

'Annexure-A'

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

Sr. No	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L24239MH1940PLC003176
2.	Name of the Listed Entity	FDC Limited
3.	Year of incorporation	1940
4.	Registered office address	FDC House, C-11 & 12, Dalia Industrial Estate, Oshiwara Village, Off New Link Road, Andheri - West, Mumbai - 400 053, Maharashtra, INDIA
5.	Corporate address	FDC House, C-11 & 12, Dalia Industrial Estate, Oshiwara Village, Off New Link Road, Andheri - West, Mumbai - 400 053, Maharashtra, INDIA
6.	E-mail	investors@fdcindia.com
7.	Telephone	91-(22)-69107100
8.	Website	https://www.fdcindia.com/
9.	Financial year for which reporting is being done	FY 2025-26
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited, BSE Ltd.
11.	Paid-up Capital	Rs. 16,28,10,084 /-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	- Name : Ms. Varsharani Katre - Designation : Company Secretary & Legal Head - Telephone : 91-(22)-69107100 - Email Id : varsharani.katre@fdcindia.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14.	Name of Assurance provider	Not Applicable
15.	Type of Assurance obtained	Not Applicable

II. Product / Services

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

Sr. No	Description of Main Activity	Description of Business Activity	Percentage Turnover of the Entity
1	Pharmaceutical	Manufacturing and marketing of pharmaceutical products	100%

17. Products/Services sold by the entity (accounting for 90% of turnover)

Sr. No	Product/Service	NIC Code	Percentage of Total Turnover contributed
1.	Manufacture of pharmaceuticals, medicinal and chemical products	210	100%

III. Operations

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

Location	Number of plants	No. of Offices	Total
National	9	22	31
International	0	2	2

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	28 States and 7 Union Territories
International (No. of Countries)	50+ countries

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

Contribution of exports comprises of 17 percent of total turnover of the entity. FDC Limited serves a diverse customer base comprising healthcare providers, government agencies, and international organizations. Domestically, it supplies pharmaceuticals to hospitals, clinics, and pharmacies across India. Internationally, FDC exports products to over 50+ countries across Asia, Africa, Europe, and North America.

c. A brief on types of customers

Operating in the pharmaceutical sector, we serve a diverse range of external stakeholders, including wholesalers, suppliers, customers, employees, and government institutions. Our key customer groups and partners include: Wholesalers and distributors who handle bulk supply of pharmaceutical products to pharmacies, hospitals, and clinics Suppliers of active pharmaceutical ingredients (APIs), packaging materials, and laboratory equipment essential for drug manufacturing Healthcare institutions such as hospitals, clinics, and pharmacies that purchase medicines and healthcare products for patient use Government bodies and regulatory agencies involved in the approval, monitoring, and procurement of pharmaceutical products

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled)

Sr.No	Particulars	Total (A)	Male		Female	
			No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)

b. Differently abled employees and workers

Sr.No	Particulars	Total (A)	Male		Female	
			No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)
Differently abled employees						
1.	Permanent Employees (D)	0	0	0%	0	0%
2.	Other than Permanent Employees (E)	0	0	0%	0	0%
3.	Total Employees (D+E)	0	0	0%	0	0%
Differently abled workers						
1	Permanent Workers (F)	1	1	100%	0	0%
2	Other than Permanent Workers (G)	0	0	0%	0	0%
3	Total Workers (F+G)	1	1	100%	0	0%

21. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and Percentage of Females	
			No. (B)	Percentage (B/A)
1	Board of Directors	10	2	20%
2	Key Management Personnel	2	1	50%

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

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	47.95%	18.4%	47.01%	41.97%	18.18%	41.16%	43.17%	18.94%	42.34%
Permanent Workers	8.48%	0%	8.44%	9.57%	0%	9.5%	7%	0%	5%

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

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

Sr. No.	Name of the holding/subsidiary/ associate companies/joint ventures	Indicate whether it is a holding/ Subsidiary/ Associate/or Joint Venture	Percentage of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	FDC Inc., USA	Wholly Owned Subsidiary	100%	No
2	FDC International Limited, UK	Wholly Owned Subsidiary	100%	No
3	Fair Deal Corporation Pharmaceutical SA (Pty) Limited, South Africa	Wholly Owned Subsidiary	100%	No

VI. CSR Details

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

Turnover (in Lacs) (FY 2025-26) Rs 212632.72

Net Worth (in Lacs) (FY 2025-26) Rs 249263.85

VII. Transparency and Disclosures Compliances

25. Complaints / Grievances on any of the principles (P1 to P9) under National Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints		Remarks	Number of complaints		Remarks
		Filed During the Year	Pending Resolution at Close of the Year		Filed During the Year	Pending Resolution at Close of the Year	
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	2	0	-
Employees & Workers	Yes	0	0	-	0	0	-
Customers	Yes	269	14	-	313	12	-
Value Chain Partners	Yes	0	0	-	0	0	-
Others	Yes	0	0	-	0	0	-

26. Overview of the entity's material responsible business conduct issues

Please Indicate material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per following format.

Sr. No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change and Emissions Management	Risk	- Regulatory pressures on carbon emissions - Extreme weather - disruptions Investors focus on decarbonization	- Transition to renewable energy sources (solar, biomass) - Energy-efficient manufacturing systems - Process optimization for emissions reduction. - Monitoring and disclosure of GHG emissions	Negative – Compliance costs, capital investments Positive – Energy savings, reduced carbon liabilities
2.	Operational Eco-efficiency	Risk and Opportunity	Risks: - Resource scarcity(water, energy) - Regulatory penalties for emissions,effluent discharge,improper waste disposal - Operational disruptions due to energy/water constraints Opportunities: - Cost reduction through efficiency improvements - Circular economy practices open new revenue streams. - Positive brand perception and stakeholder confidence from sustainable operation	Mitigate Risks: - Invest in Zero Liquid Discharge (ZLD) systems. - Upgrade effluent treatment and recycling infrastructure. - Optimize energy consumption via energy efficient equipment. - Implement strict hazardous waste disposal protocols. Leverage Opportunities: - Expand renewable energy (solar rooftops, biomass boilers) - Conduct energy and water audits. - Adopt 4R principles (Reduce, Reuse, Recycle,Recharge) - Explore waste-to-energy and resource recovery. - Strengthen secondary raw material markets via recycling initiatives. - Communicate operational sustainability initiatives to customers/investors	Negative – Initial capital investment in sustainable infrastructure Positive – Long term savings from reduced resource consumption, waste disposal cost reductions, and potential revenue from recycled materials

