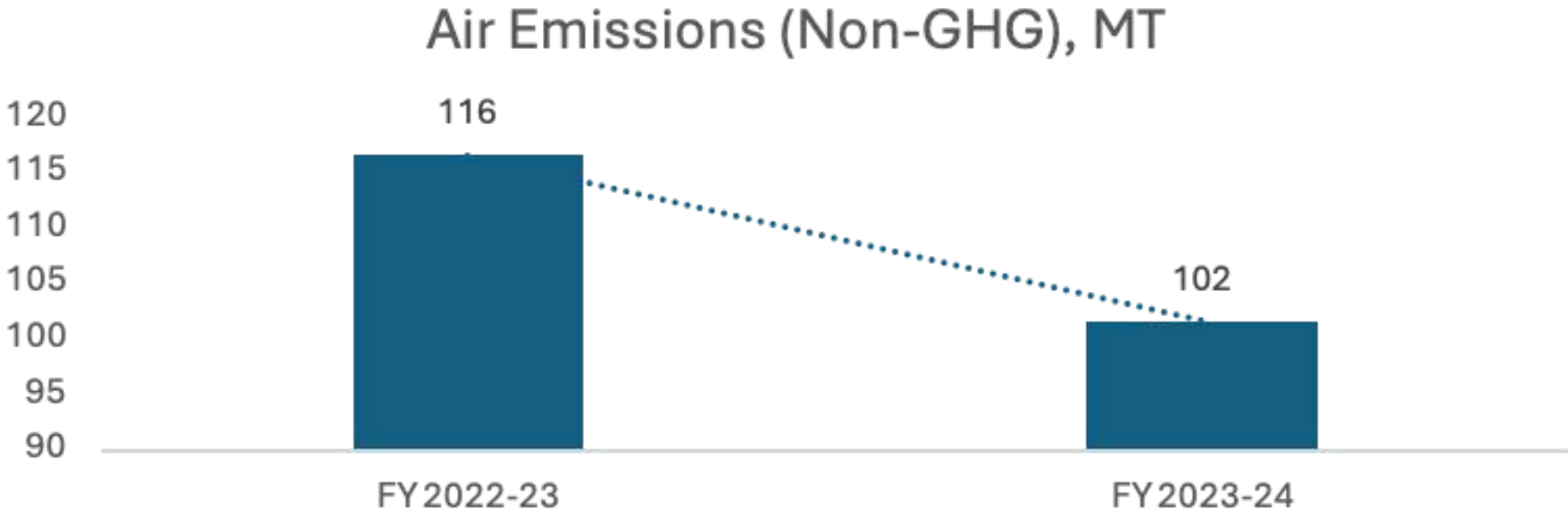
### Air Emissions Control

SKPL is committed to protect environment by pollution prevention and prevent discharge of air emissions into the atmosphere by operating its process efficiently and controlling any residual air emission through adequate pollution control facilities.

Air emissions sources are boiler stacks, stacks of stand-by power generators (diesel operated, DG Sets) and process emission vents. Boiler emissions are minimised by optimising excess air, flue gas temperature and combustion efficiency. Boilers are provided with multi-clones followed by bag filters and adequate stack height. The stand-by DG Sets are operated only during power failure, which is very rare and DG Sets are provide with acoustic enclosures for reducing noise levels below 70 dB(A). Process emissions are controlled using condensers and scrubbers.

All air emission sources are regularly monitored and reported.

- Air Emissions (Non-GHG) Absolute Reduction: 12.81%





# Environmental Sustainability – Waste



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## Wastes

SKPL is committed to protect environment by pollution prevention and waste minimization is the key element to address this goal

The following initiatives are implemented as part of environmental sound waste management practices.

- Training all employees to create awareness on waste minimization and segregation at source as per norms.
- Training workmen/staff who handle waste on safe handling (collection, storage, treatment, reuse/recycle, disposal) of wastes.
- Maintaining waste generation and disposal records.
- Summarizing waste data - identifying trend and periodic reviews.

Some key actions taken for hazardous waste reduction: a) sludge and lime reduced by mixing with high PH effluents with Low pH effluents, b) monitoring and review mechanism established through AET (Area Effectiveness Team) & management review meeting platform, c) close monitoring and reporting to review and improvement..

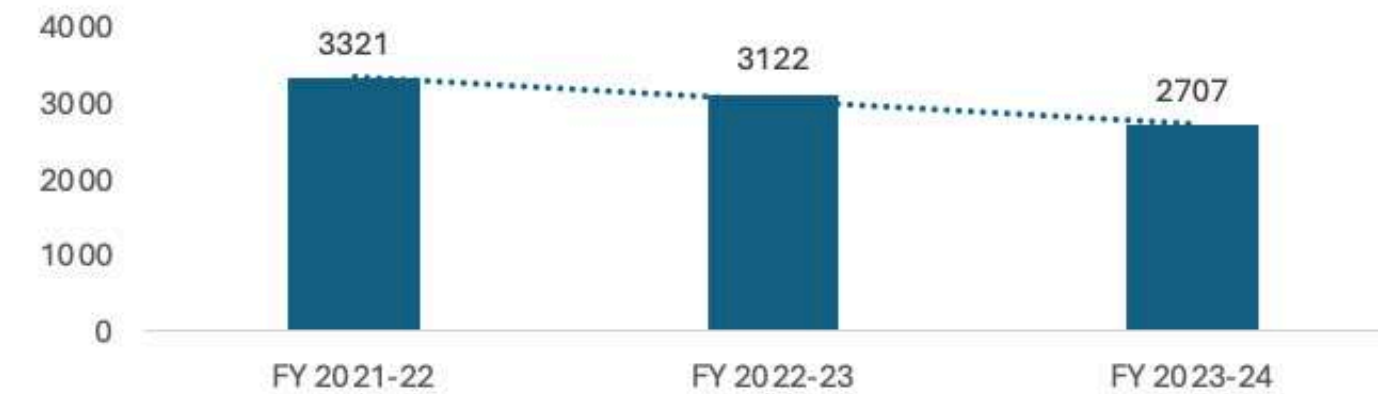
We segregate all waste at source and collect them in designated storage areas in the following categories:

- Hazardous wastes for reuse/recovery/recycle
- Hazardous wastes for landfill
- Non-hazardous wastes for reuse/recovery/recycle

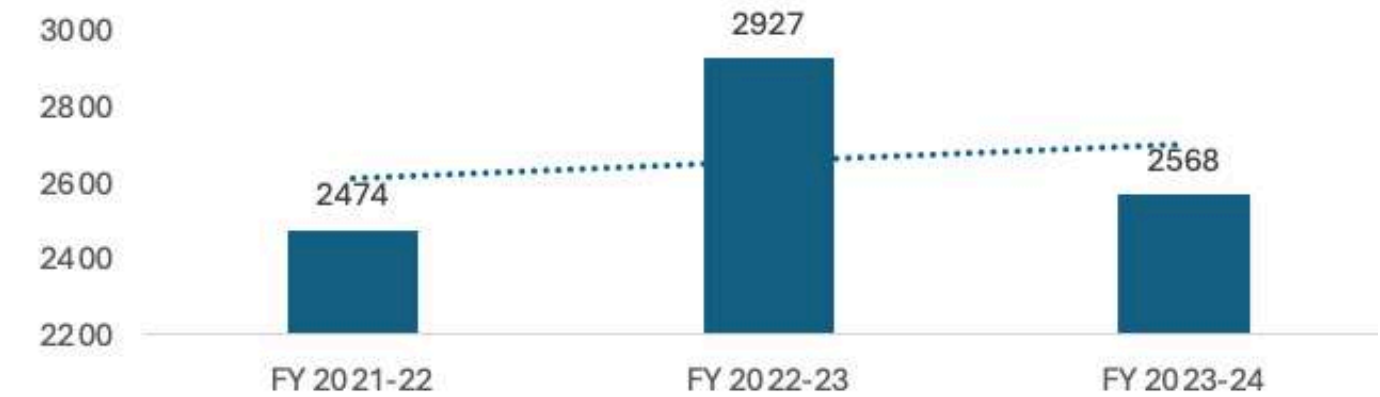
Our disciplined efforts has resulted in minimisation of Waste to Landfill, enhancement of Wastes Reuse/Recycle and minimisation of Total Wastes:

