



Supplementary ESG Data book

About this document

We published our inaugural Integrated Annual Report (Integrated Report) in July 2024.

This document (Supplementary ESG Data Book) is being released as an accompaniment to our Integrated Report and contains references to the various topics arranged in the Integrated report

The purpose of this Supplementary ESG data book is to help various external stakeholders and ESG rating agencies easily identify topics of interest within the Integrated Report. Any additional information that is not captured in the Integrated Report but may be useful to stakeholders is also captured here.

Your feedback and inputs are welcome at ir@neulandlabs.com

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Integrated Report FY2024

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
1	Transparency & Reporting	About the Report		We are presenting our first Integrated Annual Report for FY24, in accordance with the International Integrated Reporting Framework, now part of the IFRS Foundation. This report has been published to communicate to our stakeholders Neuland's ability to create value in the short, medium and long-term. With this report, we want to provide our readers with a holistic understanding of the quantitative and qualitative dimensions of our business. We also present our culture, strategy and performance in creating and delivering long-term value to our stakeholders as a responsible entity. This report also maps our annual environment, social, and governance (ESG) commitments, efforts and performance and aligns with international benchmarks. Specific references can be found in our ESG data table.		1
2	Transparency & Reporting	Reporting Cycle	GRI 2-3-(a, b) BRSR-Section A- 9	01st April 2023 to 31st March 2024		1
3	Transparency & Reporting	Reporting guidelines and framework	GRI 2-3-(a, b) BRSR-Section A- 9	Our integrated reporting process is guided by the principles and content elements of the IFRS Foundation. To maintain transparency and credibility, we have adhered to external standards, including the Global Reporting Initiative (GRI). This report is also aligned with the UNGC and the United Nations Sustainable Development Goals. The information in the report is structured around our priorities and the major topics that our stakeholders have highlighted.		1
4	Transparency & Reporting	Responsibility statement		The data and disclosures in the Report are internally reviewed by the management to ensure completeness and relevance. The financial information has been audited by M/s. M S K A & Associates, while M/s. P.S.Rao & Associates, practicing Company Secretaries, have reviewed compliance with various laws, regulations and procedures, in addition to regular internal audits conducted by Ernst & Young. TUV India Private Ltd has provided Limited assurance for certain statutory and non-financial data covered in this Integrated Report, including metrics and information associated with the Global Reporting Initiative (GRI) framework and related ESG information.		1
5	Transparency & Reporting	Stakeholder feedback		We value feedback from our shareholders. The Management recognises that shareholder insights and perspectives are essential for the successful implementation of its policies and goals. The organisation values stakeholder engagement and considers it an integral part of its commitment to transparency, accountability and continuous improvement.		1

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6	Transparency & Reporting	Forward Looking Statements		Certain statements in the Report are forward-looking. These include statements other than historical facts, including those on financial position, business strategy, management plans and objectives for future operations. Such statements include words such as 'believes', 'expects', 'may', 'will', 'plans', 'outlook' etc. regarding future operational/ financial performance. These are based on reasonable assumptions/ data/ that may be incorrect/imprecise and, not intended to be a guarantee of future. Actual results could differ materially due to various factors. We neither assume any obligation nor intend to update/ revise any forward-looking statements, as a result of new information/ future events or otherwise.		1
7	Corporate Governance	Empowering Progress ,Enriching Lives. 4 Decades of Enduring Value		We continue to progress at a steady pace with the objective of creating enduring value. We are enhancing our capabilities, empowering our talent pool and building execution agility while embedding sustainability into our business and operations. We believe that this will help us better capitalise on emerging opportunities and provide us with greater scale and profitability over the long-term.		3
8	Corporate Governance	Celebrating the Neu		Neuland marked its 40th year anniversary by launching a new corporate identity. This new identity is more than a logo and colour change, it is a dynamic visual that embodies our organisation's shared values, acknowledging our history while alluding to the promising future ahead. Built upon the key themes of agility, ethical practices, partnerships, and sustainable growth, it embodies Neuland's unwavering commitment to innovation, integrity, collaboration, and progress		4
9	Corporate Governance	Transforming to amplify value		WE HAVE ESTABLISHED OURSELVES as a prominent market player serving the world's reputed pharma and biotech companies. We provide innovative chemistry solutions that meet stringent regulatory requirements and support the development of lifesaving medications. Incorporated in 1984, Neuland has garnered a reputation as a trusted partner in manufacturing of generic APIs, complex intermediates, and custom manufacturing solutions (CDMO services). Neuland is widely recognised as a one-stop solution for chemistry requirements of the pharmaceutical sector. The primary business verticals of the Company are Generic Drug Substances (GDS) and Custom Manufacturing Solutions (CMS)		6
10	Corporate Governance	Our journey so far		Incorporated in 1984 Listed in 1994 First US FDA Audit in 1997 Then Now 40+ years of excellence J 8,000+ crores Market Capitalisation as on March 31, 2024 3 manufacturing units in Telangana, with a total reactor volume capacity of 941 KL		8

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
11	Corporate Governance	Executive Chairman's message				10
12	Corporate Governance	Vice-Chairman & CEO				12
13	Corporate Governance	Message from Vice-Chairman and MD				16
14	Corporate Governance	Board Profile				18
15	Corporate Governance	Global presence		Revenue by Geography FY24 North America 818 LATAM 43 Europe 522 MENA 18 India 14 APAC 35 Japan 54		20

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
21	Materiality	Materiality assessment		We identify possible risks that are likely to create a material impact on our business operations and stakeholders. Conducting a materiality assessment is integral to determining the key issues that warrant our attention and action. A timely materiality assessment aligns our action plans to material topics, addressing the most critical environmental, social and governance (ESG) concerns.		34
22	Risk & Crisis Management	Governance, Risk and Compliance		At Neuland, we adhere to high standards of corporate governance, protecting the best interests of all stakeholders and driving long-term value creation. Our approach to risk management entails regularly monitoring emerging risks.		38
23	Risk & Crisis Management	Enterprise Risk Management		Our enterprise risk management program connects business risks to objectives and integrates within its oversight ESG, Cybersecurity and Business Continuity risks. Additionally significant financial reporting and regulatory risks are part of our risk universe		40
24	Risk & Crisis Management	Value creation model		Our business model has always been transformational and forward-looking. It has demonstrated the resilience to withstand various challenges —geopolitical uncertainties, supply chain constraints, volatility in input costs and shifting requirements of customers — and create enduring value. As the quality and size of our business grows, we are getting a better visibility of our growth trajectory		46
25	Risk & Crisis Management	ESG Strategy		We recognise that our Environmental, Social, and Governance (ESG) aspects of our business are crucial for sustainable growth. We believe that by integrating ESG principles into our core operations, we can create longterm value for our stakeholders, the environment, and the communities we operate in. As a pure-play 100% API provider, we efficiently serve our customers across the full spectrum of their API needs.		50

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
26	Transparency & Reporting	Financial Capital		We deploy our financial capital judiciously and responsibly to protect our business and enhance value for stakeholders in a sustainable manner. We have institutionalised a risk-mapped capital budgeting and allocation process that is flexible and responsive to changing business needs and the evolving operational landscape		52
27	Transparency & Reporting	Direct Economic Value Generated	GRI 201-1 BRSR- Section A- 22	Direct Economic Value Generated	Rs 1571.12 crores	54
28	Transparency & Reporting	Direct Economic Value Distributed	GRI 201-1 BRSR- Section A- 22	Direct Economic Value Distributed	Rs 1,271.53 crores	54
29	Transparency & Reporting	Economic Value Retained	GRI 201-1 BRSR- Section A- 22	Economic Value Retained	Rs 299.60 crores	54
30	Transparency & Reporting	Economic value added		Economic value added		54

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
31	Transparency & Reporting	Performance review		Our robust financial performance reflects our superior earnings profile, industry-leading margins and a strong balance sheet. Revenue from operations, debt leverage and Return on Invested Capital (RoCI) were strong and we reached industry-leading EBITDA and PAT margins during the reporting year. Targeting new growth opportunities with a shift in business strategy, we remain optimistic of continued strong financial performance in the near short-term		54
32	Tax Strategy	Revenue from operations		Revenue from operations	Rs 1571.12 crores	54
33	Tax Strategy	Profit After Tax		Profit After Tax	Rs 299.59 crores	54
34	Tax Strategy	EBITDA		EBITDA	Rs 474.46 crores	54
35	Tax Strategy	EBITDA Margin		EBITDA Margin	30.20%	55

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
36	Tax Strategy	Net Debt to Equity		Net Debt to Equity	-0.03	55
37	Tax Strategy	EPS		EPS	Rs 233.51 per share	55
38	Tax Strategy	Value creation		We aim to deliver industry-leading margins, cash generation and attractive shareholder returns. Led by outstanding leadership and empowered teams, we remain confident of delivering long-term value for stakeholders year after year		56
39	Tax Strategy	Return on Capital Employed		Return on Capital Employed	32.78%	56
40	Innovation Management	Prudent capital allocation		Our investments in a 'balanced-growth' strategy across green technologies to lower emissions, upgrade manufacturing units and improve efficiencies help generate cash flows and profitability. The Board analyses macro and microeconomic factors to recommend dividend. In FY24, the dividend pay-out of upto []% of consolidated PAT is a testament towards sustained value-creation, while managing funds for business growth		56

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41	Innovation Management	Manufactured Capital		We are investing in our infrastructure to enhance our manufacturing capabilities. The growing interest from our esteemed customers, coupled with an exciting product pipeline, has reinforced Neuland's reputation as a globally acclaimed CDMO.		58
42	Innovation Management	Robust Manufacturing Facilities		We operate three state-of-the-art manufacturing facilities located close to the city of Hyderabad. Our facilities are equipped with cutting-edge capabilities, adhering to both national and international standards. Our manufacturing facilities adhere to stringent (cGMP) standards, serving as the backbone of our high-quality manufacturing capabilities. Three of these plants have been inspected by US-FDA and other global regulatory bodies such as EDQM, BfArM (Germany), TGA (Australia), PMDA (Japan), AFSSAPS (France), ANVISA (Brazil) and Cofepris (Mexico) on multiple occasions and have been compliant consistently across these agencies for years.		60
43	Innovation Management	Unit 1		Located at Bonthapally, near Hyderabad Airport, the site is spread across an area of 11.2 acres with seven production blocks (including the kilo labs). The unit focuses on the production of a specific range of APIs, covering therapeutic areas including Anti-asthmatic, Cardiovascular, Antifungal, Anticonvulsant, Central Nervous System (CNS), Fluoroquinolones, Antipsychotic, Antibacterial and Anti-Parkinson		60
44	Innovation Management	Unit 2		Situated at Pashamylaram, near Hyderabad, the expansive facility comprises three main production blocks, an engineering workshop and four warehouses		61
45	Innovation Management	Unit 3		Located in the Gaddapotharam Industrial Area near Hyderabad, India, the unit has xx production blocks, especially designed for the efficient and reliable manufacturing of advanced intermediates and APIs. The Unit covers on-site development, a quality control laboratory and a pilot plant		62

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
46	Innovation Management	Expanding capacities		We are scaling the production capacity within our existing facilities to cater to the growing demand for our offerings. To minimise downtime and ensure faster response times to the specific needs of our global customers, we have created alternative production lines for key products		62
47	Innovation Management	Digitising operations		We are adopting advanced processes and automation tools to simplify our manufacturing processes. Embracing Industry 4.0 practices has further streamlined our operations and contributed to substantial improvement in key performance indicators, enhancing our operational efficiency		63
48	Innovation Management	Sustainable manufacturing		We acknowledge our responsibility towards minimising our environmental impact. We have implemented various sustainability practices within our operations that are anchored in the principles of circular economy		63
49	Innovation Management	Enhancing quality control		We focus on maintaining exceptional quality standards throughout our operations. We have implemented a comprehensive Quality Assurance Management System (QAMS). We meticulously compile Annual Product Quality Reviews (APQRs) and analyse quality trends for all commercial products on a quarterly basis, which helps prevent defects and achieve higher levels of quality standards. To streamline quality control processes, our Laboratory Information Management System (LIMS) allows us to manage and analyse all data efficiently, ensuring data accuracy, integrity and accessibility for informed decision-making		64
50	Innovation Management	Building a reliable and sustainable supply chain		In our endeavour to establish a robust supply chain, we closely monitor market trends and forecast the availability of all key inputs. By leveraging the data obtained, we improve predictability across our upstream supply chain. This enables us to take direct action and optimise our overall procurement strategy. We are benchmarking 90% of our procurement by value, which helps us capture opportunities in getting new supply channels market, low price and higher quality options		67