Sr. No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Product Stewardship	Opportunity	• Demand for eco-friendly packaging • Regulatory requirements on product sustainability • Stakeholder expectations for responsible production	• Redesign packaging to reduce plastic use. • Adopt sustainable raw materials. • Obtain Environmental Product Declarations (EPD) • Promote green chemistry in product development	Positive – • Improved brand reputation • Enhanced market access and customer preference
4.	Biodiversity	Risk	• Operations near sensitive ecosystems • Land-use impacts from expansions. • Increasing regulatory oversight on biodiversity	• Conduct biodiversity impact assessments. • Develop greenbelt zones around facilities. • Regular afforestation and habitat restoration • Monitor biodiversity impacts periodically	• Negative – Compliance and afforestation costs • Positive – Improved license to operate, reduced compliance risk
5.	Emergency Preparedness and Response	Risk	• Industrial accidents • Natural disasters impacting operations. • Safety and business continuity concerns	• Develop and update emergency response plans. • Conduct regular mock drills. • Employee safety and emergency training • Invest in early warning and mitigation systems	• Negative – Potential losses due to disruptions • Positive – Reduced downtime and accident-related losses
6.	Diversity, Equity, and Inclusion (DEI)	Opportunity	• Diverse teams drive innovation and productivity. • Inclusive work culture strengthens employer brand. • Regulatory and market expectations	• Inclusive hiring practices • Focus on women and minority representation. • Conduct DEI awareness and sensitization programs. • Implement fair career progression policies	Positive – • Enhanced employee retention and engagement • Innovation benefits, improved brand perception

Sr. No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Health, Safety, and Well-being	Risk	- Workplace accidents - Occupational health risks - Legal liabilities from poor safety standards	- Implement OHS management systems. - Conduct safety audits and trainings. - Monitor and report safety KPIs. - Employee health and wellness initiatives	Negative – Costs from incidents, legal claims Positive – Productivity improvements, reduced insurance premiums
8.	Corporate Social Responsibility (CSR)	Opportunity	- Strengthens community relationships. - Supports long-term license to operate. - Regulatory CSR spend requirements	- Focus CSR on healthcare access, education, livelihood programs. - Engage local communities through partnerships. - Track CSR impact and align to SDGs	Positive – - Brand building, community goodwill - Indirect business benefits through stronger social license
9.	Healthcare Access and Affordability	Opportunity	- Societal demand for affordable medicines - Expanding into underserved markets - Government focus on public health outcomes	- Focus on cost-effective formulations. - Expand reach in rural and semi-urban markets. - Collaborate with public health agencies for distribution. - Ensure pricing transparency and affordability focus	Positive – - Increased revenues through market expansion - Reputation as a healthcare enabler
10.	Business Ethics and Corporate Governance	Risk	- Non-compliance risks - Regulatory penalties - Investor distrust	- Strengthen board oversight. - Conduct ethics and compliance training. - Regular internal audits and reviews - Whistleblower mechanisms	Negative – Financial penalties, reputational loss Positive – Investor confidence, better credit ratings

Sr. No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11.	Risk Management	Opportunity	- Strong risk management ensures resilience. - Supports operational continuity. - Enhances stakeholder trust	- Strengthen Enterprise Risk Management (ERM) systems. - Periodic risk assessments across functions - Build scenario planning and contingency strategies. - Integrate ESG risks into ERM	Positive – - Reduced business disruptions - Enhanced risk preparedness and operational stability
12.	Innovation and Digital Transformation	Risk and Opportunity	Risks: - Data breaches pose financial and reputational risks. - Non-compliance with data protection regulations can result in penalties Opportunities: - Digitalization drives operational efficiency and cost optimization. - Enhances product innovation and customer engagement. - Supports market competitiveness through agile operations.	Mitigate Risks: - Strengthen cybersecurity infrastructure. - Conduct regular vulnerability assessments. - Roll out cyber awareness training for all employees. - Develop and test incident response and data recovery plans Leverage Opportunities: - Invest in smart manufacturing and automation. - Adopt digital platforms for supply chain and operations management. - Implement digital engagement and e-commerce platforms. - Use data analytics for strategic decision-making	Positive: - Increased revenues via product innovations and new digital channels - Cost savings from operational efficiencies - Strengthened stakeholder trust. - Compliance with data protection laws Negative: - Financial losses due to cyber incidents - Regulatory penalties in case of non-compliance

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This Section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.fdcindia.com/corporate-governance#Policies								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	FDC Limited has received the following certifications: - Waluj Plant : Major approvals are US-FDA, MHRA and PIC/s (Malaysia). We also have approvals from other countries as well (MCAZ, Tanzania, Kenya, Ethiopia, Uganda, Sudan etc.) - Waluj has also been approved by Ukraine in 2023 - Goa I Plant and Goa 3 plant : Approved by MHRA and PIC/s Malaysia, MCAZ - Sinnar Plant : Local WHO, UNICEF / MSF, Ethiopia - Baddi Plant : PIC/S Malaysia, US-FDA - Roha Plant: ISO 45001:2018 Occupational Health & Safety Management System and ISO 14001:2015 Environmental Management System certification By Indian Register Quality Systems And complying the quality by GMP practice								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	We are in the process of setting goals and targets related to Environmental, Social, and Governance (ESG) factors, supported by a comprehensive ESG roadmap. This plan will outline key initiatives and timelines to ensure accountability and track our progress in achieving sustainability and governance objectives.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met	We are in the process of setting goals and targets and performance will be evaluated in the upcoming reporting year.								
Governance, Leadership and Oversight									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Refer "to our ESG section" which is part of the Annual Report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)	Name : Mr. Mohan A. Chandavarkar Designation : Chairman & Managing Director DIN : 00043344 Telephone Number : 91-(22)-69107100 Email Id : investors@fdcindia.com								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues?	The Company has constituted an ESG Committee comprising all the important functional heads for ESG initiatives. The Committee is responsible for aligning the Company's ESG vision, mission, and goals with Corporate Strategy. The Committee shall advise Management on ESG strategies, recommend policy amendments.								