- Waste to Landfill quantity reduced by 18.48%
- Wastes Reuse/Recycle quantity increased by 3.79%
- Total Wastes quantity reduced by 8.96%

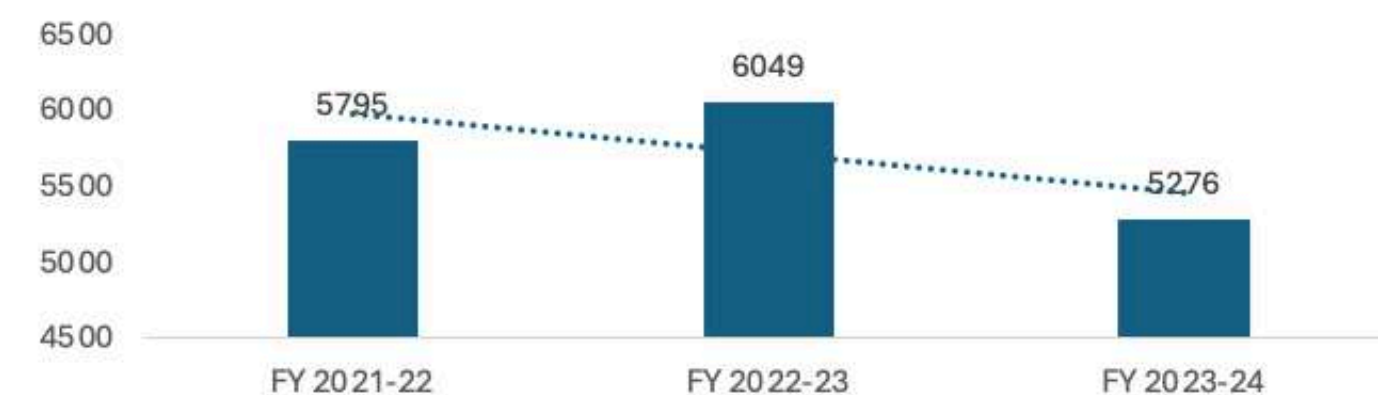
Wastes to Landfill, MT



Wastes Reused/Recycled, MT



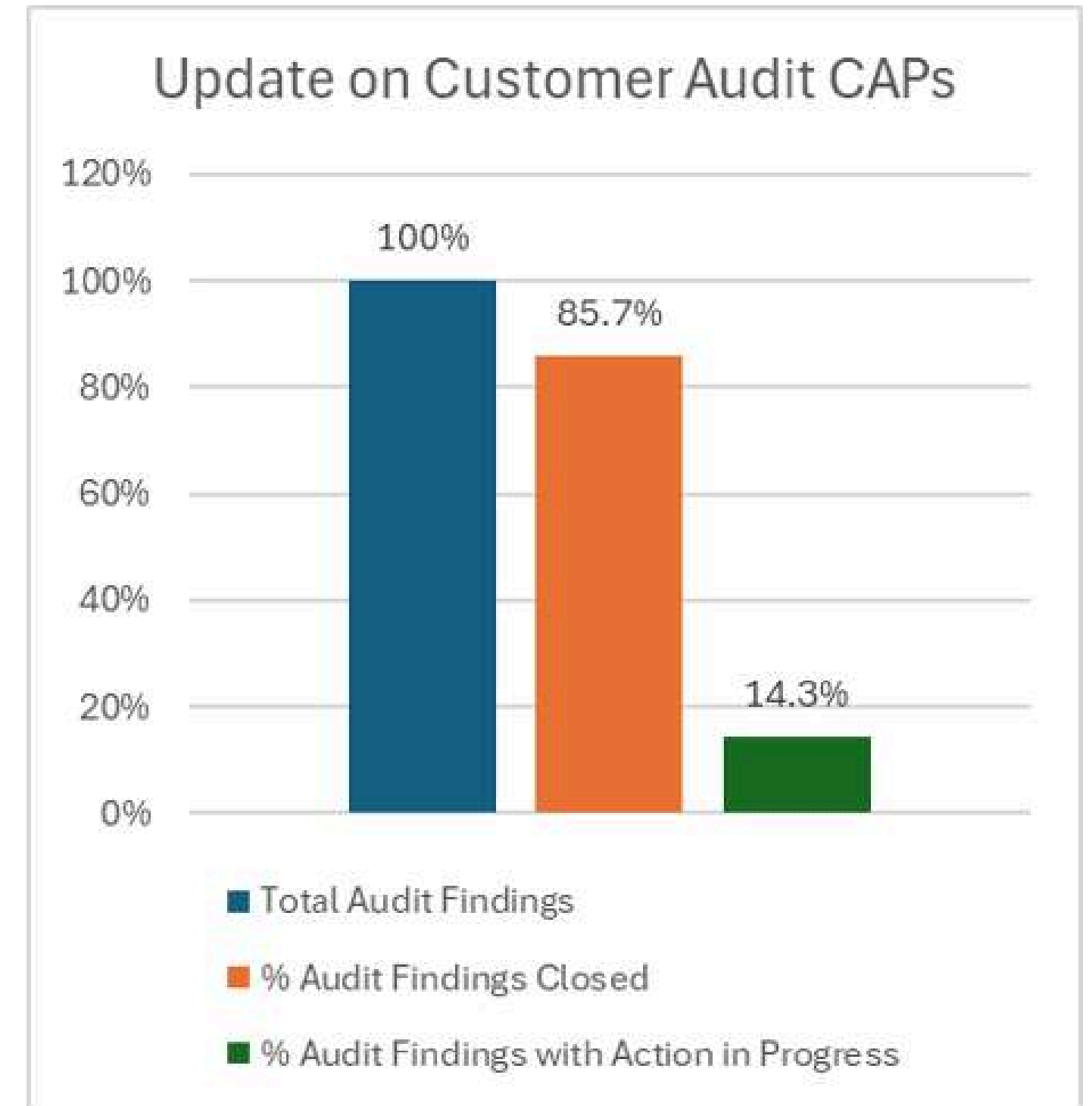
Total Wastes, MT



# EHS Audit Findings & CAP Management

## EHS Audit Findings & Corrective Action Plans

SKPL has implemented a robust process for periodic review internal and external (carried out by third-party agencies including customers) EHS audits findings to take necessary corrective actions plans (CAPs) based on the root cause analysis and to monitor the implementation of such CAPs. SKPL's cross functional EHS internal audit team monitor the implementation of CAPs and report the same to the leadership for review. Relevant external agencies are kept informed on CAPs implementation and closure status on request. After taking the corrective actions the EHS team verify the implementation and effectiveness of the corrective actions.