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
51	Innovation Management	Intellectual Capital		Our Intellectual Capital is essential to propelling our business forward. Innovation, driven by meticulous research and development (R&D), has positioned us well to attain new milestones of growth while maintaining a sharp focus on quality compliance		72
52	Innovation Management	Invest in R&D		As a knowledge-intensive sector which deals with critical and complex chemistry, research and development (R&D) and innovation are cornerstone to our success. Through continuous investment in innovation, we not only enhance our processes and services, but also fulfill our goal to achieve industryleading sustainability standards. Our R&D centre is based in Hyderabad and is approved by the Department of Scientific and Industrial Research (DSIR). The R&D centre is not only equipped with modern equipment and technologies but also a capable and strong R&D team of 300 employees.		74
53	Innovation Management	Deep domain expertise		Our R&D team bridges the gap for biotech firms, offering custom manufacturing solutions for NCE development, technology transfer, Phase 3 validation, commercialization, and material supply. During the year under review, we have added ~14 NCE APIs (both in NDA and commercial stage), while [~6 to 8] APIs were moved in Phase 2 and Phase 3 stages with excellent planning, coding and testing skills, minimising any customer-facing API changes. In addition, we have constituted a scientific advisory board comprising recognised pioneers in process development and chemical engineering. The board conducts regular discussion with the cross functional heads which helps find strategic directions towards streamlining the process for ongoing projects. In terms of Generic Drug Substance (GDS) filing, two products have been filed in the FY24 and we aim to file six products in FY25		74
54	Innovation Management	Safeguarding Intellectual Property		Acknowledging our position as a major player in regulated markets such as the United States and the European Union, we have established an intellectual property management group to handle IP issues effectively. Our priority is to safeguard third-party intellectual property rights while ensuring compliance with patent regulations		75
55	Innovation Management	Adopt a technology-first approach		In our digital transformation journey we now have a Sales and Operations Planning software which helps improve coordination between departments, ensuring accurate forecasting and efficient resource allocation. We have a quality document management system in place for the implementation of DMS, LMS and APQR Automation. We also leverage tools like SAP for inventory management, serialisation and warehouse management while eliminating paper-based operations		75

SI	Topic	Sub-topic	Reference Frameworks Snippets	Data Point Values (FY24)	IR Page number
56	Innovation Management	Digital Platforms	Functions Applications introduced Inventory Management and Costing Launched a Project 'NIO-Neuland Inventory Optimisation' which aids in.... Project management 'Touchbase-PMO' streamlines the entire project lifecycle, from planning and scheduling to execution and completion.... R&D We have begun rolling out Electronic Lab Notebook (ELN) for online recording of experimental data. The ELN can capture various types of research data (experimental scheme, operation, HPLC, assay data, structures, scripts, documents and more) in a standard and searchable format that ensures transparency and data integrity. Also, we have digitised over two million Manual electronic Log notebooks in R&D with OCR and meta data search features in SharePoint R&D System.... Human resources To improve work experience, employee engagement has remained the priority for HR and IT teams. They have launched initiatives such as the AIM-Idea Management Portal, Employee Self-service kiosk portal, Grievance Management, Internal Job referral Portal and Visitor and Desk management tools to boost productivity and user experience.... Supply chain: Supply Chain Management and Finance teams automated the account payable process by implementing an end-to-end digital invoice solution on their vendor portal, enabling suppliers to directly upload invoices and reducing manual steps; thereby increasing efficiency.		76
57	Marketing Practices	Data security	We prioritise maintaining data privacy and cybersecurity to protect sensitive information and effectively counter cyberthreats. We have implemented IT security policies, ensuring the protection of data across our organisation. We benefit by leveraging cloud-based digital infrastructure, while also investing in advanced network monitoring systems to enhance our security capabilities. Additionally, we are bolstering our cybersecurity measures by implementing tools, including Zero Trust Network Access (ZTNA) and Privileged Access Management (PAM).		76
58	Marketing Practices	Ensure efficient project management	Our distinct project management approach is instrumental in assisting our customers in navigating the challenges that largely concern them while collaborating with other companies for APIs. We utilise hybrid methodologies for project planning, emphasising resource availability and flexibility over conventional scheduling of individual tasks. This approach ensures that overall project timelines are maintained effectively, with seamless project execution and successful outcomes		77
59	Talent Planning and Analytics	Human Capital	GRI- 2-24-a-iv BRSR- P5-E1 We adhere to a strong set of ethical values, known as 'The Neuland Way', that spurs integrity and motivation among our workforce and defines our culture. We regularly train and empower our go-getters to build a formidable talent pool and make a difference in people's lives worldwide. Our clear, transparent and open culture (with emphasis on employee diversity and inclusion) ensures all team members collaborate to achieve the best possible outcomes.		78
60	Labor Practice Indicators	Women in the workforce	GRI- 2-24-a-iv BRSR- P5-E1 Women in the workforce	10.86%	78

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
61	Labor Practice Indicators	Board members are women	GRI- 2-24-a-iv BRSR- P5-E1	Board members are women	22.22%	78
62	Occupational Health & Safety	fatalities across manufacturing facilities	GRI- 2-24-a-iv BRSR- P5-E1	fatalities across manufacturing facilities	0	78
63	Labor Practice Indicators	Total Percentage of women employees hires in FY24	GRI 202-1- (a, b) GRI 405-2-a BRSR- P5-E2	Total Percentage of women employees hires in FY24	16%	88
64	Labor Practice Indicators	Target to reach for women in senior leadership by 2030	GRI 202-1- (a, b) GRI 405-2-a BRSR- P5-E2	Target to reach for women in senior leadership by 2030	10%	88
65	Labor Practice Indicators	Maternity leaves availed by employees in FY24	GRI 202-1- (a, b) GRI 405-2-a BRSR- P5-E2	Maternity leaves availed by employees in FY24	7.00	88

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66	Labor Practice Indicators	Performance management	GRI- 2-19-a-i-v; 2-21-a BRSR- P5-E3	Our online performance management system focuses on establishing SMART objectives. Individual employee goals are aligned with their functional objectives, which in turn, are connected to organisational goals. Our performance management framework also ensures ongoing calibration reviews and continuous feedback for all relevant teams. In FY23, the Chief Executive Officer's and the Managing Director's balanced scorecards were cascaded to senior leaders, with their variable pay linked to scorecard performance alongside company growth. In FY24, the variable pay plan has been further extended to employees up to GM2 grade		81
67	Human Capital Development	Learning and development	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR- P5-E1	At Neuland, we value continuous learning and development to facilitate our employees' career progression. Our training programmes are designed to strengthen employees with future-ready skills, which are tailored to their needs, ensuring maximum benefit. These initiatives align with our commitment to creating long-term value for our personnel. We ensure a smooth transition for new hires with our well-structured onboarding programme called PARICHAY. The programme provides comprehensive information about new employees' roles and responsibilities, ensuring a clear understanding of their contributions to the Company. It establishes a strong connection between new employees and our culture and values, promoting a sense of belonging and shared purpose		82
68	Human Capital Development	Upskilling and reskilling	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR- P5-E1	Our Supervisory Skill Development Programme enhances frontline supervisors' management abilities, ensuring operational excellence. For first-time managers, our tailored programme equips them to excel and fully realise their leadership potential from the outset.		82
69	Human Capital Development	Leadership Development	GRI- 2-19-a-i-v; 2-21-a BRSR- P5-E3	Our human resource processes are designed to attract talent and provide targeted training to address skill gaps, preparing individuals for future leadership roles. A three-tier leadership framework is helping us strengthen our leadership capabilities and promote a culture of continuous improvement		83
70	Human Capital Development	Employees trained in FY24	GRI- 2-19-a-i-v; 2-21-a BRSR- P5-E3	Employees trained in FY24 (Corporate L&D)	1600+	82

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71	Human Capital Development	Learning and development in FY24	GRI- 2-19-a-i-v; 2-21-a BRSR- P5-E3	Learning and development in FY24 (by Corp L&D)	21,000 hours	82
72	Human Capital Development	Training and development feedback score	GRI- 2-19-a-i-v; 2-21-a BRSR- P5-E3	Training and development feedback score	4.7/5	82
73	Human Capital Development	Enrich Employee Experience	GRI- Disclosure 406-1-a BRSR- P5-E6	At Neuland, our well-defined employee value proposition framework, reflecting our foundational values, helps curate a meaningful work culture for our employees. Built on values of transparency, accountability, recognition and well-being, the framework helps keep the employees engaged and motivated at work.		85
74	Human Capital Development	Employee Satisfaction Survey score	GRI- Disclosure 406-1-a BRSR- P5-E6	Employee Satisfaction Survey score	73%	85
75	Human Capital Development	Voluntary Employee Attrition	GRI- Disclosure 406-1-a BRSR- P5-E6	Voluntary Employee Attrition	17.6%	85

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76	Human Capital Development	eNPS Score	GRI- Disclosure 406-1-a BRSR- P5-E6	eNPS Score	43	85
77	Access to Healthcare	Total number of Health awareness sessions	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR- P5-E1	Total number of Health awareness sessions	75	91
78	Access to Healthcare	Total number participants of Health awareness	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR- P5-E1	Total number participants of Health awareness	3326	91
79	Access to Healthcare	Total number of First Aid training sessions	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR- P5-E1	Total number of First Aid training sessions	6	91
80	Access to Healthcare	Total number participants of First Aid training	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR- P5-E1	Total number participants of First Aid training	184	91

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81	Human Rights	Human Rights	GRI- Disclosure 406-1-a BRSR- P5-E6	At Neuland, we uphold our commitment to human rights principles as a signatory to the United Nations Global Compact. We understand the importance of globally-recognised human rights standards and strive to embed these principles into our operations. To ensure awareness and understanding among all employees, including off-roll staff, we conduct dedicated sessions covering various topics such as Benefits awareness, Safety protocols, Environmental consciousness, Prevention of Sexual Harassment (POSH), Human Rights and Code of Conduct		87
82	Labor Practice Indicators	Total workforce (% women)	GRI- Disclosure 406-1-a BRSR- P5-E6	Total workforce (% women)	10.86%	89
83	Labor Practice Indicators	All management (% women)	GRI- Disclosure 406-1-a BRSR- P5-E6	All management (% women)	10.88%	89
84	Labor Practice Indicators	Junior Management (% women)	GRI- Disclosure 406-1-a BRSR- P5-E6	Junior Management (% women)	14.13%	89
85	Labor Practice Indicators	Middle Management (% women)	GRI- Disclosure 406-1-a BRSR- P5-E6	Middle Management (% women)	8.60%	89

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86	Labor Practice Indicators	Top Management (% women)	GRI- Disclosure 406-1-a BRSR- P5-E6	Top Management (% women)	5.26%	89
87	Labor Practice Indicators	Revenue-Generating Role (% women)	GRI- Disclosure 406-1-a BRSR- P5-E6	Revenue-Generating Role (% women)	18.52%	89
88	Labor Practice Indicators	STEM-related positions (% women)	GRI- Disclosure 406-1-a BRSR- P5-E6	STEM-related positions (% women)	15.05%	89
89	Labor Practice Indicators	Number of new hires	GRI- 2-24-a-iv BRSR- P5-E1	Number of new hires	443	80
90	Labor Practice Indicators	Male Hires	GRI- 2-24-a-iv BRSR- P5-E1	Male Hires	386	80

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91	Labor Practice Indicators	Female Hires	GRI- 2-24-a-iv BRSR- P5-E1	Female Hires	57	80
92	Labor Practice Indicators	Hires <29 years	GRI- 2-24-a-iv BRSR- P5-E1	Hires <30 years	260	80
93	Labor Practice Indicators	Hires between 30-50 years	GRI- 2-24-a-iv BRSR- P5-E1	Hires between 30-50 years	177	80
94	Labor Practice Indicators	Hires >50 years	GRI- 2-24-a-iv BRSR- P5-E1	Hires >50 years	6	80
95	Labor Practice Indicators	Hires - Junior Management	GRI- 2-24-a-iv BRSR- P5-E1	Hires - Junior Management	378	80

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96	Labor Practice Indicators	Hires - Middle Management	GRI- 2-24-a-iv BRSR- P5-E1	Hires - Middle Management	53	80
97	Labor Practice Indicators	Hires - Top Management	GRI- 2-24-a-iv BRSR- P5-E1	Hires - Top Management	12	80
98	Labor Practice Indicators	% open positions filled by internal Hires	GRI- 2-24-a-iv BRSR- P5-E1	% open positions filled by internal Hires	23%	80
99	Labor Practice Indicators	Total turnover (%)	GRI 401-1-b BRSR- Section A- 20	Total turnover (%)	24.90%	81
100	Labor Practice Indicators	Voluntary turnover (%)	GRI 401-1-b BRSR- Section A- 20	Voluntary turnover (%)	17.30%	81