10. Details of Review of NGRBCs by the company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against policies and follow up action	The Board of Directors has reviewed the policies and monitors performance to identify gaps and take corrective actions as needed.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	FDC follows all applicable laws and regulations, ensuring a high level of compliance in both intent and practice.									Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
FDC maintains a strong internal review and evaluation process to monitor policy implementation, identify gaps, and take corrective actions.									

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	No								
The entity is not at a stage where it is in a position to formulate and implement the policies (Yes/No)	Not Applicable								
The entity does not have financial / human / technical resources (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	Not Applicable								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE



Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

LEADERSHIP INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	3	Life & Breath / Aquasail / Generative AI	100%
Key Management	7	Life & Breath / Aquasail / Generative AI / Prevention of sexual Harassment / Fire Fighting	100%
Employees other than BOD & KMPs	24	Life & Breath / Leadership & Soft Skill / Generative AI/ ASPIRE Training / Occupational health & safety / Artificial Intelligence / Prevention of sexual Harassment / Fire Fighting/ Cyber Security / Pharmacovigilance / Quality Management System / Iceberg / Good manufacturing practice/ Data Integrity / CRISP/ Hi- Fly / Step-up/ Boost-up / ICoach / IRise / ILead / Synergy / QSP/Personal Hygiene	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Workers	5	Awareness of Environment, Health & Safety/ Prevention of sexual Harassment /Emergency preparedness/ Good manufacturing practice/ Personal Hygiene	100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format.

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

a. Monetary

Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an Appeal been Preferred? (Yes/No)
Penalty/Fine	0	0	0	0	No
Settlement	0	0	0	0	No
Compounding Fee	0	0	0	0	No

b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an Appeal been Preferred? (Yes/No)
Imprisonment	0	0	0	0	0
Punishment	0	0	0	0	0

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or nonmonetary action has been appealed.

In relation to the instance mentioned in the question above, an appeal has been preferred against the demand order issued under Section 73 of the Central Goods and Services Tax Act, 2017, as communicated through Form DRC-07. This appeal addresses the concerns regarding the mismatch of ITC and related tax payment issues and is currently under review by the appropriate authorities.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, FDC Limited has an Anti-Corruption and Anti-Bribery Policy embedded within its Code of Conduct. The policy is aligned with applicable laws and regulations and applies to all directors, senior management, and employees. It strictly prohibits any involvement in corrupt practices, including offering, giving, receiving, or soliciting bribes in the form of money, services, valuables, or other benefits to influence administrative or official processes. These guidelines are applicable to dealings with individuals and organizations, including government bodies, local authorities, officials, and private entities, whether directly or through intermediaries. Policy: https://www.fdcindia.com/pdf/policies/Code_of_Conduct_of_FDC_Limited.pdf

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

Category	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Topic	FY 2025-26 (Current FY)		FY 2024-25 (Previous FY)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0	Not Applicable	0	Not Applicable

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables [(Accounts payable *365) / Cost of goods/services procured]:

Category	FY 2025-26	FY 2024-25
Number of days of accounts payables	106	102

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	27.7%	32%
	b. Number of trading houses where purchases are made from	58	77
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	85.3%	85.8%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	91.4%	86.17%
	b. Number of dealers/distributors to whom sales are made	2885	2609
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	4.2%	5.13%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0%	0%
	b. Sales (Sales to related parties / Total Sales)	0.7%	4%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	28%	7.1%
	d. Investments (Investments in related parties / Total Investments made)	2%	2.09%

ESSENTIAL INDICATORS

1. Awareness programmes conducted for value chain partners on any of the NGRBC Principles during the financial year:

Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	POSH AWARENESS - Safe working enviroment. Safety awareness training.	100

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

Yes, FDC Limited's Code of Conduct outlines that directors are expected to avoid any activity that may give rise to a conflict with the Company's best interests. As a part of good governance practices, directors are required to annually confirm their compliance with the Code. Policy: <https://www.fdcindia.com/corporate-governance#Policies>

Principle 2

Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

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

Sr. No	Type	FY 2025-26	FY 2024-25	Details of improvement in environmental and social aspects
1.	Research & Development (R&D)	0%	0%	0
2.	Capital Expenditure (CAPEX)	1.22%	0.55%	Waluj - Bag Filter System for the biomass briquette-fired boiler to control particulate emissions and improve ambient air quality. - Two Dust Collection Systems for the Stick Pack Section to enhance dust extraction and maintain a cleaner workplace environment. - Wet Scrubber System for the Stick Pack Section to control process emissions and strengthen air pollution mitigation measures. Goa-1/2 - Feed water tank for the biomass briquette-fired boiler to improve boiler efficiency and support sustainable steam generation. Goa-3 - Replacement of the diesel-fired hot water generator with an agro-fuel-fired steam-based hot water generation system to reduce fossil fuel consumption and greenhouse gas emissions. Roha - Wet Scrubber System in PWS Preparation Area for HCL solution handling to ensure safe and compliant emission control. - Provision of 10 KL HDPE Tank for efficient collection and management of ETP effluent. - Roots Air Blowers for the ETP air diffuser system to improve wastewater treatment efficiency. - Installation of energy-efficient motors and pumps for the ETP to enhance operational reliability and treatment performance. - Continuous Emission Monitoring System for real-time monitoring and regulatory compliance of emissions. Sinnar - Sewage Treatment Plant for wastewater treatment and water management. - Cyclone Separators for ORS Powder Filling Machine to control dust emissions and improve operational hygiene. - Dust Collection System in Foods Plant to enhance air quality and maintain cleaner production environment.