# Sustainable Procurement

SKPL is committed to a sustainable procurement framework that promotes positive outcomes not only for our organization but for the economy, environment, and society at large. With this belief, SKPL has implemented its Sustainability Procurement Policy (website link) and Suppliers Code of Conduct (website link) with the intention to make our procurement processes more sustainable. SKPL has implemented the following initiatives on Sustainable Procurement:

- Endorsed the NGRBC and UNGC Principles (website link) for EHS, Labor Rights, Human Rights, and Ethics.
- Integrated NGRBC and UNGC Principles in its business decisions by implementing a process for “Suppliers Environmental & Social Assessments (SCM/SOP/006, Rev 03).
- Identified our Key Suppliers & Service Providers (KSSPs) covering 75% of purchases by values for its suppliers environmental & social risk assessments in the value chains in close collaboration with the KSSPs.
- Promoted awareness and enhanced competency amongst buyers and suppliers through awareness training and virtual meetings with the suppliers.
- Adopted management system framework, set objectives and targets, carried out period internal audits and management reviews for continual improvement of sustainable procurement performance.



# Sustainable Procurement – Initiatives

Suppliers with 75% of Total Purchase Values are covered for environmental and social self-assessments. They are categorized as Key Suppliers & Service Providers (KSSPs) including raw materials and waste management service providers..

Suppliers environmental & social risk assessments covers:

- CSR Management Systems (Commitment, Compliance, Risk Management, Competence & Awareness),
- Labour Rights,
- Human Rights,
- Business Ethics,
- Occupational Health & Safety (General Safety, Process Safety, Biological Safety) and
- Environmental Sustainability (Water, Wastewater, Hazardous Waste, Non-hazardous waste, Energy & GHG).

<b>CSR Management Systems</b>	<b>Labour Rights &amp; Human Rights</b>	<b>Business Ethics</b>	<b>Occupational Health Safety</b>	<b>Environmental &amp; Sustainability</b>
Yes	Yes	Yes	Yes	Yes



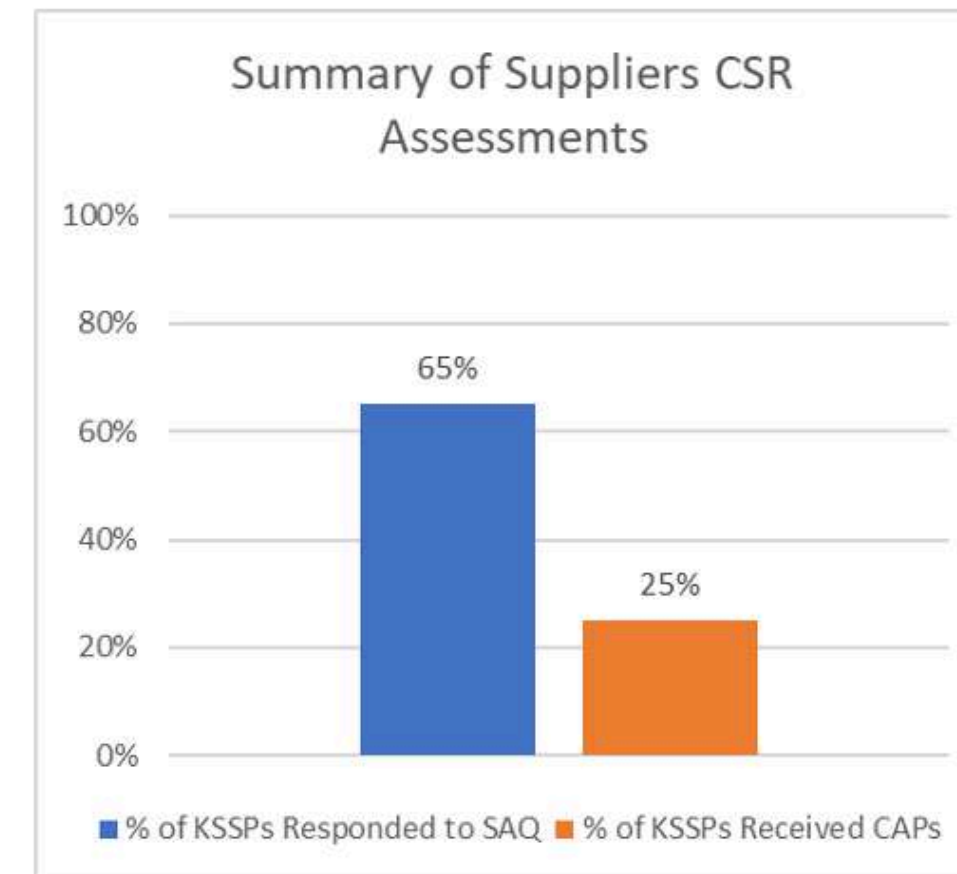
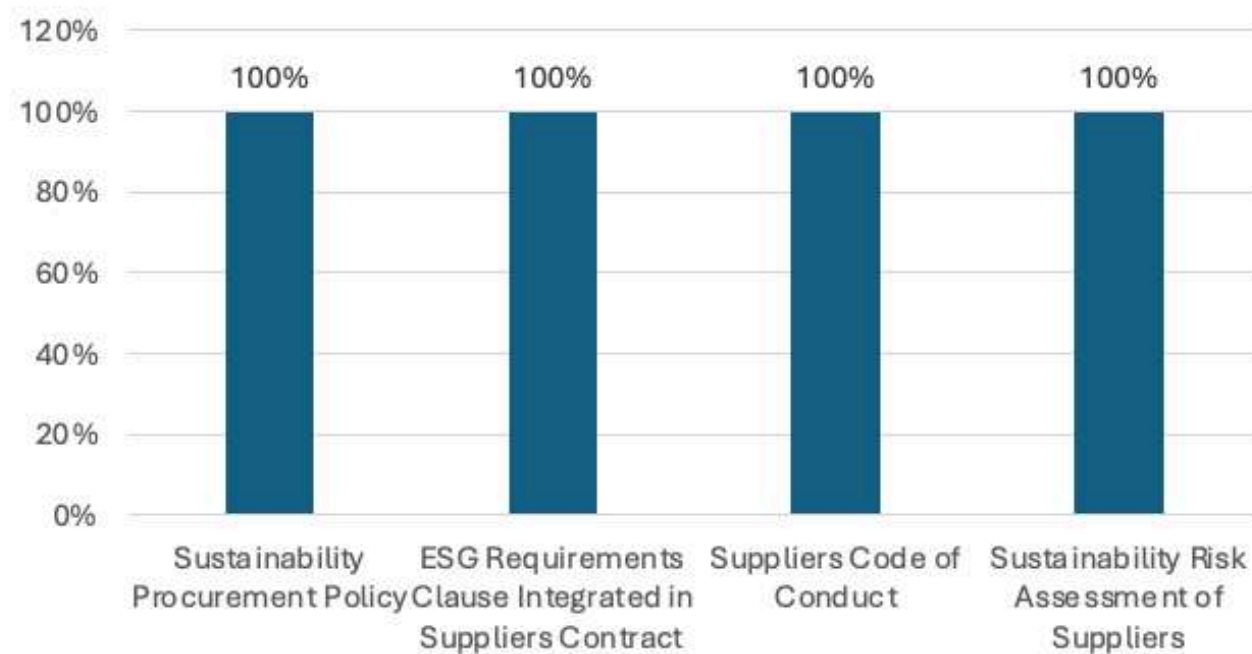
# Sustainable Procurement – Initiatives

SKPL has integrated the NGRBC & UNGC Principles in its procurement process by:

- 100% Suppliers provided with Sustainable Procurement Policy, ESG requirements clause in contracts and Suppliers Code of Conduct.
- 100% Suppliers are covered for Sustainability Risk Assessment for the purpose of identifying key suppliers and service providers.
- Suppliers with 75% of Total Purchase Values are covered under environmental and social assessments.