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101	Labor Practice Indicators	Turnover Rate - Male	GRI 401-1-b BRSR- Section A- 20	Turnover Rate - Male	17.1%	81
102	Labor Practice Indicators	Turnover Rate - Female	GRI 401-1-b BRSR- Section A- 20	Turnover Rate - Female	18.6%	81
103	Labor Practice Indicators	Turnover Rate <30 years	GRI 401-1-b BRSR- Section A- 20	Turnover Rate <30 years	25.2%	81
104	Labor Practice Indicators	Turnover Rate between 30-50 years	GRI 401-1-b BRSR- Section A- 20	Turnover Rate between 30-50 years	15.0%	81
105	Labor Practice Indicators	Turnover Rate >50 years	GRI 401-1-b BRSR- Section A- 20	Turnover Rate >50 years	0.7%	81

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106	Labor Practice Indicators	Turnover Rate - Junior Management (JM Band)	GRI 401-1-b BRSR- Section A- 20	Turnover Rate - Junior Management (JM Band)	29.6%	81
107	Labor Practice Indicators	Turnover Rate - Middle Management (MM Band)	GRI 401-1-b BRSR- Section A- 20	Turnover Rate - Middle Management (MM Band)	17.60%	81
108	Labor Practice Indicators	Turnover Rate - Top Management	GRI 401-1-b BRSR- Section A- 20	Turnover Rate - Top Management	11.8%	81
109	Labor Practice Indicators	Total number of employees (White-Collar)	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a	Total number of employees (Permanent workforce)	1548	81
110	Labor Practice Indicators	Total number of employees (shopfloor)	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a	Total number of workmen (Permanent workforce)	100	81

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
111	Labor Practice Indicators	Total workforce by age (18-29)	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a	Total workforce by age (18-29)	582	81
112	Labor Practice Indicators	Total workforce by age (30-50)	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a	Total workforce by age (30-50)	911	81
113	Labor Practice Indicators	Total workforce by age (>50)	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a	Total workforce by age (>50)	155	81
114	Labor Practice Indicators	Total workforce by Nationality / Ethnicity - India	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a	Total workforce by Nationality / Ethnicity - India	1643	81
115	Labor Practice Indicators	Total workforce by Nationality / Ethnicity -Others	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a	Total workforce by Nationality / Ethnicity	5	81

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
116	Labor Practice Indicators	Total workforce with disabilities	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a	Total workforce with disabilities	1	81
117	Human Rights	Social and Relationship Capital	GRI- 2-24-a-iv BRSR- P5-E1	We focus on elevating the quality of life of our communities through various initiatives such as ensuring their health and well-being, providing them with clean water and sanitation and collaborating with them for rural infrastructure development and environment conservation		96
118	Access to Healthcare	Healthcare		We focus on making quality medical and healthcare services available to the communities in which we operate. We organise regular health camps offering medical check-ups and consultations to the underserved communities. Additionally, we are investing in the upgradation of local Primary Health Centres and widening the access to healthcare facilities. An initial baseline assessment of overall healthcare priorities is mapped with targeted strategies to measure the impact of our healthcare programmes		99
119	Human Rights	Education		We strive to ensure that all children in our local communities have access to quality education. Our efforts include several programmes that focus on special education as well as vocational skills training for children, women, the elderly and specially-abled individuals		100
120	Human Rights	Empowering women		We operate the 'She Shuttle' bus equipped with GPRS and a women guard to ensure the safety of our women team members commuting to our factories. Additionally, this bus serves as a reliable transportation facility for government schoolchildren in Bonthapally village. We have also improved educational facilities by upgrading six classrooms and providing sanitation infrastructure at a Social Welfare Residential School and Junior College for Girls, benefiting approximately 640 girl students.		101

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
121	Human Rights	Rural Welfare		At Neuland, we lend a helping hand to disadvantaged and marginalised groups residing in rural regions. We conduct various programmes for local residents to encourage community development. By participating in these initiatives, they help us identify their specific needs, enabling us to fulfil our social commitments		102
122	Biodiversity	Biodiversity	GRI- 304-1-a-i-v BRSR- P6-E10	Our dedication to biodiversity conservation is exemplified through our measures to combat deforestation and restore local habitats. By prioritising the protection of water bodies, we are ensuring the sustainability of ecosystems that support a circular economy		103
123	Supply Chain Management	Nurturing strong relationships with our suppliers and vendors	GRI- 2-23-a-iv; 2-23-e; 2-23-f; 2-24-a-iii BRSR- P5-E8	We have maintained long-standing relationships with our suppliers, who play a pivotal role in ensuring a continuous supply of APIs and other materials. We are also collaborating with industry partners, sharing industry-best practices and participating in industry forums to further strengthen our network and forge new connections. These initiatives have enabled us to stay abreast of emerging risks and trends with our supply chain. Moreover, we educate our suppliers about the significance of sustainable practices while conducting audits		70
124	Supply Chain Management	Supplier Code of Conduct	GRI- 2-23-a-iv; 2-23-e; 2-23-f; 2-24-a-iii BRSR- P5-E8	We have implemented a comprehensive Supplier Code of Conduct that delineates expectations for ethical conduct, environmental stewardship and social responsibility. Compliance with these standards is mandatory for suppliers seeking to engage in business with us. This Code encompasses four key areas- human rights, ethical business practices, regulatory compliance and safe operating conditions. We strive to ensure that all our suppliers, including those providing raw materials and packaging materials, are fully committed to upholding this Code of Conduct		70
125	Supply Chain Management	Supplier audits and assessments	GRI- 2-23-a-iv; 2-23-e; 2-23-f; 2-24-a-iii BRSR- P5-E8	We conduct regular audits and assessments to assess supplier's, these evaluations encompass examinations of environmental management practices, labour standards and ethical sourcing policies. By thoroughly assessing suppliers, we uphold high ethical and quality standards across our supply chain. We focus on establishing a transparent supply chain, fostering sustainable practices and ensuring ethical labour practices		70

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
126	Supply Chain Management	Engaging with our customers		At Neuland, customer-centricity is a core value we consistently uphold. From understanding customer needs to exceeding stated requirements, we prioritise customer satisfaction. Our reputation as a preferred partner is supported by rigorous quality and EHS systems, a wide operability spectrum, skilled project management and extensive experience in contract manufacturing. An integral part of our engagement approach is conducting customer audits at our facilities. Areas of improvement are identified and internal teams focus on these areas to enhance customer experience		48
127	Environmental Policy & Management Systems	Natural Capital		At Neuland, safeguarding the planet and its precious resources guides our sustainability endeavours. Our initiatives emphasise prudent energy, emission, water and waste management to reduce our carbon footprint, contributing to a green tomorrow for the generations to come.		104
128	Resource Efficiency and Circularity	Energy Management	GRI- 302-1-a; 302-1-b; 302-1-c-l; 302-1-e BRSR- P6-E1	Enhancing operational efficiencies and advancing electrification remain our foremost priority for optimising energy utilisation at Neuland. We have achieved considerable energy savings by implementing well-calibrated emission-reduction and fuel-efficiency initiatives at our manufacturing sites. Major programmes implemented during the year are mentioned below		108
129	Resource Efficiency and Circularity	Energy Efficiency	GRI- 302-1-a; 302-1-b; 302-1-c-l; 302-1-e BRSR- P6-E1	A meticulously drafted energy policy guides our approach towards achieving energy efficiency across sites. The policy enables us to continuously optimise our energy consumption across operations, equipment and systems. To identify areas for improvement, we conduct regular energy audits. These audits involve a detailed analysis of our energy consumption patterns. It enables us to identify energy-intensive areas, set energy reduction targets and implement energy-saving measures		108
130	Climate Strategy	Transitioning to Net Zero	GRI- 302-1-a; 302-1-b; 302-1-c-l; 302-1-e BRSR- P6-E1	We are committed to becoming a net-zero emission company by 2050. To achieve this ambitious goal, we have partnered with the Science Based Targets initiative (SBTi) and are currently in the process of establishing science-based targets (SBTs) aligned with SBTi's requirements. These targets will be validated by SBTi to ensure they are in line with global warming benchmarks. Our objective is to reduce emissions to net zero, whereas any remaining emissions are expected to be balanced by offsetting measures. These measures involve projects such as planting trees that absorb CO2 or leveraging technology that help achieve carbon neutrality		106

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
131	Emissions	Emission management	GRI - 305-7-a-i-vii BRSR- P6-E5	In our pursuit of carbon neutrality, at Neuland we are focused on reducing our carbon footprint through producing quality pharmaceutical products. With several initiatives, we remain committed to our underlying principle of sustainability and environmental stewardship		109
132	Emissions	Carbon footprint	GRI - 305-7-a-i-vii BRSR- P6-E5	To map our GHG (greenhouse gases) impact, we conduct thorough evaluation periodically, to identify emission hotspots, prioritise reduction strategies and allocate investments accordingly		109
133	Emissions	Scope 1 emissions	GRI - 305-5-a; 305-5-b; 305-5-c; 305-5-d BRSR- P6-E7	We have reduced the consumption of coal at our manufacturing facilities. This considerably lowers CO2 emissions and directly reduces Scope 1 emissions, generated from on-site combustion processes.		109
134	Emissions	Scope 2 emissions	GRI - 305-5-a; 305-5-b; 305-5-c; 305-5-d BRSR- P6-E7	We are focusing on reducing our indirect emissions generated from purchased energy consumption by lowering our overall energy consumption. This includes upgrading our facilities with energy-efficient equipment and lighting systems, while also optimising equipment usage to ensure it only runs when in operation at optimal settings. We are transitioning to cleaner, renewable energy sources to power our operations		109
135	Emissions	Scope 3 emissions	GRI- s 305-3-a; 305-3-b; 305-4-a; 305-4-b; 305-4-c BRSR- P6-L4	Scope 3 emission largely attribute from employee commutes, raw material production, product transportation and waste disposal. To address these, we are reviewing our logistics to optimise routes and reduce fuel consumption. Some of our initiatives include the introduction of fuel-efficient vehicles, exploring alternative transportation modes and implementing best practices for waste management (including waste reduction, recycling and composting initiatives) to minimise the overall environmental impact		109

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
136	Emissions	Air Quality Monitoring	GRI - 305-7-a-i-vii BRSR - P6-E5	Recognising the significance of controlling emissions ,across all our facilities, we are identifying leaks from equipment and fixing them. This involves either a formal Leak Detection and Repair (LDAR) programme or simply replacing leaky parts with ones that emit less. We have partnered with a third-party to conduct annual studies that measure Volatile Organic Compounds (VOCs) released into the atmosphere. This helps us track the effectiveness of our leak management efforts. We have a third-party laboratory, recognised by the Ministry of Environment and Forests (MOEF), to monitor emissions from our boilers, generators and process stacks		110
137	Water	Water Management	GRI - 303-3-a-i-v; 303-5-a BRSR - P6-E3	We are dedicated to responsible water usage, monitoring our usage and installing water-efficient meters to reduce consumption. Our initiatives aim to minimise water waste, promote optimised usage and protect water resources for future use. Regular audits and installation of water-saving devices have helped identify and address waste and leaks, leading to improved water efficiency.		111
138	Water	Water Conservation	GRI - 303-3-a-i-v; 303-5-a BRSR - P6-E3	We have constructed Reinforced Concrete Cement (RCC) storage tanks to collect the initial first-run off water that is usually the most polluted. The collected water can then be either reused for appropriate applications or disposed of responsibly, minimising its environmental impact. We maintain detailed logs of any tank overflows, spills, or leaks preventing water waste. This approach helps us identify areas for improvement and prevent future incidents. Before releasing stormwater, we ensure that it undergoes extensive screening and meets environmental regulations		112
139	Water	Wastewater Treatment	GRI- 303-1-a; 303-2-a BRSR - P6-E4	We have made significant investments in wastewater management, assuring proper collection, treatment, and disposal. We have invested in specialized collection and storage tanks made of wastewater treatment-appropriate materials, and we use a closed transfer system to pump wastewater to treatment facilities		112
140	Water	Waste Management	GRI - 306-3-a; 306-4-a; 306-4-b-i-iii; 306-4-c-i-iii; 306-5-a; 306-5-b-i-iii; 306-5-c-i-iv BRSR - P6-E8	We believe in the 'wealth from waste' principle; in keeping with it we uphold circular economy principles, striving to minimise and effectively manage waste. We have achieved the milestone of completely eliminating landfill waste by redirecting 100% of waste to co-processing and recycling initiatives. The waste generated in co-processing efficiently serves as fuel in the cement industry's kilns		113