Sr. No	Type	FY 2025-26	FY 2024-25	Details of improvement in environmental and social aspects
				FDC House, Mumbai - Installation CPCB-IV+ compliant 100 KVA Diesel Generator Set to reduce environmental impact and improve emission standards compliance. - Provision of Rainwater Harvesting System to promote water conservation and groundwater recharge. - Garden and Canteen Waste Composting System to convert organic waste into compost and support circular waste management practices. - Development of landscaped gardens and plantation of ornamental plants within the office premises to enhance green cover, improve the workplace environment & promote biodiversity. - Halo Air Purifiers in ARDL lab to improve indoor air quality and provide a healthier workplace environment. - Implementation of ESG Software for monitoring, reporting and tracking ESG/BRSR performance, statutory disclosures and sustainability initiatives. - Installation Effluent Treatment Plant to enhance wastewater treatment, promote responsible water management & ensure compliance with applicable environmental regulations.

2. a. Does the entity have procedures in place for sustainable sourcing?

Yes. The Company has established robust procedures for sustainable sourcing through a well-defined Vendor Development framework. Raw materials are procured from both domestic and international approved vendors who undergo periodic audits to ensure compliance with the Company's quality, ethical, and sustainability standards. In addition, the Company regularly evaluates its key vendors based on a comprehensive set of sustainability parameters, including environmental management practices, occupational health and safety, human rights, labour standards, social responsibility, and regulatory compliance. This approach enables the Company to promote responsible sourcing practices and strengthen a sustainable and resilient supply chain.

b. If yes, what percentage of inputs were sourced sustainably?

100%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Plastic waste generated at each manufacturing facility is systematically collected and handed over to authorised scrap recyclers registered with the Central Pollution Control Board (CPCB) for environmentally sound recycling and disposal. Multilayer packaging materials containing plastic are shredded prior to being transferred to authorised recyclers to facilitate efficient processing. The Company manages its Extended Producer Responsibility (EPR) obligations through its partnership with RE Sustainability, which maintains records of plastic packaging introduced into the market and the corresponding quantities collected and recycled in accordance with applicable regulatory requirements. Further, plastic packaging components are marked with the appropriate Resin Identification Code (RIC) (e.g., 1 – PET, 2 – HDPE) to facilitate segregation, identification, and recycling by authorised recyclers, thereby supporting a circular economy and responsible plastic waste management.

Product	Process to safely reclaim the product
b. E-Waste	E-waste generated by the Company is disposed of through authorised recyclers and dismantlers in accordance with applicable environmental regulations. The Company ensures that all e-waste is handled, transported, and recycled in an environmentally responsible manner through vendors authorised by the relevant regulatory authorities. Further, the Company complies with the applicable Extended Producer Responsibility (EPR) requirements for e-waste and maintains the necessary records and documentation to ensure compliance with the prevailing regulatory framework
c. Hazardous Waste	The Company follows a robust process for the safe management and disposal of hazardous waste in compliance with applicable environmental laws and regulatory requirements. In cases involving expired materials, rejected batches, or products damaged during storage or handling, a structured product recall procedure is implemented to ensure timely retrieval of the affected products. All returned materials are segregated, handled, transported, and disposed of through authorised agencies using environmentally sound disposal methods. The destruction process is carried out in accordance with statutory requirements to ensure environmental protection, product safety, and regulatory compliance.
d. Other Waste	Not Applicable

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

Yes. The Company is subject to the Extended Producer Responsibility (EPR) provisions under the Plastic Waste Management Rules, 2016 (as amended). Its waste collection plan is fully aligned with the EPR plan submitted to the Central Pollution Control Board (CPCB). The Company complies with all applicable EPR requirements by submitting the prescribed annual data on the CPCB EPR Portal and fulfilling its recycling obligations in accordance with CPCB-prescribed targets through partnerships with CPCB-authorised Plastic Waste Recyclers and an authorised EPR implementation partner.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Your company has not undertaken any Lifecycle Perspective/Assessments of any of its products in FY 2025-26.

However, we are in processing of conducting life cycle assessment and will be reported in upcoming years.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the Risk / Concern	Action Taken
	Not Applicable	

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate Input Material	Recycled / Re-used Input Material to Total Material	
	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)

As a pharmaceutical company, the Company does not recycle or reuse input materials in its manufacturing process due to stringent quality, safety, and regulatory requirements to ensure product integrity and patient safety

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Topic	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	We have waste management systems in place across all manufacturing sites. (a) In-house plastic waste management system has following six steps: collecting waste plastics, sorting or arranging plastics into categories, washing and sale to plastic waste recyclers as per Plastic Waste Management Rules. (b) E-Wastes are being disposed through Pollution Control Board approved vendors as per E-Waste Management Rules. (c) Hazardous wastes are being disposed through Pollution Control Board approved vendors as per Hazardous Waste Management Rules. (d) Other wastes are disposed as per local regulatory bodies and applicable regulations.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate Product Category	Reclaimed Products and their Packaging Materials as % of Total Products Sold in Respective Category
-	0

Principle 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.

ESSENTIAL INDICATORS

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

Category	Total (A)	Percentage of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No.(C)	%(C/A)	No.(D)	%(D/A)	No.(E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	6676	6676	100%	6676	100%	0	0%	0	0%	0	0%
Female	207	207	100%	207	100%	0	0%	0	0%	0	0%
Total	6883	6883	100%	6883	100%	0	0%	0	0%	0	0%
Other than Permanent Employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	Total (A)	Percentage of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No.(C)	%(C/A)	No.(D)	%(D/A)	No.(E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	192	192	100%	192	100%	0	0%	0	0%	0	0%
Female	1	1	100%	1	100%	0	0%	0	0%	0	0%
Total	193	193	100%	193	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Particulars	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.24%	0.26%

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

Sr. No	Benefits	FY 2025-26			FY 2024-25		
		No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1.	PF	99.97%	0%	Y	100%	100%	Y
2.	Gratuity	100%	0%	Y	100%	100%	Y
3.	ESI	10.26%	0%	Y	14.47%	4.29%	Y

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

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.

Yes, an equal opportunity policy that reflects our commitment to diversity and inclusion. We aim to create a supportive work environment where every individual is valued and respected, ensuring that all employees can thrive without facing any form of discrimination.