- Suppliers with 75% of Total Purchase Values are covered for environmental and social self-assessments and corrective action plans (CAPs). SKPL's procurement team work closely with suppliers for execution and closure of assessment observations/recommendations for corrective actions.
- 65% of key suppliers responded to the self-assessment questionnaire for CSM management due diligence.
- 25% of key suppliers have been provided with corrective action plans (CAPs) based on self assessment response and virtual/on-site audits.
- Our procurement team regularly follows up with the key suppliers for update and closure of the CAPs.

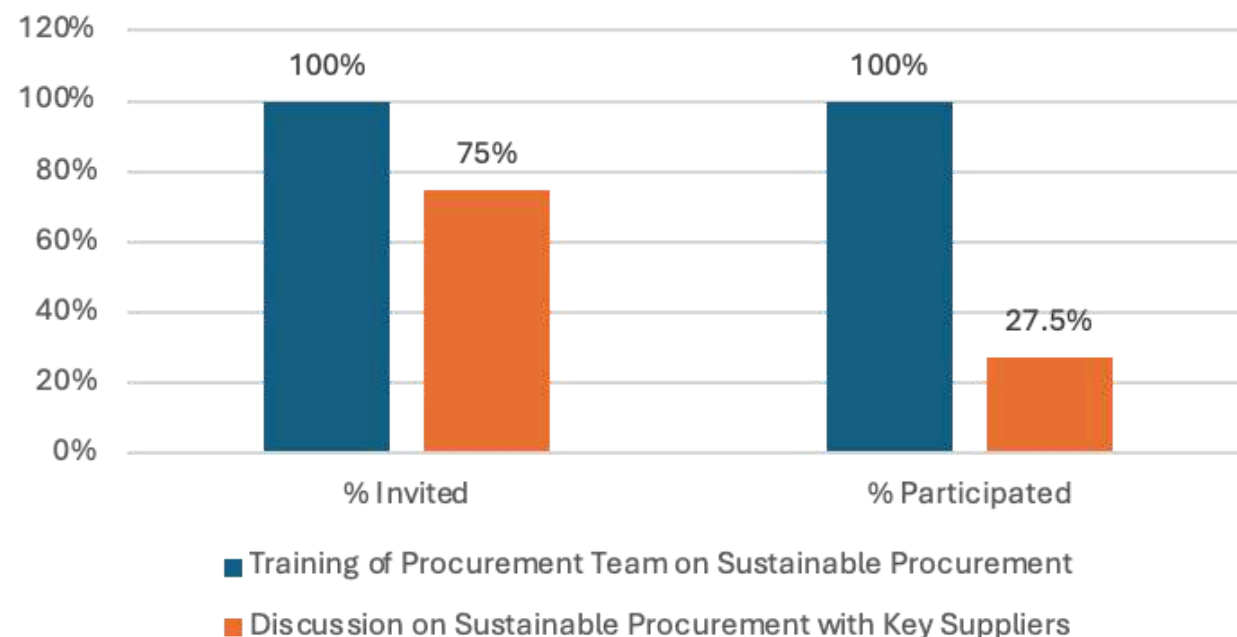
% of KSSPs Provided With / Covered Under



# Sustainable Procurement – Capacity Building & Diversity

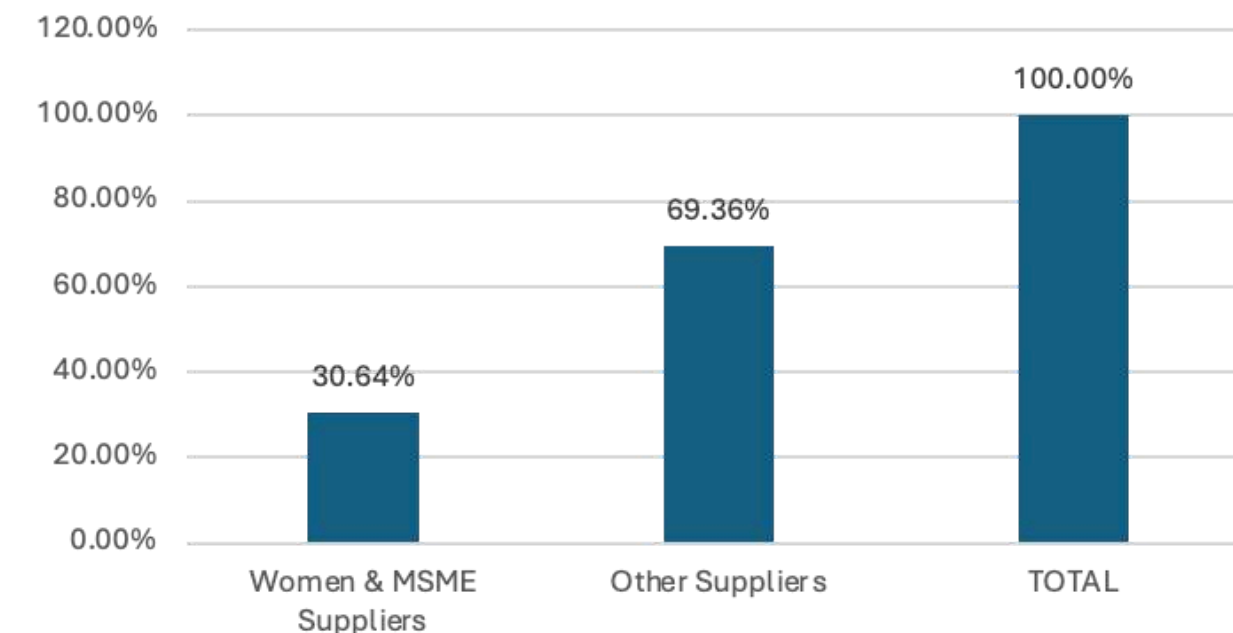
- Training on Sustainable Procurement for the Procurement Team carried out once a year or whenever new people join the team. 100% of the buyer team members participated in the sustainable procurement training session.
- Discussion on SKPL’s Sustainable Procurement practices with our KSSPs is carried out once a year since 2023. So far, we have conducted two such discussion sessions with our key suppliers on sustainable procurement.
- Out of 75% key suppliers who have been invited for the discussion on sustainable procurement, 27.5% key suppliers have attended the discussion.

Capacity Building on Sustainable Procurement



- SKPL take necessary actions to advance diversity in the supply chain, both locally and globally, like encouraging women-owned business, businesses owned by MSMEs and advancement of diversity, equity and inclusion in the workforce of suppliers.
- During FY 2023-24, 30.64% of our suppliers were MSME / Women Owned Business Entities (WBE).
- A significant portion of our suppliers are local.
- As part of supplier social assessment, we encourage our key supplier to promote advancement of diversity, equity and inclusion in their workforces.