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
141	Waste	Hazardous Waste	GRI - 306-3-a; 306-4-a; 306-4-b-i-iii; 306-4-c-i-iii; 306-5-a; 306-5-b-i-iii; 306-5-c-i-iv BRSR - P6-E8	Hazardous wastes, including evaporation salts, spent carbon and used oil, require careful handling and disposal. To ensure their safe disposal, we leverage designated MS drums or double-layer polyethylene bags for collection and containment, with clear labels for proper identification. We partner with authorised vendors who specialise in responsible hazardous waste disposal, ensuring it meets waste management regulations. Moreover, only trained personnel are permitted to handle this waste, minimising safety risks and maintaining waste control procedures. Co-processing in Cement kiln also helps us reduce waste that would otherwise go to landfill		114
142	Waste	Non-hazardous Waste	GRI - 306-3-a; 306-4-a; 306-4-b-i-iii; 306-4-c-i-iii; 306-5-a; 306-5-b-i-iii; 306-5-c-i-iv BRSR - P6-E8	All non-hazardous waste generated as part of our operations, such as plastic, paper, glass and empty drums, are recycled. We have partnered with authorised recyclers to ensure the proper disposal of various waste items, including used oil and electronic waste (e-waste). Further, biomedical waste is sent for incineration in specialised facilities		114
143		CORPORATE INFORMATION				116
144		Management Discussion and Analysis		In 2023, the global economy experienced a significant upsurge despite persistent geopolitical tensions. Inflation rates decreased to 5.3% and the growth in Gross Domestic Product (GDP) reached 3.4%, surpassing the International Monetary Fund's (IMF) initial predictions. Moving forward, global economic growth is projected to continue at a stable rate, supported by monetary policies from major economies' Central Banks, including Europe, China and the US, with inflation showing signs of stabilisation.		117
145		Directors' Report		The Board of Directors are pleased to present the Company's Fortieth Annual Report (first Integrated Annual Report) and the Company's audited financial statements (standalone and consolidated) for the financial year ended March 31, 2024		134

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
146		Annual Report on CSR Activities		The Company's CSR Policy is in alignment with the guidelines provided by the Ministry of Corporate Affairs. It provides for carrying out CSR activities in accordance with the activities specified under the Companies Act, 2013 ('the Act') and any amendments thereof. The Policy is available on the website of the Company at https://www.neulandlabs.com/investors/board-of-directors/policies/ .		140
147		Business Responsibility and Sustainability Reporting				142
148	Transparency & Reporting	Corporate Identity Number (CIN) of the Company	BRSR - Section- A-1		L85195TG1984PLC0 04393	143
149	Transparency & Reporting	Name of the Company	GRI 2-1-a BRSR - Section- A-2		Neuland Laboratories Limited	143
150	Transparency & Reporting	Year of Incorporation	BRSR - Section- A-3		1984	143

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
151	Transparency & Reporting	Registered office address	BRSR - Section- A-4	11th Floor (5th Level), Phoenix IVY Building, Plot No. 573A-III, Road No. 82, Jubilee Hills, Hyderabad, 500033, Telangana		143
152	Transparency & Reporting	Corporate office address	GRI 2-1-c BRSR - Section- A-5	11th Floor (5th Level), Phoenix IVY Building, Plot No. 573A-III, Road No. 82, Jubilee Hills, Hyderabad, 500033, Telangana		143
153	Transparency & Reporting	E-mail id	GRI 2-3-d BRSR - Section- A-6	ir@neulandlabs.com		143
154	Transparency & Reporting	Telephone	BRSR - Section- A-7		+91 40 67611600 / 700	143
155	Transparency & Reporting	Website	BRSR - Section- A-8	www.neulandlabs.com		143

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
156	Transparency & Reporting	Financial year for which reporting is being done	GRI 2-3-(a, b) BRSR - Section- A-9	April 1, 2023, to March 31, 2024		143
157	Transparency & Reporting	Name of the Stock Exchange(s) where shares are listed	BRSR - Section- A-10	BSE Limited National Stock Exchange of India Limited		143
158	Transparency & Reporting	Paid-up capital	BRSR - Section- A-11		Rs 12,82,98,890/-	143
159	Transparency & Reporting	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	GRI 2-3-d BRSR - Section- A-12	Ms. Sarada Bhamidipati Company Secretary & Compliance Officer Tel: +91 40-6761 1600 Email: saradab@neulandlabs.com		143
160	Transparency & Reporting	Reporting boundary	GRI 2-2-(a, c) BRSR - Section- A-13	Standalone basis		143

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
161	Transparency & Reporting	Details of business activities	GRI 2-6-b-i BRSR - Section- A-14	Manufacturing of Active Pharmaceutical Ingredients- 100% Turnover		143
162	Transparency & Reporting	Products/services sold by the entity	GRI 2-6-b-i BRSR - Section- A-15	Development, manufacturing & sale of Active Pharmaceutical Ingredients & Custom Manufacturing Solutions - 100% Turnover		143
163	Transparency & Reporting	NIC Code	GRI 2-6-b-i BRSR - Section- A-15		21001	143
164	Transparency & Reporting	Number of locations where plants and/or operations/offices of the entity are situated.	BRSR - Section- A-16	National - 5 offices International - 2 offices		144
165	Transparency & Reporting	Number of locations – This refers to locations where goods were transported to during the financial year, however the consumption of final product & even customer footprint is larger.	GRI 2-6-b-(i, iii) BRSR - Section- A-17	National - 10 International - 57		144

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
166	Transparency & Reporting	What is the contribution of exports as a percentage of the total turnover of the entity?	GRI 2-6-b-(i, iii) BRSR - Section- A-17 b	The company has a global presence with exports accounting for approximately 78% of its revenue.		144
167	Transparency & Reporting	A brief on types of customers	GRI 2-6-b-(i, iii) BRSR - Section- A-17 c	GDS Customers – The GDS business serves a diverse range of customers spanning the globe, including large multinational generics companies, generic divisions of major pharmaceutical firms, regional and national-level players, R&D companies specializing in dossier development with niche focuses, and distributors. CMS Customers – The CMS business primarily caters to innovators seeking an API partner for API development and manufacturing throughout the clinical lifecycle, regulatory filing, and commercial supply stages. These customers encompass small biotech firms, medium-sized innovators, as well as major pharmaceutical companies.		144
168	Labor Practice Indicators	Total number of permanent employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		1549	144
169	Labor Practice Indicators	Total number of Permanent male employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		1369	144
170	Labor Practice Indicators	Percentage of Permanent male employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		88%	144

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
171	Labor Practice Indicators	Total number of Permanent Female employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		180	144
172	Labor Practice Indicators	Percentage of Permanent female employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		12%	144
173	Labor Practice Indicators	Total number of Other than Permanent employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		154	144
174	Labor Practice Indicators	Total number of Other than permanent male employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		154	144
175	Labor Practice Indicators	Percentage of Other than permanent male employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		100%	144

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
176	Labor Practice Indicators	Total number of Other than Permanent female employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		0	144
177	Labor Practice Indicators	Percentage of Other than permanent female employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		0%	144
178	Labor Practice Indicators	Total number of Employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		1703	144
179	Labor Practice Indicators	Total number of male employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		1523	144
180	Labor Practice Indicators	Percentage of male employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		89%	144

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
181	Labor Practice Indicators	Total number of female employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		180	144
182	Labor Practice Indicators	Percentage of female employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		11%	144
183	Labor Practice Indicators	Total number of permanent Workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		100	144
184	Labor Practice Indicators	Total number of Permanent male workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		100	144
185	Labor Practice Indicators	Percentage of Permanent male workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		100%	144

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
186	Labor Practice Indicators	Total number of Permanent Female workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		0	144
187	Labor Practice Indicators	Percentage of Permanent female workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		0%	144
188	Labor Practice Indicators	Total number of Other than Permanent workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		1062	144
189	Labor Practice Indicators	Total number of Other than permanent male workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		975	144
190	Labor Practice Indicators	Percentage of Other than permanent male workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		92%	144

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
191	Labor Practice Indicators	Total number of Other than Permanent female workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		87	144
192	Labor Practice Indicators	Percentage of Other than permanent female workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		8%	144
193	Labor Practice Indicators	Total number of workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		1162	144
194	Labor Practice Indicators	Total number of male workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		1075	144
195	Labor Practice Indicators	Percentage of male workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		93%	144

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
196	Labor Practice Indicators	Total number of female workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		87	144
197	Labor Practice Indicators	Percentage of female workers	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 a		7%	144
198	Labor Practice Indicators	Total number of Differently abled Permanent employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 b		1	145
199	Labor Practice Indicators	Total number of Differently abled Male Permanent employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 b		1	145
200	Labor Practice Indicators	Percentage of Differently abled Male Permanent employees	GRI 2-7-(a, b-i,ii) GRI 2-8-a GRI 405-1-b-iii BRSR - Section A - 18 b		100%	145

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
201	Labor Practice Indicators	Total number of Members of Board of Directors	GRI 405-1-a-i GRI 405-1-b- BRSR - Section A - 19		11	145
202	Labor Practice Indicators	Total number of female board members	GRI 405-1-a-i GRI 405-1-b- BRSR - Section A - 19		3	145
203	Labor Practice Indicators	Percentage of female board members	GRI 405-1-a-i GRI 405-1-b- BRSR - Section A - 19		27%	145
204	Labor Practice Indicators	Total number of Key management Personnel	GRI 405-1-a-i GRI 405-1-b- BRSR - Section A - 19		2	145
205	Labor Practice Indicators	Total number of female KMP	GRI 405-1-a-i GRI 405-1-b- BRSR - Section A - 19		1	145

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
206	Labor Practice Indicators	Percentage of female KMP	GRI 405-1-a-i GRI 405-1-b- BRSR - Section A - 19		50%	145
207	Corporate Governance	Holding, Subsidiary and Associate Companies	GRI 2-2-(a, b) BRSR - Section A- 21	Neuland Laboratories Inc., USA - 100% Neuland Laboratories K.K., Japan-100%		145
208	Corporate Governance	CSR Applicability	GRI 201-1-a-i-iiii BRSR - Section A- 22	Yes		145
209	Corporate Governance	Turnover	GRI 201-1-a-i-iiii BRSR - Section A- 22		Rs 15,58,58,05,000.00	145
210	Corporate Governance	Net Worth	GRI 201-1-a-i-iiii BRSR - Section A- 22		Rs 12,75,66,67,609.00	145

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
211	Corporate Governance	Total amount spent on CSR for FY24	GRI 201-1-a-i-iiii BRSR - Section A- 22		Rs 3,08,96,288.42	145
212	Business Ethics	Complaints / Grievances	GRI 2-25-e BRSR - Section A-23	The Company's key stakeholders include investors, customers, employees, value chain partners/ suppliers and community besides governments/regulatory authorities.		146
213	Materiality	Business conduct Issues	GRI 3-1-a-i-ii GRI 3-1-b GRI 3-2-a GRI 3-3-a GRI 3-3-d-i-ii GRI 201-2-a BRSR- Section A - 24	Material topic identification was conducted through a survey with key stakeholders identified. Board members, Investors/Analysts, Employees, Customers, Bankers, and Suppliers have participated in the survey. The material topics are suitably incorporated in the Environment, Social and Governance (ESG) Strategy of the Company.		146
214	Corporate Governance	Core elements of the NGRBCs	GRI 2-23-(a, c, d) GRI 2-11-(a, b) BRSR- Section B- 1 a	Yes		149
215	Corporate Governance	Policy Approval	GRI 2-23-(a, c, d) GRI 2-11-(a, b) BRSR- Section B- 1 b	The statutory policies are approved by the Board or Board Committees, as applicable. Other applicable policies are either approved by the Board or by the appropriate authority		149

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
216	Corporate Governance	Whether the entity has translated the policy into procedures	GRI 2-24-a-ii GRI 2-10 BRSR- Section B- 2	Each function maintains its own set of procedures, such as those for EHS (Environmental, Health, and Safety), Supplier Management, and Cybersecurity. Board policies, including those concerning CSR (Corporate Social Responsibility), Whistleblower protocols, and Human Rights, are directly overseen through policy monitoring, thus separate procedures are not deemed necessary for these areas.		150
217	Corporate Governance	Do the enlisted policies extend to your value chain partners?	GRI 2-23-e BRSR Section B- 3	Yes. The company has a Supplier Code of Conduct that encompasses business principles and ethics, guidance on employment practices and human rights, environmental health, and safety practices, as well as other business and legal compliance requirements.		150
218	Corporate Governance	Name of the national and international codes/certification s/labels/standards	BRSR Section B- 4	SO 9001, ISO 14001, ISO 27001, ISO 45001, British Safety Council Occupational Health and Safety and Wellbeing		150
219	Corporate Governance	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	GRI 2-13-a-i BRSR Section B - 8	Mr. Davuluri Sucheth Rao (DIN: 00108880), Vice Chairman and CEO, under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.		151
220	Corporate Governance	Sustainability Committee	GRI 2-9-b GRI 2-9-c-iviii BRSR Section B - 9	Yes, the Risk and Sustainability (R&S) Committee, a sub-committee of the Board, serves as a focal point for providing guidance on sustainability and ESG. The Committee meets at regular intervals to deliberate, and contribute to the Company's ESG priorities, and strategy. Additionally, they review progress against the company's goals and targets and provide suggestions for improvement. The BRSR is presented to the R&S Committee and the Board for approval.		151