Policy: <https://www.fdcindia.com/corporate-governance#Policies>

5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Gender	Permanent Employees – Return Rate	Permanent Employees – Retention Rate	Permanent Workers – Return Rate	Permanent Workers – Retention Rate
Male	0%	0%	0%	0%
Female	100%	100%	0%	0%
Total	100%	100%	0%	0%

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

Category	Details of the mechanism in brief
Permanent Workers	Yes
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes
Other than Permanent Employees	Not Applicable

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

Category	FY 2025-26			FY 2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	Percentage (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	Percentage (D/C)
Permanent Employees						
Permanent Male Employees	6676	0	0%	6436	0	0%

Category	FY 2025-26			FY 2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	Percentage (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	Percentage (D/C)
Permanent Female Employees	207	0	0%	211	0	0%
Total Permanent Employees	6883	0	0%	6647	0	0%
Permanent Workers						
Permanent Male Workers	192	192	100%	209	209	100%
Permanent Female Workers	1	1	100%	1	1	100%
Total Permanent Workers	193	193	100%	210	210	100%

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current FY)					FY 2024-25 (Previous FY)				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Male Employees	6676	6676	100%	6676	100%	6436	6436	100%	6436	100%
Female Employees	207	207	100%	207	100%	211	211	100%	211	100%
Total Employees	6883	6883	100%	6883	100%	6647	6647	100%	6647	100%
Male Workers	192	192	100%	192	100%	209	209	100%	209	100%
Female Workers	1	1	100%	1	100%	1	1	100%	1	100%
Total Workers	193	193	100%	193	100%	210	210	100%	210	100%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No.(B)	Percentage (B/A)	Total (C)	No.(D)	Percentage (D/C)
Employees						
Male Employees	6676	6676	100%	6436	6436	100%
Female Employees	207	207	100%	211	211	100%
Total Employees	6883	6883	100%	6647	6647	100%
Workers						
Male Workers	192	192	100%	209	209	100%
Female Workers	1	1	100%	1	1	100%
Total Workers	193	193	100%	210	210	100%

10. Health and Safety Management System:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, to ensure the environmental health and safety of our employees and the surrounding areas, we have implemented a comprehensive Environmental and Occupational Safety and Health Management System (OSHMS). Our system includes fully equipped Occupational Health Centres (OHCs), fire pump houses, fire detection systems, and environmental treatment plants at all our locations. We also maintain an ambulance or emergency vehicle on-site for prompt medical response. A Factory Medical Officer (FMO) visits our plants regularly, and a full-time paramedical nurse is stationed as per the requirements of the premises. This dedicated medical team is committed to providing the highest level of care to our workforce. Additionally, we conduct regular training sessions led by experts for fire fighters and first aiders.

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

We conduct regular safety audits through external third-party experts and internal inspections to ensure compliance with our Environmental, Health and Safety (EHS) Management System. These audits cover Occupational Health and Safety (OHS), Electrical Safety, Hazard Identification and Risk Assessment (HIRA), and statutory compliance. Corrective actions are implemented based on audit findings, and emergency preparedness and evacuation plans are regularly reviewed and updated. Our Roha (API) site is certified under ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System). To further strengthen EHS performance, FDC is planning to implement a centralized EHS Management System across all sites for digital incident reporting, safety observations, OHC records, EHS summaries, inspections, audits, and compliance tracking.

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

Yes, the Company has established robust processes that enable employees and workers to report work-related hazards, incidents, near-misses, and unsafe conditions through structured reporting mechanisms. Our EHS standards empower employees and workers to remove themselves from situations that pose a risk to their health or safety without fear of retaliation. During the year, the Company is implementing a digital safety reporting platform, reporting across facilities, enabling employees, workers, contractors, and visitors to submit safety observations, hazard reports, and suggestions either anonymously or with identification. All reports are reviewed and addressed through a defined corrective action process.

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

Yes, we have implemented a comprehensive Environmental and Occupational Safety and Health Management System (OSHMS) to safeguard the health and safety of our employees and surrounding communities. All facilities are equipped with Occupational Health Centres (OHCs), fire detection and protection systems, fire pump houses, environmental treatment plants, and on-site ambulances or emergency response vehicles. A Factory Medical Officer (FMO) conducts regular visits, supported by a full-time paramedical nurse as per the requirements of the premises. We also conduct periodic expert-led training and mock drills for firefighters, first aiders, and employees to enhance emergency preparedness and foster a strong safety culture.

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

Safety Incident / Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.46	0
	Workers	0	0.87
Total recordable work-related injuries	Employees	2	0
	Workers	0	4
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace:

The Company has implemented a comprehensive Environment, Health and Safety (EHS) framework to provide a safe and healthy workplace. Regular risk assessments, including Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability Studies (HAZOP), are conducted to identify and mitigate workplace hazards. Employees receive periodic training on safety protocols, safe equipment and machine operation, chemical handling, emergency response, and the work permit system. The Company encourages prompt reporting of hazards, near misses, and incidents through established reporting mechanisms. Safety practices, audit findings, and incident reports are regularly reviewed, with corrective and preventive actions implemented to drive continuous improvement in workplace health and safety.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

All EHS observations and incidents are investigated, and appropriate corrective and preventive actions are implemented to prevent recurrence. During the year, no significant risks or material non-conformities were identified that could adversely affect operations, employee safety, or regulatory compliance. The Company continues to monitor, track, and close all identified actions in a timely manner as part of its commitment to the continual improvement of its health and safety performance.

LEADERSHIP INDICATORS

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

Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company has established a structured process to monitor compliance with applicable statutory requirements by its value chain partners. Necessary documentary evidence is obtained to verify the timely deduction and deposit of statutory dues. Where such documentation is not received within the prescribed timelines, appropriate follow-up and corrective measures are undertaken to ensure compliance with applicable legal and regulatory requirements.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities, who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total No. of Affected Employees / Workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No).

Yes

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	Percentage (%)
Health and safety practices	100%
Working Conditions	100%

6. 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.

No significant risks or concerns were identified during the assessment of the health and safety practices and working conditions of the Company's value chain partners. Any minor observations identified were addressed through timely corrective actions and follow-up. The Company continues to monitor compliance on a regular basis.