Diversity in Supply Chain in FY23-24





# Sustainable Procurement – Value Chain GHG Emissions

SKPL work with its key suppliers in climate change mitigation actions as per the company policy for reducing GHG emission intensities in the supply chain continually.

SKPL has discussed the value chain Scope 3 GHG emissions with the key suppliers through virtual meetings with them.

The relevant Scope 3 upstream GHG emissions for SKPL during FY 2023-24-24 are:

- Category 1 – Purchased good and Services.
- Category 2 – Capital Goods.
- Category 4 – Transportation and Distribution
- Category 5 – Waste generation in operations.
- Category 6 – Business travel
- Category 7 – Employee commuting

The relevant Scope 3 downstream GHG emissions for SKPL during FY 2023-24-24 are:

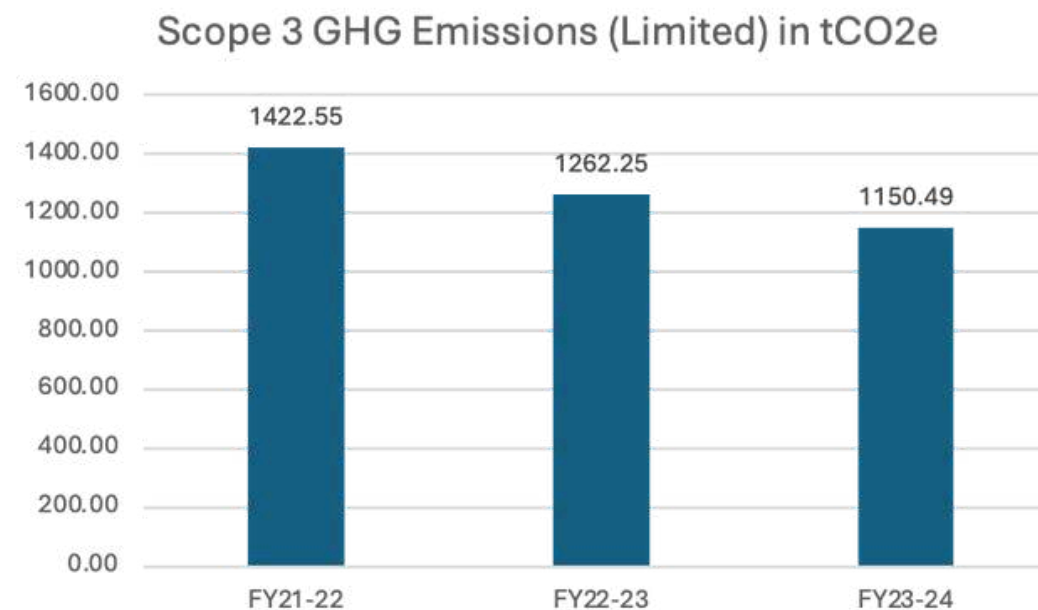
- Category 9 – Transportation and Distribution
- Category 12 – End-of-life treatment of sold product

SKPL has engaged 70% of its key suppliers to share GHG emission data for significant Scope 3 categories limited to:

- Category 1
- Category 4 and
- Category 9.

Engaged key suppliers include:

- 35% of raw material suppliers
- 30% of packing material suppliers and
- 5% of service providers including waste management.



# Sustainable Procurement – Recognitions

Key suppliers and service providers are annually evaluated as per set aspects and criteria and issued “Certificate of Appreciation” to the performing suppliers. The criteria of selection includes a threshold weightage for environmental sustainability and social sustainability aspects. Suppliers achieving this minimum threshold weightage and above are recognized with Certificate of Appreciation for Sustainable Service and Support as a value chain partner.



S No	Aspects	Weightage
1	Quality	20
2	Price	20
3	Timely Delivery	20
4	Environmental Sustainability	15
5	Social Sustainability	15
6	Documentation	10
6	TOTAL	100



SKPL encourage its key suppliers to opt for CSR management system maturity assessment. Currently 20% of our key suppliers have undergone ecovadis CSR management system maturity assessment.



# KPI's

S No	Key Performance Indicators	Units	Actual FY2023-24
<b>Environment Health &amp; Safety</b>			
1	Reducing Absolute Water Consumption	ML	176.63
2	Reducing Water Consumption Intensity	ML/MT Of total production	17.85
3	Reducing Absolute Electrical Energy Consumption	MWh	22192.78
4	Reducing Electrical Energy Consumption Intensity	MWh/MT Of total production	2.24
5	Reducing Absolute Scope 1 GHG Emissions	tCO2e	31336.31
6	Reducing Scope 1 GHG Emissions Intensity	tCO2e/MT Of total production	3.17
7	Reducing Absolute Scope 2 GHG Emissions	tCO2e	18198.08
8	Reducing Scope 2 GHG Emissions Intensity	tCO2e/MT Of total production	1.84
9	Reducing Absolute Scope 3 GHG Emissions	tCO2e	-
10	Reducing Scope 3 GHG Emissions Intensity	tCO2e/MT Of total production	-
11	Reducing Absolute Hazardous Waste to Landfill	MT	2707.40
12	Reducing Hazardous Waste to Landfill Intensity	MT/MT Of total production	0.27
13	Increasing Absolute Hazardous & Non-hazardous Wastes Reuse / Recycle	MT	2568.20
14	Increasing Hazardous & Non-hazardous Wastes Reuse / Recycle Intensity	MT/MT Of total production	0.26
15	Reducing Absolute Air Pollution Loads	MT	101.57

16	Reducing Air Pollution Loads Intensity	MT/MT Of total production	0.0103
17	Product information and labelling	%	100%
18	Resolving product information and labelling related incidents	%	100%
19	Return APIs/expired medicines reprocessed	% of total production	1.30%
20	Return APIs/expired medicines disposed	% of total production	0%
21	Effective EHS Training	%	90%
22	Effective EHS Training for all employees	Hrs/Employee/Year	13
23	Investigating high severity incidents using root cause analysis	%	95%
24	Implementing Incident CAPA	%	86%
25	Reportable lost time injury frequency rate per million man-hours	RLTI-FR	0.19
26	Reportable lost time injury Severity rate per million man-hours	RLTI-SR	13.51
27	Total Recordable incident Rate	TRIR	0.23
28	Updated Risk Assessment of All Units	%	88%
29	Effective Implementation of Risk Control Measures	%	85%
30	Effective Implementation of Work Permit System for Non-routine Activities	%	95%
31	Effective Implementation of Management of Change	%	87%
32	All Visitors/Customers inducted in Visitors Safety Guidelines	%	100%
33	Potential health & safety risks of product available in MSDS, displayed in label and shared to customer.	%	100%

# KPI's

S No	Key Performance Indicators	Units	Actual FY2023-24
<b>Labour Human Rights &amp; Ethics</b>			
34	No of persons trained initially on Business Ethics / Total no of people held	%	100%
35	No of persons trained periodically on Business Ethics / Total no of people held (due)*100	%	100%
36	No of Business Grievances received	Nos	0
37	% Pending actions on the grievance resolution	%	0%
38	No of persons trained initially on Anti Bribery & Anti Corruption / Total no of people held	%	100%
39	No of Bribery Policy Violations	Nos	0
40	No of whistle blower grievances received and action taken	Nos	0
41	% Pending actions on the whistle blower grievances	%	0%
42	No of observations raised Internal audit	Nos	2
43	No of Employee injured in a accident per quarter	Nos	0
44	No of employees Health Checks done / Total no of employees	%	100%
45	No of Child Labour employed	Nos	0
46	No of cases on discrimination & Harassment reported	Nos	0
47	Total No of Women employees/ Total Employees	%	7%
48	No of Women in Management Positions	%	17%
49	No of women in senior/ Middle Management positions	%	10%
50	No of employees taking no of paid leaves/ Total no of employees	%	80%