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
221	Corporate Governance	Performance against above policies and follow up action	BRSR Section B-10	The policies of the Company are reviewed periodically / on a need basis by department heads / director / board committees / board members, wherever applicable.		151
222	Corporate Governance	Compliances	BRSR Section B-10	The Company is in compliance with the extant regulations, as applicable		151
223	Corporate Governance	Independent assessment	GRI 2-5-b-i-iii BRSR Section B - 11	Our company's policies undergo assessment by its internal auditors, within the scope defined for the audit. Additionally, the effectiveness of each policy is overseen by department heads, directors, board committees, and board members as appropriate to their respective roles and responsibilities. We have obtained independent third-party assurance for our sustainability performance. For the reporting year, the authenticity of the data and systems disclosed in our sustainability disclosures has been assured by an independent third-party assurance provider. This assurance was provided according to the International Standard for Assurance Engagements (ISAE) 3000 at the 'Limited Assurance' level. Additionally, relevant third-party assessments and certifications are periodically conducted across our business units.		151
224	Human Capital Development	Training and awareness programmes held for Board of directors	GRI 2-17-a GRI 2-24-a-iv BRSR P1-E1	We regularly conduct familiarization programs for our Board of Directors and Key Managerial Personnel. These programs cover topics such as ESG parameters and targets, corporate governance practices, risk management, employee well-being, innovation, and R&D, as well as various other regulatory updates.	9	152
225	Human Capital Development	Training and awareness programmes held for KMP	GRI 2-17-a GRI 2-24-a-iv BRSR P1-E1	We regularly conduct familiarization programs for our Board of Directors and Key Managerial Personnel. These programs cover topics such as ESG parameters and targets, corporate governance practices, risk management, employee well-being, innovation, and R&D, as well as various other regulatory updates.	7	152

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
226	Human Capital Development	Training and awareness programmes held for Employees	GRI 2-17-a GRI 2-24-a-iv BRSR P1-E1	Our employees and workers participate in various training and awareness sessions. These include induction training at the time of joining, as well as ongoing training in leadership, policy, safety, environment, social and governance issues, occupational health, mental health, soft skills, risk management, prevention of sexual harassment, and function-specific technical and compliance training throughout their employment.	98	152
227	Human Capital Development	Training and awareness programmes held for Workers	GRI 2-17-a GRI 2-24-a-iv BRSR P1-E1	The workers undergo various on the job awareness sessions on skill development, quality, health, and safety, POSH, etc		152
228	Corporate Governance	Fines/ Penalties	GRI 2-27-a-i-ii GRI 2-27-b-i-ii GRI 2-27-c GRI 2-27-d BRSR P1-E2	NIL		153
229	Business Ethics	Anti Bribery Policy	GRI 2-23-a GRI 2-23-c GRI 3-3-c GRI 205-1 BRSR P1- E4	Yes, we at Neuland Laboratories Limited have a comprehensive Anti-Bribery, Anti-Corruption, and Anti-Money Laundering Policy. We are committed to conducting our business ethically and aim to prevent bribery, corruption, and money laundering globally. Our policy applies to all internal and external stakeholders, including employees, directors, agents, consultants, suppliers, and business partners. We prohibit bribery, corruption, improper payments, and money laundering, including specific prohibitions against bribes, facilitation payments, and kickbacks. Gifts, hospitality, and entertainment are allowed only if reasonable, transparent, and compliant with our policies. Company funds cannot be used for political contributions, and charitable contributions must comply with our Corporate Social Responsibility Policy and not be inducements. Our interactions with government officials adhere to high standards of integrity and applicable laws. Third-party dealings require due diligence and integrity, ensuring compliance with anti-bribery and anti-corruption provisions. We maintain accurate records to meet regulatory requirements and prevent financial misconduct. Conflicts of interest must be reported to the Compliance Officer. We conduct regular risk assessments and training sessions to ensure all stakeholders are familiar with our policy and applicable laws. We encourage stakeholders to report suspected violations through designated channels, with protections against retaliation for good faith reports. Violations of our policy may result in disciplinary action, including termination of employment, and potentially notifying appropriate authorities. We do not tolerate retaliation of any kind.		153
230	Business Ethics	Disciplinary Action towards bribery	GRI 205-1 GRI 205-3- (a-d) BRSR P1- E5		0	154

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
231	Business Ethics	Conflict of interest	GRI 2-25-e GRI 2-15- (a, b) BRSR P1-E6		0	154
232	Business Ethics	Fines/ Penalties for Conflict of Interest	GRI 205-3 BRSR P1-E7	No fines or penalties reported		154
233	Business Ethics	Awareness programmes conducted for value chain partners on any of the principles during the financial year.	GRI 2-24-a-iv BRSR P1- L1	1 Training programme covering 86 value chain partners		155
234	Business Ethics	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the board	GRI 2-10-biii GRI 2-15-a BRSR P1- L2	Yes, we have implemented a 'Code of Conduct for Board Members and Senior Management' and a 'Related Party Transaction Policy,' both of which apply to our board members. Any transactions involving board members or entities in which they have an interest must be disclosed and approved by the Audit Committee and the Board of Directors. In such cases, the interested directors abstain from discussions. Additionally, the Board Members and the Senior Management personnel confirms their compliance with the Code of Conduct for Board of Directors & Senior Management Personnel on an annual basis.		155
235	Innovation Management	R & D investments	BRSR P2- E1	Improvement of waste management practices, scrubbers for controlling air pollution and expansion of Zero liquid discharge at the Units	2%	155

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
236	Innovation Management	R&D Projects	BRSR P2- E1	Sewage Treatment Plant and hazardous lab facility for R&D	17%	155
237	Innovation Management	Sustainable Sourcing	GRI 308-1-a GRI 414-1-a BRSR P2-E2	Yes , 27%		155
238	Waste	Waste management processes	GRI 3-3-d GRI 306-2-a BRSR P2- E3	We have established the standard operating procedure for Hazardous, Non-Hazardous waste and general waste Management is in place. Hazardous Waste Management: Our company generates various types of hazardous waste, including evaporation salt, process salt, spent carbon, ETP sludge, insulation waste, spent mixed solvents, used oil, and PPE. Non-hazardous waste includes plastic, paper, glass, and empty drums, which are responsibly managed through recycling or co-processing with approved recyclers. Hazardous waste management strictly follows the Hazardous Waste Management Rules of 2016. We ensure proper collection and containment using MS drums or double-layer polythene bags, clearly labelled for identification. Only trained personnel handle hazardous waste to maintain safety and control. We employ co-processing in cement kilns as an environmentally sustainable option for disposing of various wastes, including hazardous ones. This method not only destroys the waste at high temperatures (up to 1450°C) but also incorporates the inorganic content into the clinker, leaving no residues. Co-processing also neutralizes acidic gases within the kiln's alkaline environment and reduces the need for non-renewable resources like coal and limestone. Our waste management system aims to achieve zero waste in landfills by maximizing reuse and recycling. In FY23, we successfully eliminated landfill waste, redirecting 100% of it towards co-processing and recycling initiatives. The co-processed waste is effectively utilized as fuel in cement kilns.		156

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
238 ..	Waste	Waste management processes	GRI 3-3-d GRI 306-2-a BRSR P2- E3	E-Waste Management: Managing e-waste responsibly is crucial due to its hazardous nature and potential environmental and health risks. Our measures include: • E-Waste Collection Programs: Implementing collection programs within our facilities to ensure proper disposal of obsolete or broken electronic equipment. • E-Waste Recycling: Partnering with certified e-waste recycling facilities to dismantle devices, separate components, and safely dispose of hazardous substances. • Reuse and Refurbishment: Refurbishing and reusing functional electronic equipment within the organization. • Proper Disposal of Hazardous Materials: Safely disposing of hazardous materials like lead, mercury, cadmium, and brominated flame retardants in compliance with regulations. • Compliance with E-Waste Regulations: Adhering to local and international e-waste regulations, including collection, recycling, disposal, and reporting requirements. • Vendor Selection and Due Diligence: Carefully selecting and vetting e-waste recycling vendors to ensure they meet environmental and safety standards. • Employee Training and Awareness: Educating employees on proper e-waste disposal and its environmental and health impacts. • E-Waste Reporting and Tracking: Maintaining records of e-waste generated, collected, and disposed of for compliance and reporting purposes. • Plastic and Other Waste Management: We have established recycling programs to capture and recycle materials such as plastic, paper, glass, and metals. Additionally, we invest in resource recovery technologies to extract value from waste streams through processes such as composting, anaerobic digestion, and material recovery. By implementing these measures, we ensure responsible e-waste management, minimize environmental and health risks, and contribute to the circular economy by promoting the reuse and recycling of electronic materials.		156
239	Waste	Extended Producer Responsibility	BRSR P2- E4	Not applicable, however, Neuland has registered for Extended Producer Responsibility (EPR) as an importer and has secured approval from the Pollution Control Board (PCB). The annual returns for FY24 have been submitted.		156
240	Product Stewardship	Life Cycle Assessments	BRSR P2- L1	No Life Cycle Assessment (LCA) was conducted on any products. We plan to conduct LCAs for our specific products in the upcoming years.		156

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
241	Product Stewardship	Significant concerns for Life Cycle Assessments	BRSR P2- L2	There are no significant environmental or social concerns identified in our operations. We have procedures and systems in place to effectively mitigate risks, including robust waste management practices and adherence to circular economy principles.		156
242	Occupational Health & Safety	Total number of Permanent employees covered by Health insurance	GRI 401-2-a-i-vii BRSR P3-E1		1549	157
243	Occupational Health & Safety	Percentage of Permanent employees covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
244	Occupational Health & Safety	Total number of Permanent male employees covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		1369	157
245	Occupational Health & Safety	Percentage of Permanent male employees covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
246	Occupational Health & Safety	Total number of Permanent female employees covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		180	157
247	Occupational Health & Safety	Percentage of Permanent female employees covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
248	Occupational Health & Safety	Total number of Permanent employees covered by Accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		1549	157
249	Occupational Health & Safety	Percentage of Permanent employees covered by Accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
250	Occupational Health & Safety	Total number of male employees covered by Accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		1369	157

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
251	Occupational Health & Safety	Percentage of Permanent male employees covered by Accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
252	Occupational Health & Safety	Total number of Permanent female employees covered by Accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		180	157
253	Occupational Health & Safety	Percentage of Permanent female employees covered by Accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
254	Occupational Health & Safety	Total number of Other than Permanent employees covered by Health insurance	GRI 401-2-a-i-vii BRSR P3-E1		154	157
255	Occupational Health & Safety	Percentage of Other than Permanent employees covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
256	Occupational Health & Safety	Total number of Other than Permanent male employees covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		154	157
257	Occupational Health & Safety	Percentage of Other than Permanent male employees covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
258	Occupational Health & Safety	Total number of employees covered by maternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		180	157
259	Occupational Health & Safety	Percentage of employees covered by maternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		12%	157
260	Occupational Health & Safety	Total number of female employees covered by maternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		180	157

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
261	Occupational Health & Safety	Percentage of female employees covered by maternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
262	Occupational Health & Safety	Total number of employees covered by Paternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		1369	157
263	Occupational Health & Safety	Percentage of employees covered by Paternitybenefits	GRI 401-2-a-i-vii BRSR P3-E1		88%	157
264	Occupational Health & Safety	Total number of male employees covered by Paternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		1369	157
265	Occupational Health & Safety	Percentage of male employees covered by paternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		100%	157

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
266	Occupational Health & Safety	Total number of Permanent Workers covered by Health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100	157
267	Occupational Health & Safety	Percentage of Permanent workers covered by Health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
268	Occupational Health & Safety	Total number of Permanent male workers covered by Health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100	157
269	Occupational Health & Safety	Percentage of permanent male workers covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
270	Occupational Health & Safety	Total number of Permanent Workers covered by Accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		100	157

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
271	Occupational Health & Safety	Percentage of Permanent workers covered by Accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
272	Occupational Health & Safety	Total number of Permanent male workers covered by Accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		100	157
273	Occupational Health & Safety	Percentage of permanent male workers covered by accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
274	Occupational Health & Safety	Total number of Permanent workers covered by paternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		100	157
275	Occupational Health & Safety	Percentage of Permanent workers covered by paternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		100%	157

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
276	Occupational Health & Safety	Total number of Permanent male workers covered by paternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		100	157
277	Occupational Health & Safety	Percentage of Permanent male workers covered by paternity benefits	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
278	Occupational Health & Safety	Total number of Other than Permanent workers covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		1062	157
279	Occupational Health & Safety	Percentage of Other than Permanent workers covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
280	Occupational Health & Safety	Total number of Other than Permanent male workers covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		975	157