Principle 4

Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

At FDC Limited, we identify our key stakeholder groups based on their influence on and interest in our business operations, as well as the value they contribute to our value chain. This assessment is carried out through internal discussions, cross functional inputs, and regular interactions across departments such as corporate affairs, human resources, procurement, sales, and regulatory affairs. We prioritise stakeholders who are directly impacted by our operations or whose decisions significantly affect our business. These include our employees, shareholders, suppliers, customers, healthcare professionals, regulatory bodies, government agencies, drug regulators, communities, and NGOs. Our engagement with these groups is guided by the nature and intensity of their relationship with us, helping us ensure that their expectations, concerns, and feedback are effectively understood and addressed. This structured approach enables us to maintain meaningful and responsive stakeholder relationships that support long-term value creation.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors / Shareholders	No	Annual General Meetings, Quarterly Results, Investor Presentations, Press Releases, Company Website, Annual Reports	As needed	Business updates Operational performance Legal compliance
Government and Drug Regulators	No	In-person Meetings, Email	As needed	Regulatory clarification Compliance with laws and amendments
Suppliers / Vendors / Third-party Manufacturers	No	Vendor Meetings (In-person and Virtual), Email, Telephone	Ongoing	Partner identification Sustainable procurement Quality assurance, Timely delivery and Compliance monitoring
Community and NGOs	No	Email , Telephone, Site Visits (primarily for CSR projects)	Ongoing	Community development CSR project execution Healthcare and education promotion
Customers / Consumers	No	Website Brochures Email Customer Events	As needed	Product information Usage guidance Query resolution
Employees	No	Internal Communication, Tools (Mailers, Intranet, Direct Communication)	As required	Business updates, Health & safety, Career development, Skill enhancement

LEADERSHIP INDICATORS

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

We prioritise a well-structured and ongoing consultation process between our stakeholders and the Board to ensure that key economic, environmental, and social issues are effectively identified and addressed. Through regular engagement sessions, we gather diverse perspectives and concerns, which are carefully documented and analysed. This feedback is then presented to the highest levels of governance, enabling the Board to make informed decisions and shape strategies that reflect stakeholder interests and promote sustainable business practices. Additionally, when consultation is delegated to specific committees or teams, their findings and insights are systematically reported back to the Board to maintain transparency and accountability throughout the process.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, at FDC, we actively use stakeholder consultation to identify and manage environmental and social topics. Through these consultations, we prioritize material ESG issues and subsequently develop strategies and action plans to address them effectively.

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

The Company actively engages with vulnerable and marginalized stakeholder groups through its Corporate Social Responsibility (CSR) initiatives by addressing their needs and concerns. These initiatives are aimed at creating a meaningful social impact and supporting the well-being and development of the communities it serves

Principle 5 Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

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

Particulars	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/workers covered (B)	Percentage (B/A)	Total (C)	No. of employees/workers covered (D)	Percentage (D/C)
Employees						
Permanent Employees	6883	6883	100	6647	6647	100
Other than Permanent Employees	0	0	0	0	0	0
Total Employees	6883	6883	100	6647	6647	100
Workers						
Permanent Workers	193	193	100	210	210	100
Other than Permanent Workers	0	0	0	118	118	100
Total Workers	193	193	100	328	328	100

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26 (Current FY)					FY 2024-25 (Previous FY)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	Percentage (B/A)	No (C)	Percentage (C/A)		No (E)	Percentage (E/D)	No (F)	Percentage (F/D)
Employees										
Permanent										
Male	6676	0	0	6676	100	6436	0	0	6436	100
Female	207	0	0	207	100	211	0	0	211	100
Total	6883	0	0	6883	100	6647	0	0	6647	100
Other than permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	192	0	0	192	100	209	0	0	209	100
Female	1	0	0	1	100	1	0	0	1	100
Total	193	0	0	193	100	210	0	0	210	100
Other than permanent										
Male	0	0	0	0	0	103	0	0	103	100
Female	0	0	0	0	0	15	0	0	15	100
Total	0	0	0	0	0	118	0	0	118	100

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

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (INR)	Number	Median remuneration/ salary/wages of respective category (INR)
Board of Directors (BoD)				
Key Managerial Personnel	10	19827884	3	1075000
Employees other than BoD & KMP	6671	396200	206	637160
Workers	192	731104	1	683892

*During FY 2025-26, the remuneration of CFO appointed during the year and the erstwhile CFO have both been taken into consideration for determining the median remuneration.

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	4.64%	4.87%

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

Yes

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

Yes, we have grievance redressal policy for internal stakeholders, it is applicable to all employees and workers to report grievance related to human rights issues.

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

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at Workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights issues	0	0	-	0	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

Category	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a percentage of female employees/workers	0	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:

The Company has implemented a Sexual Harassment Policy to address complaints related to discrimination and harassment. This policy applies to all employees and is supported by the formation of an Internal Complaints Committee for the Prevention of Sexual Harassment (POSH) in the workplace. Any employee ('Complainant') who reasonably believes they are being sexually harassed, either directly or indirectly, may file a complaint regarding the incident(s) with any member of the POSH committee. Complaints can be submitted in writing or via email to complaint.committee@fdcindia.com within three months of the occurrence of the incident.

9. Do human rights requirements form part of your business agreements and contracts?

Yes

10. Assessments for the year:

Name of the Assessment	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others	100

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

Not applicable, as no significant risks were identified.

LEADERSHIP INDICATORS

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

We have not received any human rights grievances or complaints in the reporting year.

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

We did not undertake any Human Rights due diligence during the reporting period.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. The Company's corporate office is accessible to differently abled visitors and is equipped with features such as wheelchair access and accessible restrooms, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. Similar accessibility features are available at the Company's own office premises, wherever applicable. Due to the specialised operational and safety requirements of manufacturing facilities, such infrastructure may not be available at certain manufacturing locations.