51	No of employees accumulated leaves/ Total No of employees	%	96%
52	No of Roles with Job Descriptions/ Total Employees	%	100%
53	Total No of employees Trained/ Total Employees	%	100%
54	Average Training hours per employee per Year	Hrs	24.19
55	No of existing employees signed on Non-Disclosure Agreement (NDA)/ Total no of employees held	%	100%
56	No of New Joined signed on Non-disclosure Agreement (NDA) per quarter/ Total no of New joinees held	%	100%
57	No of existing employees covered training on Discrimination and Harassment / Total no. of new employees	%	100%
58	No of new employees covered training on Discrimination and Harassment per Quarter/ Total Joined	%	100%
59	No of existing employees covered Training on Anti- Competitive procedure / Total no. of new employees	%	100%
60	No of new employees covered training on Anti- Competitive procedure per Quarter/ Total Joined	%	100%
61	No. of new joinees covered training on POSH for all new joinees per Quarter/ Total Joined	%	100%
62	% of units implemented Information Security Policy & Procedures	%	80%
63	% of units implemented ISO 27001:2022 Information Security Management Systems	%	80%
64	% of existing employees covered under refresher training on information security policy and procedures	%	75%
65	% of new joiner employees covered under induction training on information security policy and procedures	%	100%
66	% of units performed information security risk assessments	%	100%
67	% of units covered under internal audits as part of information security management systems	%	70%
68	% of third parties covered under information security due diligence program	%	50%
69	Number of confirmed information security breach incidents reported.	Nos	0



# KPI's

S No	Key Performance Indicators	Units	Actual FY2023-24
<b>Sustainable Procurement</b>			
70	Awareness training on Sustainable Procurement practices to Buyers.	%	100%
71	Communicate the requirements of sustainable procurement practices to all suppliers through Purchase Order	%	100%
72	Communicate the Supplier Code of Conduct to all suppliers.	%	100%
73	Identifying key suppliers (covering 75% of purchases by values) in different purchase categories for environmental and social assessment based on established criteria.	%	75%
74	Discussing requirements of sustainable procurement practices with selected key suppliers based on Self-Assessment Questionnaire (SAQ) for Supplier's CSR Due Diligence.	%	27.50%
75	Requesting selected key suppliers to participate in self-assessment on sustainability procurement practices based on SAQ.	%	65%
76	Selected key suppliers Assessment on Sustainability Procurement Practices based on received SAQ and sharing observations for taking corrective actions.	%	25%
77	Follow-up with selected key suppliers on CAPAs from Suppliers Assessment on Sustainability Procurement Practices.	%	20%

# Mapping

KPI No	Material Topics	Objectives	NGRBC Reference	UNGC Reference	SDGs Reference	GRI Reference
<b>Mapping Environmental Sustainability Objectives with NGRBC, UNGC, SDG &amp; GRI</b>						
KPI-1	Water	1.1 Reducing Absolute Water Consumption	Principle 2 Principle 6 Principle 7 Principle 8 Principle 9	Principle 7 Principle 8 Principle 9	SDG 6 SDG 14	GRI-303-1 GRI-303-2 GRI-303-3 GRI-303-4 GRI-303-5
		1.2 Reducing Water Consumption Intensity				
KPI-2	Energy & GHG Reduction	2.1 Reducing Absolute Electrical Energy Consumption	Principle 2 Principle 6 Principle 7 Principle 8	Principle 7 Principle 8 Principle 9	SDG 7 SDG 13	GRI-302-1 GRI-302-2 GRI-302-3 GRI-305-1 GRI-305-2 GRI-305-4
		2.2 Reducing Electrical Energy Consumption Intensity				
		2.3 Reducing Absolute Scope 1 GHG Emissions				
		2.4 Reducing Scope 1 GHG Emissions Intensity				
		2.5 Reducing Absolute Scope 2 GHG Emissions				
		2.6 Reducing Scope 2 GHG Emissions Intensity				
		1.7 Reducing Absolute Scope 3 GHG Emissions				
1.8 Reducing Scope 3 GHG Emissions Intensity						
KPI-3	Materials, Chemicals & Wastes	3.1 Reducing Absolute Hazardous Waste to Landfill	Principle 2 Principle 6 Principle 7 Principle 8 Principle 9	Principle 7 Principle 8 Principle 9	SDG 15	GRI-301-1 GRI-301-2 GRI-301-3
		3.2 Reducing Hazardous Waste to Landfill Intensity				
		3.3 Increasing Absolute Hazardous & Non-hazardous Wastes Reuse / Recycle				
		3.4 Increasing Hazardous & Non-hazardous Wastes Reuse / Recycle Intensity				
KPI-4	Air Pollution	4.1 Reducing Absolute Air Pollution Loads	Principle 2 Principle 6 Principle 7 Principle 8 Principle 9	Principle 7 Principle 8 Principle 9	-	-
		4.1 Reducing Air Pollution Loads Intensity				
KPI-5	Product Use	5.1 Product information and labelling	Principle 2 Principle 6 Principle 9	Principle 7 Principle 8 Principle 9	SDG 12	GRI-417-1 GRI-417-2
		5.2 Resolving product information and labelling related incidents				
KPI-6	Product End-of-Life	6.1 Return APIs/expired medicines reprocessed	Principle 2 Principle 6 Principle 9	Principle 7 Principle 8 Principle 9	SDG 12	GRI-417-1
		6.2 Return APIs/expired medicines disposed				



# Mapping

KPI No	Material Topics	Objectives	NGRBC Reference	UNGC Reference	SDGs Reference	GRI Reference
<b>Mapping Occupational Health &amp; Safety Objectives with NGRBC, UNGC, SDG &amp; GRI</b>						
KPI-1	Employees Health & Safety	1.1 Effective EHS Training	Principle 2	Principle 3	SDG 3	GRI-403-5
		1.2 Effective EHS Training for all employees	Principle 3	Principle 4	SDG 8	GRI-403-7
KPI-2	Employees Health & Safety	2.1 Investigating high severity incidents using root cause analysis	Principle 2	Principle 3	SDG 3 SDG 8	GRI-403-9 GRI-403-10 GRI-416-2
		2.2 Implementing Incident CAPA	Principle 3	Principle 4		
		2.3 Reportable lost time injury frequency rate per million man-hours	Principle 5	Principle 5		
		2.4 Reportable lost time injury Severity rate per million man-hours	Principle 6	Principle 6		
		2.5 Total Reportable Incident Rate	Principle 8			
KPI-3	Employees Health & Safety	3.1 Updated Risk Assessment of All Units	Principle 2	Principle 1	SDG 3	GRI-403-2
		3.2 Effective Implementation of Risk Control Measures	Principle 3	Principle 7	SDG 8	
KPI-4	Employees Health & Safety	4.1 Effective Implementation of Work Permit System for Non-routine Activities	Principle 2 Principle 3 Principle 5 Principle 6 Principle 8	Principle 1 Principle 7 Principle 10	SDG 3 SDG 8	GRI-403-2
KPI-5	Employees Health & Safety	5.1 Effective Implementation of Management of Change	Principle 2 Principle 3 Principle 5 Principle 6 Principle 8	Principle 1 Principle 7 Principle 10	SDG 3 SDG 8	GRI-403-2
KPI-6	Customer Health & Safety	6.1 All Visitors/Customers inducted in Visitors Safety Guidelines	Principle 2	Principle 1	SDG 3	GRI-403-5
		6.2 Potential health & safety risks of product available in MSDS, displayed in label and shared to customer.	Principle 3 Principle 5	Principle 7 Principle 10	SDG 8	GRI-403-7