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
281	Occupational Health & Safety	Percentage of Other than Permanent male workers covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
282	Occupational Health & Safety	Total number of Other than Permanent female workers covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		87	157
283	Occupational Health & Safety	Percentage of Other than Permanent female workers covered by health insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
284	Occupational Health & Safety	Total number of Other than Permanent workers covered by accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		1062	157
285	Occupational Health & Safety	Percentage of Other than Permanent workers covered by accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
286	Occupational Health & Safety	Total number of Other than Permanent male workers covered by accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		975	157
287	Occupational Health & Safety	Percentage of Other than Permanent male workers covered by accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
288	Occupational Health & Safety	Total number of Other than Permanent female workers covered by accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		87	157
289	Occupational Health & Safety	Percentage of Other than Permanent female workers covered by accident insurance	GRI 401-2-a-i-vii BRSR P3-E1		100%	157
290	Labor Practice Indicators	Number of employees covered for PF as a % of total employees	GRI-201-3-b-i-iii GRI 201-3-c GRI 201-3-d GRI 201-3-e BRSR P3-E2		100%	157

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
291	Labor Practice Indicators	Number of employees covered for Gratuity as a % of total employees	GRI-201-3-b-i-iii GRI 201-3-c GRI 201-3-d GRI 201-3-e BRSR P3-E2		100%	158
292	Labor Practice Indicators	Number of workers covered for PF as a % of total workers	GRI-201-3-b-i-iii GRI 201-3-c GRI 201-3-d GRI 201-3-e BRSR P3-E2		100%	158
293	Labor Practice Indicators	Number of workers covered for Gratuity as a % of total workers	GRI-201-3-b-i-iii GRI 201-3-c GRI 201-3-d GRI 201-3-e BRSR P3-E2		100%	158
294	Labor Practice Indicators	Number of workers covered for other benefits as a % of total workers	GRI-201-3-b-i-iii GRI 201-3-c GRI 201-3-d GRI 201-3-e BRSR P3-E2		100%	158
295	Labor Practice Indicators	Differently abled employees access	GRI 3-3 BRSR P3-E3	For differently abled employees, the infrastructure facilities across the offices and manufacturing and R&D facilities adhere to accessibility standards as required. The Equal Opportunity Policy safeguards the rights of the differently abled employees.		158

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
296	Labor Practice Indicators	Equal Opportunity	GRI 3-3-c BRSR P3-E4	Yes, the policy is accessible on the Company's intranet. We are committed to being an equal opportunities employer, fostering an inclusive environment where everyone can thrive. We do not discriminate in any aspect of employment based on factors such as race, religion, disability, gender, or age. Our code of ethical conduct reinforces our commitment to hiring and promoting individuals based on their qualifications and abilities, without regard to protected categories. For more information on our company culture, visit https://www.neulandlabs.com/careers/life-culture/ .		158
297	Labor Practice Indicators	Return to work rate of employees	GRI 401-3 BRSR P3-E5		100%	158
298	Labor Practice Indicators	Return to work rate of male employees	GRI 401-3 BRSR P3-E5		100%	158
299	Labor Practice Indicators	Return to work rate of female employees	GRI 401-3 BRSR P3-E5		100%	158
300	Labor Practice Indicators	Retention rate of employees	GRI 401-3 BRSR P3-E5		83%	158

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
301	Labor Practice Indicators	Retention rate of male employees	GRI 401-3 BRSR P3-E5		85%	158
302	Labor Practice Indicators	Retention rate of female employees	GRI 401-3 BRSR P3-E5		25%	158
303	Labor Practice Indicators	Is there a mechanism available to receive and redress grievances for the following categories of employees? If yes, give details of the mechanism in brief.	GRI 2-25 BRSR P3-E6	Yes		158
304	Labor Practice Indicators	No of workers who are part of association or unions	GRI 2-30-a GRI 402-1 GRI 407-1 BRSR P3-E7		100%	159
305	Labor Practice Indicators	No of male workers who are part of association or unions	GRI 2-30-a GRI 402-1 GRI 407-1 BRSR P3-E7		100%	159

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
306	Labor Practice Indicators	Total number of employees receiving performance reviews	GRI 403-5-a GRI 404-1-a-i GRI 404-2-a BRSR P3-E8		1505	159
307	Labor Practice Indicators	Percentage of employees receiving performance reviews	GRI 403-5-a GRI 404-1-a-i GRI 404-2-a BRSR P3-E8		98%	159
308	Labor Practice Indicators	Total number of male employees receiving performance reviews	GRI 403-5-a GRI 404-1-a-i GRI 404-2-a BRSR P3-E8		1342	159
309	Labor Practice Indicators	Percentage of male employees receiving performance reviews	GRI 403-5-a GRI 404-1-a-i GRI 404-2-a BRSR P3-E8		98%	159
310	Labor Practice Indicators	Total number of female employees receiving performance reviews	GRI 403-5-a GRI 404-1-a-i GRI 404-2-a BRSR P3-E8		163	159

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
311	Labor Practice Indicators	Percentage of female employees receiving performance reviews	GRI 403-5-a GRI 404-1-a-i GRI 404-2-a BRSR P3-E8		92%	160
312	Occupational Health & Safety	OHS Management System	GRI 403-1-a GRI 403-1-b GRI 403-2-a GRI 403-2-b GRI 403-2-c GRI 403-4-a GRI 403-6-a BRSR P3-E10 a	Yes, Neuland is certified for ISO 45001:2018 Occupational Health and Safety Management System for all manufacturing sites and R&D.		160
313	Labor Practice Indicators	work -related hazards and risks for employees	GRI 403-1-a GRI 403-1-b GRI 403-2-a GRI 403-2-b GRI 403-2-c GRI 403-4-a GRI 403-6-a BRSR P3-E10 b	Yes, we have established processes that include workplace risk assessment, HAZOP, Hazard Identification & Risk Assessment (HIRA), permit-to-work systems, safety inspections, and a Safety Audit Management system. Safety audits are conducted regularly at our facilities to ensure compliance and address any concerns promptly. We maintain a rigorous internal audit and reporting system to resolve compliance issues as soon as possible. Inter-facility safety audits are conducted every six months, while external audits occur annually. Our objective is to continually improve processes to enhance health and safety outcomes.		160
314	Occupational Health & Safety	work-related hazards and risks.	GRI 403-1-a GRI 403-1-b GRI 403-2-a GRI 403-2-b GRI 403-2-c GRI 403-4-a GRI 403-6-a BRSR P3-E10 c	Yes. We have an internal reporting mechanism in place to report hazards both online and offline, which is monitored 24x7 and addressed immediately. Our incident management system ensures that any incident is reported to relevant statutory authorities and internal teams. Following this, incident investigation is conducted by cross-functional teams to identify the root cause. Corrective and preventive actions (CAPA) are then recommended and tracked in monthly review meetings for implementation. If the same issue is identified at other sites, a global CAPA is generated for implementation across all sites.		160
315	Occupational Health & Safety	Non-occupational medical and healthcare services	GRI 403-1-a GRI 403-1-b GRI 403-2-a GRI 403-2-b GRI 403-2-c GRI 403-4-a GRI 403-6-a BRSR P3-E10 d	Yes, we have an Occupational Health Centre at all our locations, with an inhouse doctor. First aid facility is available at corporate office. All the employees undergo pre-employment and periodic health assessments to ensure good health.		160

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
316	Occupational Health & Safety	Lost Time Injury Frequency Rate (LTIFR) of employees	GRI 403-9-a-i-v GRI 403-9-b-i-v GRI 403-10-a GRI 403-10-b-ii BRSR P3-E11		0	160
317	Occupational Health & Safety	Lost Time Injury Frequency Rate (LTIFR) of workers	GRI 403-9-a-i-v GRI 403-9-b-i-v GRI 403-10-a GRI 403-10-b-ii BRSR P3-E11		0	160
318	Occupational Health & Safety	Total recordable work-related injuries of employees	GRI 403-9-a-i-v GRI 403-9-b-i-v GRI 403-10-a GRI 403-10-b-ii BRSR P3-E11		0	160
319	Occupational Health & Safety	Total recordable work-related injuries of workers	GRI 403-9-a-i-v GRI 403-9-b-i-v GRI 403-10-a GRI 403-10-b-ii BRSR P3-E11		0	160
320	Occupational Health & Safety	No. of fatalities of employees	GRI 403-9-a-i-v GRI 403-9-b-i-v GRI 403-10-a GRI 403-10-b-ii BRSR P3-E11		0	160

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
321	Occupational Health & Safety	No. of fatalities of workers	GRI 403-9-a-i-v GRI 403-9-b-i-v GRI 403-10-a GRI 403-10-b-ii BRSR P3-E11		0	160
322	Occupational Health & Safety	High consequence work-related injury or ill-health of employees	GRI 403-9-a-i-v GRI 403-9-b-i-v GRI 403-10-a GRI 403-10-b-ii BRSR P3-E11		0	160
323	Occupational Health & Safety	High consequence work-related injury or ill-health of workers	GRI 403-9-a-i-v GRI 403-9-b-i-v GRI 403-10-a GRI 403-10-b-ii BRSR P3-E11		0	160
324	Occupational Health & Safety	Describe the measures taken by the entity to ensure a safe and healthy workplace	GRI 3-3-d-i-iii GRI 403-2-a-i-ii GRI 403-9-c-iii GRI 403-9-d GRI 403-10-c-iii BRSR P3-E12	Neuland is committed to maintaining the highest standards of occupational health, safety, and environmental practices. Our proactive approach to risk assessment, safety audits, and incident management ensures continuous improvement of our processes and the well-being of our employees. We remain dedicated to fostering a culture of safety and prioritizing the health and safety of all stakeholders. We implement a thorough risk assessment process to ensure workplace safety, including regular workplace risk assessments, HAZOP studies, and Hazard Identification & Risk Assessments (HIRA). These processes help us identify and address potential hazards and risks associated with our operations proactively. Our stringent permit-to-work system ensures that all critical tasks undergo proper authorization and risk assessment before commencement, further enhancing safety measures within our facilities. Aligned with ISO standards ISO 45001:2018 & ISO 14001:2015, our Environment, Health, and Safety (EHS) Management System undergoes regular internal, inter-facility, and external audits. These audits aim to verify compliance with safety standards and drive continual improvement in our safety practices. As a result of these efforts, we have maintained a strong safety record with no significant workplace incidents or accidents during the reporting period.		161
325	Occupational Health & Safety	Number of complaints filed on Working conditions	GRI 2-25-e BRSR P3-E13		6647	161

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
326	Occupational Health & Safety	Number of complaints regarding working condition pending at the end of the year	GRI 2-25-e BRSR P3-E13		317	161
327	Occupational Health & Safety	Number of complaints filed on health and safety	GRI 2-25-e BRSR P3-E13		689	161
328	Occupational Health & Safety	Number of complaints regarding health and safety pending at the end of the year	GRI 2-25-e BRSR P3-E13		0	161
329	Occupational Health & Safety	% of your plants and offices that were assessed (by entity or statutory authorities or third parties) for health and safety practices	GRI 3-3-e-i BRSR P3-E14		100%	161
330	Occupational Health & Safety	% of your plants and offices that were assessed (by entity or statutory authorities or third parties) for working conditions	GRI 3-3-e-i BRSR P3-E14		100%	161

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
331	Occupational Health & Safety	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health and safety practices and working conditions.	GRI 3-3-d-i-ii GRI 403-9-c-ii-iii GRI 403-9-d GRI 403-10-c-ii-iii BRSR P3-E15	Currently, we have a well-established procedure where an Environmental, Health, and Safety (EHS) assessment is conducted before undertaking any project. This assessment aims to explore the overall feasibility of the project, ensuring that it minimally impacts the safety and health of employees and the environment. We conduct risk assessments annually based on our internal Standard Operating Procedures (SOPs) and audit criteria, with all Corrective and Preventive Actions (CAPA) reviewed and completed within specified timelines by both site and higher management.		161
332	Occupational Health & Safety	Does the entity extend any life insurance or any compensatory package in the event of death of a. Employees (Y/N) and b. Workers (Y/N)	GRI 401-a-i BRSR P3-L1	Yes, for both our employees and workers.		162
333	Occupational Health & Safety	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners	BRSR P3-L2	We maintain robust mechanisms to ensure that all applicable statutory dues related to transactions with its value chain partners are accurately deducted and deposited in accordance with regulations. These processes undergo regular audit scrutiny. We diligently collect relevant certificates and proofs from its contractors regarding the payment of statutory dues such as PF, ESIC, etc., for contractual employees and workers. Furthermore, we emphasize ethical behaviour and integrity from its value chain partners in all business dealings, emphasizing adherence to fair business practices.		162
334	Occupational Health & Safety	Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?	GRI 404-2-b BRSR P3-L4	Yes		162
335	Occupational Health & Safety	% of value chain partners that were assessed (by entity or statutory authorities or third parties) for health and safety practices	GRI 414-2-a BRSR P3-L5		20%	162