4. Details on assessment of value chain partners:

Human Rights Issue	Percentage of value chain partners (by value of business done with such partners) that were assessed
Child Labour	0%
Forced / Involuntary Labour	0%
Sexual Harassment	0%
Discrimination at Workplace	0%
Wages	0%

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

Not Applicable

 Principle 6 Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
From Renewable Sources			
Total Electricity Consumption (A)	GJ	11665.44	11091.04

Total Fuel Consumption (B)	GJ	71777.48	76806.33
Energy Consumption through other sources (C)	GJ	0	0
Total Energy Consumption from renewable sources (A+B+C)	GJ	83442.92	87897.37
From Non-Renewable Sources			
Total Electricity Consumption (D)	GJ	107977.38	110885.91
Total Fuel Consumption (E)	GJ	22070.93	20702.91
Energy Consumption through other sources (F)	GJ	0	0
Total Energy Consumption from non-renewable sources (D+E+F)	GJ	130048.31	131588.82
Total Energy Consumption (A+B+C+D+E+F)	GJ	213491.22	219486.19
Energy Intensity per million INR of turnover (Total energy consumption/Revenue from operations in rupees)	GJ/INR Crore	100.40	106.03
Energy Intensity per rupee of turnover adjusted for PPP (Total energy consumption/Revenue from operations adjusted for PPP)	GJ/USD	0.0002	0.000219
Energy Intensity in terms of physical output	GJ/Total Products	0.00041	0.00039

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

Not Applicable

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

Not Applicable. None of our API sites meet the energy threshold of 3,000 metric tons of oil equivalent in FY 2025-26.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Water Withdrawal by Source (in kilolitres)			
(i) Surface water	KL	0	0
(ii) Groundwater	KL	21522	25978
(iii) Third party water	KL	206865	280997.7
(iv) Seawater / desalinated water	KL	0	0
(v) Others (Rainwater storage)	KL	0	0
Total volume of Water Withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	228387	306975.7
Total volume of Water Consumption (in kilolitres)	KL	217339.59	269864.04
Water Intensity per rupee of turnover (Water consumed/Revenue from operations)	kl per million INR	102.21	130.36
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	GJ/million INR	0.000205	0.000269
Water Intensity in terms of physical output	KL/Total Products	0.000386	0.00048

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

Not Applicable

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment 0	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment 0	0	0
(iii) Into Seawater	0	0
- No treatment	0	0

Parameter	FY 2025-26	FY 2024-25
- With treatment – please specify level of treatment 0	0	0
(iv) Sent to third-parties	38406	37111.73
- No treatment	0	0
- With treatment – please specify level of treatment 0	38406	37111.73
(v) Others	33945	24620
- No treatment	0	0
- With treatment – please specify level of treatment 0	33945	24620
Total water discharged (in kilolitres)	72351	61731.73

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

Not Applicable

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

Yes, all our manufacturing sites follow a Zero Liquid Discharge mechanism, treating wastewater through primary, secondary and tertiary stages. At Baddi, Roha and Waluj, treated water is sent to the Common Effluent Treatment Plant as per local regulations. As Roha facility being an API plant, in addition to the above-mentioned treatment, advanced tertiary treatment technology ROME is being used for maintaining stringent treated water quality).

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Tons	7.10	8.37
SOx	Tons	2.78	2.06
Particulate matter (PM)	Tons	11.25	10.68
Persistent organic pollutants (POP)	Tons	0	0
Volatile organic compounds (VOC)	Tons	0.06	0
Hazardous air pollutants (HAP)	Tons	0.001	0
Others – please specify	Tons	0	1.28

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

Not Applicable

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) – excluding Biogenic Emissions)	tCO ₂ e	1652.30	1964.00
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) – including Biogenic Emissions	tCO ₂ e	8976.85	9797.17
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	21295.53	22392.79
Total Scope 1 and Scope 2 Emissions (excluding Biogenic emission)	tCO ₂ e	22947.83	24356.79
Total Scope 1 and Scope 2 Emissions (including Biogenic emission)	tCO ₂ e	30272.38	32189.96
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) – including Biogenic Emissions	tCO ₂ e/INR	14.44	15.55
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e/USD	0.00003	0.000032
Total Scope 1 and Scope 2 Emissions Intensity in terms of physical output (excluding Biogenic Emission)	tCO ₂ e/Total Products Produced	0.00004	0.00004
Total Scope 1 and Scope 2 Emissions Intensity in terms of physical output (including Biogenic Emission)	tCO ₂ e/Total Products Produced	0.00005	0.00006
Total Scope 1 and Scope 2 Emissions Intensity (optional) – the relevant metric may be selected by the entity	-	0	0

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

Not Applicable

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

Yes, we are committed to reducing greenhouse gas emissions through adoption of renewable energy and implementation of energy efficiency initiatives across our facilities. During the reporting period, the Company enhanced its rooftop solar power capacity from 2.5 MWp to 3.3 MWp. The rooftop solar installations generated approximately 33.89 lakh kWh of renewable energy during the year, contributing to an estimated avoidance of around 2,500 tCO₂e greenhouse gas emissions.

9. Provide details related to waste management by the entity:

Parameter	FY 2025-26	FY 2024-25
Total Waste Generated (in Metric Tonnes)		
Plastics (A)	547.57	277.55
E-Waste (B)	0.34	0
Bio-Medical Waste (C)	4.41	1.16
Construction and Demolition Waste (D)	30.59	54.43
Battery Waste (E)	0.26	0
Radioactive Waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1208.02	1,177.16
ETP Sludge	58.79	21.36
Process Waste	367.54	346.44
Used Oil	0.39	0.61
Chemical Sludge	58.21	50.66
MEE Sludge	18.61	73.31
Spent Solvent	420.76	396.81
Spent Cupric Layer	174.06	170.05
Discarded Containers	16.15	37.66
TMSI Layer	15.24	14.15
Distillation Residue	12.05	18.37
Expired Product	4.66	0.91
Simly LBW	25.47	18.33
Foil Scrap	28.83	28.24
Off Specification Product	7.26	0.16
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	852.39	810.67
Paper Waste	150.35	358.80
Glass Bottle	26.59	32.42
MS Scrap	44.76	75.64
SS Scrap	0.35	0.56
Corrugated Box	59.16	3.24
Aluminium Scrap	2.96	1.48
Wood	12.95	4.34
Boiler Ash	555.28	334.17
Total (A+B+C+D+E+F+G+H)	2643.59	2,320.96
Waste intensity per rupee of turnover (Total waste consumed/Revenue from operations)	1.24	1.12
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.000002	0.000002
Waste intensity in terms of physical output (MT/Total Products Produced)	0.000005	0.000004
Waste Recovered through Recycling, Re-using or Other Recovery Operations		
(i) Recycled	1431.69	1066.47
Plastic waste	547.57	277.45
E-waste	0.34	0
Other Hazardous waste. Please specify if any	31.39	51.81
Discarded Containers	16.15	37.66
TMSI Layer	15.24	14.15
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	852.39	737.11
Paper waste	150.35	290.44
Glass Bottle	26.59	32.42
MS Scrap	44.76	70.44
SS Scrap	0.35	0.56
Corrugated Box	59.16	3.23
Aluminium Scrap	2.96	1.48