# Mapping

KPI No	Material Topics	Objectives	NGRBC Reference	UNGC Reference	SDGs Reference	GRI Reference
<b>Mapping Labour, Human Rights &amp; Ethics Objectives with NGRBC, UNGC, SDG &amp; GRI</b>						
KPI- 1	Career Management & Training	No of persons trained initially on Business Ethics / Total no of people held	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 2	Career Management & Training	No of persons trained periodically on Business Ethics / Total no of people held (due)*100	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 3	Corruption	No of Business Grievances received	Principle 1	Principle 10	SDG 16	GRI No 205
KPI- 4	Social Dialogue	% Pending actions on the grievance resolution (pending more than a month)	Principle 3	Principle 3 Principle 4 Principle 6	SDG 1 SDG 2 SDG 8 SDG 9 SDG 10	GRI 2-30
KPI- 5	Career Management & Training	No of persons trained initially on Anti Bribery & Anti Corruption / Total no of people held	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 6	Corruption	No of Bribery Policy Violations	Principle 1	Principle 10	SDG 16	GRI No 205
KPI- 7	Corruption	No of whistle blower grievances received and action taken	Principle 1	Principle 10	SDG 16	GRI No 205
KPI- 8	Corruption	% Pending actions on the whistle blower grievances	Principle 1	Principle 10	SDG 16	GRI No 205
KPI- 9	Corruption	No of observations raised Internal audit	Principle 1	Principle 10	SDG 16	GRI No 205
KPI- 10	Working Conditions	No of Employee injured in a accident per quarter	Principle 3 Principle 7 Principle 8	Principle 3 Principle 4 Principle 5 Principle 6	SDG 3 SDG 5 SDG 6 SDG 8 SDG 10	GRI-401 GRI-402 GRI-405 GRI-406 GRI-407
KPI- 11	Working Conditions	No of employees Health Checks done / Total no of employees	Principle 3 Principle 7 Principle 8	Principle 3 Principle 4 Principle 5 Principle 6	SDG 3 SDG 5 SDG 6 SDG 8 SDG 10	GRI-401 GRI-402 GRI-405 GRI-406 GRI-407
KPI- 12	Child Labour, Forced Labour & Human Trafficking	No of Child Labour employed	Principle 3	Principle 4 Principle 5	SDG 1 SDG 2 SDG 3 SDG 4	GRI No 408-1, 409-1
KPI- 13	Diversity, Equity & Inclusion	No of cases on discrimination & Harassment reported	Principle 3	Principle 6	SDG 8	GRI No 405
KPI- 14	Diversity, Equity & Inclusion	Total No of Women employees/ Total Employees	Principle 3	Principle 6	SDG 8	GRI No 405
KPI- 15	Diversity, Equity & Inclusion	No of Women in Management Positions	Principle 3	Principle 6	SDG 8	GRI No 405
KPI- 16	Diversity, Equity & Inclusion	No of women in senior/ Middle Management positions	Principle 3	Principle 6	SDG 8	GRI No 405
KPI- 17	Working Conditions	No of employees taking ---no of paid leaves/ Total no of employees	Principle 3 Principle 7 Principle 8	Principle 3 Principle 4 Principle 5 Principle 6	SDG 3 SDG 5 SDG 6 SDG 8 SDG 10	GRI-401 GRI-402 GRI-405 GRI-406 GRI-407

KPI- 18	Working Conditions	No of employees accumulated leaves/Total No of employees	Principle 3 Principle 7 Principle 8	Principle 3 Principle 4 Principle 5 Principle 6	SDG 5 SDG 6 SDG 8 SDG 10	GRI-401 GRI-402 GRI-405 GRI-406 GRI-407
KPI- 19	Career Management & Training	No of Roles with Job Descriptions/Total Employees	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 20	Career Management & Training	Total No of employees Trained/Total Employees	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 21	Career Management & Training	Average Training hours per employee per Year	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 22	Corruption	No of existing employees signed on Non-Disclosure Agreement (NDA)/ Total no of employees held	Principle 1	Principle 10	SDG 16	GRI No 205
KPI- 23	Corruption	No of New Joined signed on Non-disclosure Agreement (NDA) per quarter/Total no of New joiners held	Principle 1	Principle 10	SDG 16	GRI No 205
KPI- 24	Career Management & Training	No of existing employees covered training on Discrimination and Harassment/ Total no. of new employees	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 25	Career Management & Training	No of new employees covered training on Discrimination and Harassment per Quarter/ Total Joined	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 26	Career Management & Training	No of existing employees covered Training on Anti- Competitive procedure / Total no. of new employees	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 27	Career Management & Training	No of new employees covered training on Anti- Competitive procedure per Quarter/ Total Joined	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 28	Career Management & Training	No. of new joiners covered training on POSH for all new joiners per Quarter/ Total Joined	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 29	Information Security	% of units implemented Information Security Policy & Procedures	Principle 9	Principle 10	SDG 16	GRI 2-5
KPI- 30	Information Security	% of units implemented ISO 27001:2022 Information Security Management Systems	Principle 9	Principle 10	SDG 16	GRI 2-5
KPI- 31	Career Management & Training	% of existing employees covered under refresher training on information security policy and procedures	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 32	Career Management & Training	% of new joiner employees covered under induction training on information security policy and procedures	Principle 3	Principle 3 Principle 4 Principle 5 Principle 6	-	GRI-403
KPI- 33	Information Security	% of units performed information security risk assessments	Principle 9	Principle 10	SDG 16	GRI 2-5
KPI- 34	Information Security	% of units covered under internal audits as part of information security management systems	Principle 9	Principle 10	SDG 16	GRI 2-5
KPI- 35	Information Security	% of third parties covered under information security due diligence program	Principle 9	Principle 10	SDG 16	GRI 2-5
KPI- 36	Information Security	Number of confirmed information security breach incidents reported.	Principle 9	Principle 10	SDG 16	GRI 2-5



# Mapping

KPI No	Material Topics	Objectives	NGRBC Reference	UNGC Reference	SDGs Reference	GRI Reference
<b>Mapping Sustainable Procurement Objectives with NGRBC, UNGC, SDG &amp; GRI</b>						
KPI-1	Supplier Environmental Practices and Supplier Social Practices	Awareness training on Sustainable Procurement practices to Buyers.				GRI-403-5 GRI-403-7
KPI-2		Communicate the requirements of sustainable procurement practices to all suppliers through Purchase Order				
KPI-3		Communicate the Supplier Code of Conduct to all suppliers.				
KPI-4		Identifying key suppliers (covering 75% of purchases by values) in different purchase categories for environmental and social assessment based on established criteria.				
KPI-5		Discussing requirements of sustainable procurement practices with selected key suppliers based on Self-Assessment Questionnaire (SAQ) for Supplier's CSR Due Diligence.				
KPI-6		Requesting selected key suppliers to participate in self-assessment on sustainability procurement practices based on SAQ.				
KPI-7		Selected key suppliers Assessment on Sustainability Procurement Practices based on received SAQ and sharing observations for taking corrective actions.				
KPI-8		Follow-up with selected key suppliers on CAPAs from Suppliers Assessment on Sustainability Procurement Practices.				