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
336	Occupational Health & Safety	% of value chain partners that were assessed (by entity or statutory authorities or third parties) for working conditions	GRI 414-2-a BRSR P3-L5		20%	162
337	Occupational Health & Safety	Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.	GRI 414-2-d GRI 414-2-e BRSR P3-L6	There were no significant risks/concerns identified during the supplier assessments.		162
338	Corporate Governance	Describe the processes for identifying key stakeholder groups of the entity.	GRI 2-29-a-i BRSR P4-E1	Our key stakeholders at NLL include investors, board members, workers, clients, suppliers, the community, and regulators among others. We believe that businesses that invest in building trust and fostering a cooperative working environment with stakeholders are more likely to succeed. Therefore, effective stakeholder communication is a cornerstone of our strategy. Over the years, we have built strong relationships with our stakeholders based on trust and respect. We engage with them regularly through various channels to understand their needs and goals, ensuring our efforts are aligned with their expectations.		163
339	Corporate Governance	Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how feedback from such consultations is provided to the Board	GRI 2-12-b GRI 2-13- (a, b) GRI 2-29-a BRSR P4-L1	The Company is committed to the principle that robust stakeholder engagement is essential to realize its vision of sustainable and inclusive growth. To this end, a comprehensive framework has been established to navigate the complexities of stakeholder interactions. The Board of Directors exercises oversight through the Corporate Social Responsibility (CSR) and Risk & Sustainability Committees, which, among other responsibilities, assess, oversee, and set the course for the Company's CSR initiatives and sustainability endeavours. Progress reports concerning these areas are regularly presented to these Committees by the Management. Furthermore, the Company has instituted a Steering Committee, composed of senior management, tasked with the supervision of the Company's ESG objectives. This Steering Committee operates with the support of a dedicated Core Committee and an operational Driving Team		165
340	Corporate Governance	Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.	GRI 3-1-a-i-ii GRI 3-1-b BRSR P4-L2	Yes, we conducted a materiality assessment involving intensive stakeholder engagement. Both internal and external stakeholders identified key material topics across ESG that could impact the Company's business. Our ESG strategy will be formulated based on the inputs received from key stakeholders on these material topics. Key		165

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
341	Corporate Governance	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	GRI 2-29-a-i-iii BRSR P4-L3	We are dedicated to serving disadvantaged, vulnerable, and marginalized stakeholders in areas near our manufacturing facilities through various CSR initiatives. We implement numerous programs focusing on education, women empowerment, clean water and sanitation, skills development and livelihoods, health and well-being, environmental sustainability, and sustainable communities. These initiatives are carried out both directly and in partnership with other organizations to support marginalized sections of the community		165
342	Human Rights	Total number of Permanent employees given training on human rights	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR P5-E1		1549	165
343	Human Rights	Percentage of permanent employees given human rights training	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR P5-E1		100%	165
344	Human Rights	Total number of other than permanent employees given human rights training	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR P5-E1		154	165
345	Human Rights	Percentage of other than permanent employees given human rights training	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR P5-E1		100%	165

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
346	Human Rights	Total number of Permanent workers given human rights training	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR P5-E1		100	165
347	Human Rights	Percentage of permanent workers given human rights training	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR P5-E1		100%	165
348	Human Rights	Total number of other than permanent workers given human rights training	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR P5-E1		1062	165
349	Human Rights	Percentage of other than permanent workers given human rights training	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a BRSR P5-E1		100%	165
350	Labor Practice Indicators	Total number of Permanent employees being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		1543	166

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
351	Labor Practice Indicators	Percentage of permanent employees being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100%	166
352	Labor Practice Indicators	Total number of Permanent male employees being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		1369	166
353	Labor Practice Indicators	Percentage of permanent male employees being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100%	166
354	Labor Practice Indicators	Total number of Permanent female employees being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		180	166
355	Labor Practice Indicators	Percentage of permanent female employees being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100%	166

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
356	Labor Practice Indicators	Total number of Other than Permanent employees being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		154	166
357	Labor Practice Indicators	Percentage of Other than permanent employees being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100%	166
358	Labor Practice Indicators	Total number of Other than Permanent male employees being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		154	166
359	Labor Practice Indicators	Percentage of Other than permanent male employees being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100%	166
360	Labor Practice Indicators	Total number of Permanent workers being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100	166

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
361	Labor Practice Indicators	Percentage of permanent workers being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100%	166
362	Labor Practice Indicators	Total number of Permanent male workers being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100	166
363	Labor Practice Indicators	Percentage of permanent male workers being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100%	166
364	Labor Practice Indicators	Total number of Other than Permanent workers being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		1062	166
365	Labor Practice Indicators	Percentage of Other than permanent workers being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100%	166

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
366	Labor Practice Indicators	Total number of Other than Permanent male workers being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		975	166
367	Labor Practice Indicators	Percentage of Other than permanent male workers being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100%	166
368	Labor Practice Indicators	Total number of Other than Permanent female workers being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		87	166
369	Labor Practice Indicators	Percentage of Other than permanent female workers being paid more than minimum wage	GRI 202-1- (a, b) GRI 405-2-a BRSR P5-E2		100%	166
370	Labor Practice Indicators	Median Remuneration of male board of directors	GRI 2-19-a-i-v GRI 2-21-a BRSR P5-E3		Rs 3070000	166

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
371	Labor Practice Indicators	Median Remuneration of female board of directors	GRI 2-19-a-i-v GRI 2-21-a BRSR P5-E3		Rs 3160000	166
372	Labor Practice Indicators	Median Remuneration of male KMP	GRI 2-19-a-i-v GRI 2-21-a BRSR P5-E3		Rs 17717136	166
373	Labor Practice Indicators	Median Remuneration of female KMP	GRI 2-19-a-i-v GRI 2-21-a BRSR P5-E3		Rs 4074265	166
374	Labor Practice Indicators	Median Remuneration of male employees	GRI 2-19-a-i-v GRI 2-21-a BRSR P5-E3		Rs 579996	166
375	Labor Practice Indicators	Median remuneration of female employees	GRI 2-19-a-i-v GRI 2-21-a BRSR P5-E3		Rs 457380	166

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
376	Labor Practice Indicators	Median remuneration of male workers	GRI 2-19-a-i-v GRI 2-21-a BRSR P5-E3		Rs 942705	166
377	Human Rights	Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?	GRI 2-13-a-i-ii BRSR P5-E4	Yes, we have a Grievance Redressal policy in place, Central Grievance Committee addresses grievances of permanent employees and Location Grievance Committee addresses grievances of permanent workmen. The policy and the committee members list are available to all employees in our intranet portal. Additionally, we encourage employees to raise their concerns and ask for help in case of any violation or perceived violation of human rights. They can report any grievance to – Grievance Cell		166
378	Human Rights	Describe the internal mechanisms in place to redress grievances related to human rights issues	GRI 2-25-b GRI 2-25-d GRI 2-25-e BRSR P5-E5	Any grievance arising out of violation of human rights shall be dealt with as per process defined under Grievance Redressal policy. They can report any grievance to – Grievance Cell		166
379	Human Rights	Number of complaints by employees and workers on wages	GRI 2-25-e, GRI 406-1-a BRSR P5-E6		432	167
380	Human Rights	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases	GRI 2-25-e BRSR P5-E7	Our 'Prevention of Workplace Discrimination, Protection of Human Rights & Equal Employment Opportunities' policy ensures that actions taken to remedy any situation will not negatively affect the person who lodged the complaint. The Company is committed to promoting a work environment that fosters professional growth and encourages equal opportunity, as demonstrated by our Zero Tolerance policy towards any form of sexual harassment in the workplace. These policies are available on the Company's intranet. We do not tolerate retaliation of any kind.		167

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
381	Human Rights	Do human rights requirements form part of your business agreements and contracts?	GRI 2-23-a-iv GRI 2-23-e GRI 2-23-f GRI 2-24-a-iii GRI 414 GRI 3-3 BRSR P5-E8	Yes, the Company has human rights requirements related requirements as part of the business agreements and contracts our value chain partners through supplier code of conduct.		167
382	Human Rights	% of offices that were assessed (by entity or statutory authorities or third parties) on human rights	BRSR P5-E9		100%	167
383	Human Rights	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments	GRI 3-3-d-i-ii BRSR P5-E10	There were no significant risks/concerns from the social assessment conducted for all units (Unit-1, Unit-2, Unit-3 & R&D) and the corporate office.		167
384	Human Rights	Details of a business process being modified/introduced as a result of addressing human rights grievances/ complaints.	GRI 2-25- (b, e) GRI 3-3-d-i-ii BRSR P5-L1	There have been no changes to our processes, as no human rights grievances or complaints were recorded.		168
385	Human Rights	Details of the scope and coverage of any human rights due diligence conducted.	GRI 3-1-a-i GRI 3-3- (a, c, d) BRSR P5-L2	The scope covered all locations of the organizations and covered the following areas: Our focus areas include Child Labor, Forced Labor, Health & Safety, Freedom of Association and Right to Collective Bargaining, Non-discrimination, Disciplinary Practices, Working Hours, Remuneration, and Management Systems. We are developing action plans to address any gaps identified in these areas.		168

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
386	Human Rights	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	BRSR P5-L3	For the differently abled visitors, the infrastructure facilities across the offices and manufacturing and R&D facilities adhere to accessibility standards as required.		168
387	Human Rights	% of value chain partners (by value of business done with such partners) that were assessed	GRI 414-1-a GRI 414-2-a BRSR P5-L4		20%	168
388	Human Rights	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments	GRI 414-2- (d, e) BRSR P5-L5	There were no significant risks/concerns identified during the supplier assessments.		168
389	Resource Efficiency and Circularity	Total electricity consumption (A) GJ	GRI 302-1-a GRI 302-1-b GRI 302-1-c-i GRI 302-1-e GRI 302-3-a GRI 302-1-b BRSR P6-E1		144,203.10	168
390	Resource Efficiency and Circularity	Total fuel consumption (B) GJ	GRI 302-1-a GRI 302-1-b GRI 302-1-c-i GRI 302-1-e GRI 302-3-a GRI 302-1-b BRSR P6-E1		497,547.24	168

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
391	Resource Efficiency and Circularity	Energy consumption through other sources (C) GJ	GRI 302-1-a GRI 302-1-b GRI 302-1-c-i GRI 302-1-e GRI 302-3-a GRI 302-1-b BRSR P6-E1		0	168
392	Resource Efficiency and Circularity	Total energy consumption (A+B+C) GJ	GRI 302-1-a GRI 302-1-b GRI 302-1-c-i GRI 302-1-e GRI 302-3-a GRI 302-1-b BRSR P6-E1		641,750.34	168
393	Resource Efficiency and Circularity	Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) GJ/INR	GRI 302-1-a GRI 302-1-b GRI 302-1-c-i GRI 302-1-e GRI 302-3-a GRI 302-1-b BRSR P6-E1		0.000041	169
394	Resource Efficiency and Circularity	Energy intensity (optional) – the relevant metric may be selected by the entity GJ/INR Lakh	GRI 302-1-a GRI 302-1-b GRI 302-1-c-i GRI 302-1-e GRI 302-3-a GRI 302-1-b BRSR P6-E1		4.12	169
395	Water	Water Withdrawal by third party source	GRI 303-1 GRI 303-3-a-i-iv GRI 303-5-a BRSR P6-E3		128,000.00	169

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
396	Water	Total volume of water consumption (in kilolitres)	GRI 303-1 GRI 303-3-a-i-iv GRI 303-5-a BRSR P6-E3		128,000.00	169
397	Water	Water intensity per rupee of turnover (Water consumed / turnover) KL/INR	GRI 303-1 GRI 303-3-a-i-iv GRI 303-5-a BRSR P6-E3		0.0000082	169
398	Water	Water intensity (optional) – the relevant metric may be selected by the entity KL/INR Lakh	GRI 303-1 GRI 303-3-a-i-iv GRI 303-5-a BRSR P6-E3		0.82	169
399	Water	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	GRI 303-1-a GRI 303-2-a BRSR P6-E4	To conserve natural resources and protect the surrounding environment, we at Neuland have implemented a Zero Liquid Discharge (ZLD) strategy for our wastewater management. This initiative has been successful in preventing any negative impact on nearby water bodies, demonstrating our commitment to environmental stewardship and compliance with regulatory requirements		170
400	Emissions	Nox Emissions	GRI 305-7-a-i-vii BRSR P6-E5		28.23	170

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
401	Emissions	Sox Emissions	GRI 305-7-a-i-vii BRSR P6-E5		74.15	170
402	Emissions	Particulate matter emissions	GRI 305-7-a-i-vii BRSR P6-E5		37.18	170
403	Emissions	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	GRI 305-1 GRI 305-2 GRI 305-3 GRI-305-4 BRSR P6-E6		22961.44	170
404	Emissions	Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	GRI 305-1 GRI 305-2 GRI 305-3 GRI-305-4 BRSR P6-E6		31,406.36	170
405	Emissions	Total Scope 1 and Scope 2 emissions per rupee of turnover	GRI 305-1 GRI 305-2 GRI 305-3 GRI-305-4 BRSR P6-E6		0.0000035	170

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
406	Emissions	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	GRI 305-1 GRI 305-2 GRI 305-3 GRI-305-4 BRSR P6-E6		0.35	170
407	Emissions	Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	GRI 305-5-a GRI 305-5-b GRI 305-5-c GRI 305-5-d BRSR P6-E7	Scope 1 Emissions Reduction: Reduced coal consumption. Replacement of R-22 with R-404a, leading to less consumption. Scope 2 Emissions Reduction: Reduced consumption of purchased electricity.		171
408	Waste	Plastic waste (A)	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		2.63	171
409	Waste	E-waste recycled (B)	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		2.32	171
410	Waste	Bio-medical waste (C)	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		4.33	171

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
411	Waste	Construction and demolition waste (D)	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		2,680.74	171
412	Waste	Battery waste (E)	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		0.19	171
413	Waste	Radioactive waste (F)	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		0	171
414	Waste	Other Hazardous waste. Please specify, if any. (G)	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		7021.286	171
415	Waste	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		83.58	171

Sl	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
416	Waste	Total waste	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		9758.22	171
417	Waste	Recycled Waste	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		2685.87	171
418	Waste	Reused waste	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		7068.02	171
419	Waste	Total waste disposed	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv BRSR P6-E8		4.33	172
420	Waste	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	GRI 306-2-a GRI 3-3-c GRI 3-3-d-i-ii BRSR P6-E9	Our company has implemented a comprehensive standard operating procedure for the management of hazardous, non-hazardous, and general waste. Hazardous waste, including various materials such as evaporation salt, process salt, spent carbon, and others, is managed in strict compliance with the Hazardous Waste Management Rules of 2016. We employ proper collection and containment methods, utilizing MS drums or double-layer polythene bags labeled for identification, and only trained personnel handle hazardous waste to ensure safety and control. Co-processing in cement kilns is utilized as an environmentally sustainable option for disposing of hazardous waste, effectively reducing landfill usage and maximizing reuse and recycling efforts. In FY23, we successfully diverted all landfill waste towards co-processing and recycling initiatives, contributing to our goal of achieving zero waste in landfills.		172

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
421	Waste	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details.	GRI 304-1-a-i-v BRSR P6-E10	None of our operational sites are situated in ecologically sensitive areas		172
422	Environment al Policy & Managemen t Systems	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year	GRI 304 GRI 413-1-a-ii GRI 303-1- (a,c) BRSR P6-E11	No, during the reporting year there were no projects eligible for undertaking the EIA.		172
423	Environment al Policy & Managemen t Systems	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Y/N). If not, provide details of all such non-compliances.	GRI 2-27-a-i-ii GRI 2-27-b-i-ii BRSR P6-E12	Yes. The Company is compliant with all the applicable environmental laws / regulations / guidelines in India.		172
424	Corporate Governance	Number of affiliations with trade and industry chambers/ associations.	GRI 2-28-a BRSR P7-E1	Neuland is a member of 6 trade and industry chambers/associations		174
425	Corporate Governance	Details of public policy positions advocated by the entity	GRI 2-28-a GRI 415 BRSR P7-L1	The Company actively engages in advocating for the advancement of the industry and public welfare. We focus on areas such as sustainable product development, environmental impact management, women's safety and security, and corporate social responsibility (CSR). Our participation extends to collaborating with industry associations and partnering with local government authorities on various initiatives aimed at promoting these causes.		175

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
426	Corporate Governance	Describe the mechanisms to receive and redress grievances of the community.	GRI 3-3 GRI 2-25-b GRI 413-1-a-viii BRSR P7-E3	We actively collaborate with villagers and local communities, alongside Village Sarpanch and other Government agencies, to address any community-related issues in all locations where we operate.		175
427	Corporate Governance	Percentage of input materials sourced from MSME/ small producers	GRI 204-1-a GRI 204-1-b GRI 204-1-c BRSR P8-E4		38.30%	175
428	Corporate Governance	Percentage of input materials sourced from within the district and neighbouring districts	GRI 204-1-a GRI 204-1-b GRI 204-1-c BRSR P8-E4		59.78%	175
429	Corporate Governance	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	GRI 2-25- (b, d, e) GRI 2-29-a BRSR P9-E1	The consumer complaints are being handled timely as per internal SOP		178
430	Corporate Governance	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about Environmental and social parameters relevant to the product	GRI 417-1-a-i-v GRI 417-1-b BRSR P9-E2	100 %. The company provides safety data sheets that are shared with the customers for all its products wherever applicable and as required. Our products are not sold to retail customers as it is and therefore product information is not provided.		178

SI	Topic	Sub-topic	Reference Frameworks	Snippets	Data Point Values (FY24)	IR Page number
431	Corporate Governance	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about Safe and responsible usage	GRI 417-1-a-i-v GRI 417-1-b BRSR P9-E2	100 %. The company provides safety data sheets that are shared with the customers for all its products wherever applicable and as required. Our products are not sold to retail customers as it is and therefore product information is not provided.		178
432	Corporate Governance	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about Recycling and safe disposal	GRI 417-1-a-i-v GRI 417-1-b BRSR P9-E2	100 %. The company provides safety data sheets that are shared with the customers for all its products wherever applicable and as required. Our products are not sold to retail customers as it is and therefore product information is not provided.		178
433	Corporate Governance	Does the entity have a framework/ policy on cyber security and risks related to data privacy?	GRI 2-23-a GRI 2-23-c GRI 3-3 GRI 418 BRSR P9-E5	Yes, we have Cyber security framework related policies are available on the Company's intranet. We have obtained ISO 27001:2022 certification for our organization. Also, we the company has a data privacy policy, and the web-link at https://www.neulandlabs.com/information/privacy-policy/		179
434	Corporate Governance	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services	GRI 417 GRI 3-3 BRSR P9-L2	We provide a safety data sheet together with the product in accordance with the worldwide standardized system, even though the consumer has access to the product's general information (GHS). To guarantee safety at every stage of the product lifecycle, we also offer handling and storage guidelines. The safety data sheet gives the consumer a thorough overview of the product, as well as dos and don'ts, and guidelines for material handling. The product safety is assessed during the entire product research and development stage as well. Mechanisms are in place to inform consumers of any risk of disruption/discontinuation of essential services.		179
435	Corporate Governance	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major product	GRI 417-1-a-i-v GRI 417-1-b BRSR P9-L4	es, all the relevant product information such as name and grade of the product, batch number, manufacturing date, re-test date, quantity, manufacturer's details, storage and handling instructions, precautionary/hazard statements, disposal procedures etc., are provided on the labels		180

ESG Supplement

Training & Development Inputs (DJSI 3.3.1)

Particulars		FY2024	FY2023
Corporate and HR	(1)	21,000	34,702
EHS & Quality	(2)	79,416	67,811
Total No of Training Hours	(3=1+2)	1,00,416	1,05,527
Total Training Spend in INR	(4)	1,80,54,015	73,23,640
Total No of FTEs (Permanent and Contract)	(5)	2,860	2,861
Average hours per FTE (Company average)	(6 = 13)	35.1	36.9
Average amount spent per FTE in INR (Company average)	(7 = 2/3)	6,313	2,560
Ref: Integrated Annual report for FTE count and internal records			

Lost-time Injury Frequency Rate (LTIFR) – Employees (DJSI 3.4.4)

Particulars	No of Fatalities	Rate of fatalities	No. of high consequence work related injuries (excluding fatalities)	Rate of high consequence work related injuries (excluding fatalities)	No. of recordable work related injuries	Rate of recordable work-related injuries (LTIR)	Lost-Time Injury Frequency Rate (LTIFR)
FY23-24	0	0	0	0	0	0	0
FY22-23	0	0	0	0	0	0	0
FY21-22	0	0	0	0	0	0	0
FY20-21	0	0	0	0	0	0	0
Ref: Integrated Annual report of FY24 and Sustainaibility Report for FY23							

Lost-time Injury Frequency Rate (LTIFR) – Contractors (DJSI 3.4.5)

Particulars	No of Fatalities	Rate of fatalities	No. of high consequence work related injuries (excluding fatalities)	Rate of high consequence work related injuries (excluding fatalities)	No. of recordable work related injuries	Rate of recordable work-related injuries (LTIR)	Lost-Time Injury Frequency Rate (LTIFR)
FY23-24	0	0	0	0	0	0	0
FY22-23	0	0	0	0	0	0	0
FY21-22	0	0	0	0	0	0	0
FY20-21	0	0	0	0	0	0	0
Ref: Integrated Annual report of FY24 and Sustainaibility Report for FY23							

Workforce Breakdown by Nationality (DJSI 3.1.3)

Permanent Workforce in Numbers		FY2024	FY2023
India	1	1,643	1,554
US	2	3	3
Japan	3	2	2
Outside India	(4 = 2+3)	5	5
Total	5 = (1+4)	1,648	1,559
Ref: Integrated Annual report FY24 and internal records			

Reporting on Breaches (DJSI 1.5.5)

Reporting Areas	FY2024	FY2023
Corruption or Bribery	0	0
Discrimination or Harassment	0	0
Customer Privacy Data	0	0
Conflict of Interest	0	0
Money Laundering or Insider Trading	0	0
Ref: Integrated Annual report FY24 and internal records		

Contributions and Other Spending (DJSI 1.6.1)

Reporting Areas	Amounts in INR			
	FY2024	FY2023	FY2022	FY2021
Lobbying , Interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)*	32,30,431	18,55,276	39,19,090	655,988
Other (e.g. spending related to ballot measures or referendums)	0	0	0	0
Total of the above	32,30,431	18,55,276	39,19,090	655,988
Amount include membership fees and contributions to the following associations. These are not in the nature of political contributions or towards Lobbying : -Bulk Drug Manufacturers Association (India) (BDMA) -Confederation of Indian Industry (CII) -Pharmexcil -Federation of Telangana Chambers of Commerce and Industry (FTCCI) -Society for Cyberabad Security Council (SCSC) -Society for Sangareddy Security Council (SSSC)				

Indirect Greenhouse Gas Emissions (Scope 3) (DJSI 2.5.3)

Reporting Areas	Quantities in TCO ₂		
	FY2024	FY2023 (modified)	FY2023 (earlier)
4. Upstream Transportation and Distribution	987.91	457.19	
5. Waste generated in Operations	359.89	131.46	
8. Upstream Leased Assets	905.18	716.09	
9. Downstream transportation and Distribution	783.84	302.22	
Total of the above	3,036.82	1606.96	5,406
Ref: Integrated Annual report FY24 and internal records			

Emerging risks (DJSI 1.4.3)

Particulars	Emerging Risk 1 : Geopolitical Risks	Emerging risk 2 : Climate Change
Name of the Emerging risk	Unfolding geopolitical risk events	Extreme heat scenario impacting our people and operations
Category	Geopolitical	Environmental
Impact	Potential Risk events assessed: 1) Russia Ukraine war ; 2) Middle East conflict 3) Potential Annexing of Taiwan by China ----- 1. Safety: Not Applicable; 2. Financial: Revenues / Profitability @ risk: 1) and 3) 1. Minor & 2) 3.Moderate 3. Receivables @ Risk: for Current year : 1.Minor 4. Supply chain uncertainties : Rise input costs: 3. Moderate	Potential risk event assessed: 1) Unprecedented high temperatures and consequences on people and operations ----- 1. Safety: 4. High 2. Financial: Revenues @ Risk for current/future years : 2.Low; 3. Impact on operating environment : Not evaluated 4. Supply chain uncertainties : Not evaluated
Mitigating actions	1) Advance collected before shipping where risk is perceived. 2) Input supply price lock-ins / customer price increase requests	1) Re-evaluation of working conditions/facilities to make it amenable to significantly increasing temperatures
Ref: Integrated Annual report of FY24 : Pages 43 and 44 + Internal records		

Energy, Waste and Water management programs (DJSI 2.2.1 , 2.3.1 and 2.4.1)

Specific Training Topics	Unit 1 FY2024		Unit 2 FY2024		Unit 3 FY2024		R&D Unit : FY2024		Training Information for FY24		
	Training Hours on topic	No of people who attended	Training Hours on topic	No of people who attended	Training Hours on topic	No of people who attended	Training Hours on topic	No of people who attended	Total Hours of training for identified topics in FY2024	Total No of people training overall on Environment	Total Training Hours
Energy efficiency	8	32	8	24	6	37	1	6	23	99	38
Waste reduction	15	47	10	41	12	29	2	7	34	124	70
Water efficiency	75	63	122	81	68	57	4	14	269	215	964
Total Hours									326		
Ref: Internal Reports											