# Abbreviations

- **ABAC:** Anti-Bribery and Anti- Corruption
- **AET:** Area Effectiveness Team
- **API:** Active Pharmaceuticals Limited
- **ATFD:** Agitated Thin Film Drier
- **CAPs:** Corrective Action Plan
- **cGMP:** Current Good Manufacturing Practices
- **CMO:** Contract Manufacturing Organisation
- **CoBCE:** Code of Business Conduct and Ethics
- **CSR:** Corporate Social Responsibility
- **DC:** Direct Compression
- **DEFRA:** Department for Environment, Food and rural Affairs
- **EHS:** Environmental Health and Safety
- **ESG:** Environmental, Social, and Governance
- **ESI:** Employee State Insurance
- **FDF:** Finished Dosage Forms
- **FY:** Financial Year
- **GHG:** Green House Gas
- **GRI:** Global Reporting Initiatives
- **HR:** Human Resource
- **ICC:** Internal Complaints committee
- **ILO:** International Labour Organization
- **IPCC:** Inter governmental panel on climate change
- **ISMS:** Information Security Management System
- **ISO:** International organisation for Standardization
- **IT:** Information Technology

- **KL:** Kilo litre
- **KPIs:** Key Performance Indicators
- **KSSPs:** Key Suppliers & Service Providers
- **LiFE:** Lifestyle For Environment
- **LMS:** Learning Management System
- **LTA:** Leave Travel allowances
- **MSME:** Micro, Small and Medium Enterprises
- **NGRBC:** National Guideline on Responsible Business Conduct,
- **NPS :** National Pension Scheme
- **ODS:** Ozone Depleting Substance
- **OHSAS:** Occupational Health and Safety assessment serious
- **PFI:** Pharmaceutical Formulation intermediates
- **PMS:** Performance Management System
- **POSH:** Preventive of Sexual Harassment
- **PSCI:** Pharma Supply Chain Initiative
- **R&D:** Research and development
- **RCA:** Root Cause Analysis
- **RLTI-FR:** Reportable lost time injury frequency rate per million man-hours,
- **RLTI-SR:** Reportable lost time injury severity rate per million man-hours

- **S1&S2:** Scope1 & Scope2
- **SA:** Social Accountability
- **SAM:** Social Accountability Management
- **SCM:** Supply Chain Management
- **SDGs:** Sustainable Development Goals
- **SKPL:** Sri Krishna Pharmaceuticals Limited
- **TDS:** Total Dissolved solid
- **TGA:** Therapeutic Goods Administration
- **UNGC:** United Nations Global Compact, **SGD:** Sustainable Development Goals,
- **UNGCs:** United Nation Global Compact
- **USFDA:** United States Food and Drug Administration
- **VPF:** Voluntary Provident Fund
- **WBE:** Women Owned Business Entities
- **WHO:** World Health Organisation
- **ZLD:** Zero Liquid Discharge



QA TECHNOLOGICAL SERVICES INDIA  
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### Independent Assurance Statement

To,  
The Directors and Management  
Sri Krishna Pharmaceuticals Limited  
C-4, Industrial Area, Uppal, Medchal Malkajgiri,  
Hyderabad, Telangana-500039.

M/s Sri Krishna Pharmaceuticals Ltd has authorized Mr. Raghavan Kumar Iyer of M/s QA Technological Services India, Thane W to conduct an independent external assurance of the non-financial information as disclosed in their Sustainability Report (hereinafter referred as "SR"). This SR is based on the principles of Global Reporting Initiative (GRI) and in alignment with Environmental, Social, and Governance (ESG) principles. The report is for the period 01 Apr 2023 to 31 Mar 2024.

#### Brief Overview:-

SKPL has integrated Principles like National Guidelines for Responsible Business Conduct, UNGC, and PSCI in the business processes in its ESG Policies and aligned them as per the requirements of ISO 14001:2015, ISO 45001: 2018 EHS management systems and SA8000:2014 Social Accountability standards and Ethics standards.

#### Management's Responsibility

SKPL is responsible for identification of materiality, corresponding sustainability issues, identifying, establishing, reporting performance management, data management, and quality. The management team at SKPL is accountable for the accuracy of the information provided and the process of collecting, analyzing, and reporting the information. Furthermore, SKPL's management team takes responsibility for the accurate preparation of the information and data which is presented for assurance in this SR. They ensure that the reported data is free of any intended or unintended material misstatements, so that stakeholders can trust the information provided. SKPL will be responsible for archiving and reproducing the disclosed data to the stakeholders upon request.

#### Scope and Boundary

The scope of work for the assurance engagement conducted includes assurance of Sustainability Indicators. The assurance engagement reviewed the information presented, on its quality, accuracy and authenticity on a sample basis. Also Sample review of the evidence showcased for Growth Indicators, Environmental performance indicators Employee metrics Community development initiatives, Safety Indicators indicators have been done. In addition, the following verification for the reporting period has been done.

- 1) Alignment with the principles of the Global Reporting initiative (GRI) Standards.
- 2) Review of the policies, initiatives, practices and performance described in the SR
- 3) Sample verification of the data produced.

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#### Verification Methodology

This assurance engagement has been done on risk-based approach and focused on verification efforts of done by the SKPL in implementing the Policies, procedures and systems which have been done in alignment with ESG principles. The sample data for the KPIs and the disclosures mentioned in the SR has been reviewed. Also sample-based reviews of the procedures for implementing sustainability in all aspects of Labor, Human Rights, Ethics, Safety, Environment, IT security, and Sustainable procurement have been done.

#### Limitations

This assurance report has been prepared based on the disclosed information of SKPL at the time of assurance. This has been done on a sample basis and the own ness of authenticity of data/information is with the SKPL.

#### Opportunities for Improvement

The Opportunities for Improvement for SKPL are as follows: -

- 1) SKPL must increase the frequency of training on Sustainability and Ethics to all stakeholders.
- 2) SKPL may look at the possibility of endorsing the external ESG principles like UNGC and SBTI.
- 3) SKPL should look at covering more relevant GRI disclosures.
- 4) SKPL should strengthen the scope 3 GHG emissions in its value chain.

#### Our Conclusion

I opine that SKPL has started their Journey in Sustainability and has showcased a fair representation of the material topics, related strategies to meet the declared requirements of GRI standards. I feel that SKPL should continue this journey and strive for further improvement.

For and on behalf of QA TECHNOLOGICAL SERVICES INDIA



**R. KUMAR**  
HEAD - SUSTAINABILITY PRACTICES  
ISO CONSULTANT FOR 14001/45001/50001  
(SUSTAINABILITY STANDARDS)  
QA TECHNOLOGICAL SERVICES INDIA  
THANE (W)

SUSTAINABILITY SHALL BE A WAY OF LIFE FOR ALL  
PROTECT ENVIRONMENTS ; OPTIMISE USE OF NON - RENEWABLE SOURCES



# Sri Krishna Pharma

Trusted partners for life's journey

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