Parameter	FY 2025-26	FY 2024-25
Wood	12.95	4.34
Boiler Ash	555.28	334.19
(ii) Re-used	0	0
Other Hazardous waste	0	0
(iii) Other recovery operations – Coprocessing	594.82	566.86
Other Hazardous waste. Please specify if any	594.82	0
ETP Sludge	0	9.12
Spent Solvent	420.76	396.81
Spent Cupric Layer	174.06	170.05
Total	2026.51	1,633.33
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	586.22	568.76
Bio-medical waste	4.41	1.16
ETP Sludge	58.79	21.40
Process Waste	367.54	346.47
Used Oil	0.39	9.73
Chemical Sludge	58.21	50.66
MEE Sludge	18.61	73.31
Spent Solvent	0	0
Distillation Residue	12.05	18.37
Expired Product	4.66	0.91
Simly lbw	25.47	18.33
Foil Scrap	28.83	28.65
Off Specification Product	7.26	0.15
(ii) Landfilling	630.63	59.64
Construction and Demolition waste	30.59	54.43
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	600.04	5.21
MS Scrap	44.76	5.21
Boiler Ash	555.28	0
(iii) Other Disposal Operations	150.35	68.36
Paper Waste	150.35	68.36
Total Disposed	1367.20	696.75

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

Not Applicable

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your product and processes and the practices adopted to manage such wastes.

FDC India has established effective operational waste management practices, including the safe transfer of waste from its Effluent Treatment Plant (ETP) and manufacturing processes to authorized Common Hazardous Waste Treatment, Storage, and Disposal Facilities (CHWTSDF). All manufacturing sites are equipped with fully operational ETPs and Sewage Treatment Plants (STPs), ensuring that discharge water consistently complies with State Pollution Control Board standards. Additionally, the company responsibly disposes of e-waste and Battery waste through certified vendors, who provide disposal certificates upon successful completion of the process.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
1		Manufacturing	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain.(Yes / No)	Relevant Web link
Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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

Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable	Not Applicable	Not Applicable	Not Applicable

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)

For each facility/plant located in areas of water stress, provide the following information:

- (i) **Name of the area:** Goa
- (ii) **Nature of operations:** Manufacturing
- (iii) **Water withdrawal, consumption and discharge in the following format:** 0

Parameter	FY 2025-26	FY 2024-25
Water Withdrawal by Source (in kilolitres)		
(i) Surface Water	0	0
(ii) Groundwater	21522	25978
(iii) Third Party Water	268168.59	280997.7
(iv) Seawater / Desalinated Water	0	0
(v) Others	0	0
Total Volume of Water Withdrawal (in kilolitres)	289690.59	306975.70
Total Volume of Water Consumption (in kilolitres)	217339.59	269864.04
Water Intensity per Rupee of Turnover (Water Consumed / Turnover)	102.21	130.36
Water intensity (optional) – the relevant metric may be selected by the entity	0.000386	0.000436
Water Discharge by Destination and Level of Treatment (in kilolitres)		
(i) Into Surface water – Total	0	0
– No treatment	0	0
– With treatment – please specify level of treatment 0	0	0
(ii) Into Groundwater – Total	0	0
– No treatment	0	0
– With treatment – please specify level of treatment 0	0	0
(iii) Into Seawater – Total	0	0
– No treatment	0	0
– With treatment – please specify level of treatment 0	0	0
(iv) Sent to third parties – Total	38406	37111.73
– No treatment	0	0
– With treatment – please specify level of treatment 0	38406	37111.73
(v) Others	33945	24620
– No treatment	0	0
– With treatment – please specify level of treatment 0	33945	24620
Total Water Discharged	72351	61731.73

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

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	FDC is currently in the process of conducting GHG Inventorisation for all relevant Scope 3 emission categories.	
Total Scope 3 Emissions per rupee of turnover	tCO ₂ e		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/INR		

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

Response: Not Applicable

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Our Goa facilities come under the Goa Coastal Regulation Zone. We have conducted environmental impact assessment study, and no significant biodiversity impact was identified.

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

Sr. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1	Rooftop PV Solar System	PV Solar system with a total capacity of 2.5 MWp has been installed across the FDC Limited Group.	Generation and utilization of green energy resources, thereby reducing carbon emissions.
2	Use of Green Fuel for Boilers	Agro-waste based fuel is used for boilers as a primary fuel.	Utilization of green energy resources, thereby reducing carbon emissions.
3	Insulated Roofing	Most roofs are sandwiched Rockwool insulated to achieve a temperature gradient of 8–10°C.	Maintaining ambient conditions below 30°C without air conditioning, resulting in electricity savings.
4	Waste Water Recycling	a. ETP/STP treated water is used for toilet flushing. b. RO reject from process WTP is used for toilet flushing.	Reduction in source water requirement and efficient use of wastewater.
5	Use of LED Lightings	For new projects LED lights are used, and existing CFL/FTL/MVL/SVL lights are replaced with LED lights.	Reduction in electricity consumption.
6	Selection of En-ergy Efficient Equipment	Utility equipment such as HVAC chillers, air compressors, boilers, fans, pumps and motors are selected based on energy efficiency.	Reduction in electricity and fuel consumption due to efficient design and minimal losses.
7	Cyclone Separator	Cyclone separator used to separate solid particulate matter from boiler flue gases.	Maximizes air filtration of boiler flue gases and reduces environmental pollution.
8	DAF	Dissolved Air Flotation unit separates emulsified materials such as oil, grease and ghee.	Produces clear effluent suitable for further ETP treatment.
9	Dust Collector	Dust collector separates and collects dust generated during manufacturing and filling processes.	Reduced dust levels in product manufacturing and filling areas.
10	Wet Scrubbers	Wet scrubbers are used to scrub fumes and dust generated from process equipment.	Exhausting cleaner air into the atmosphere.

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

FDC understands the critical importance of a Business Continuity Plan (BCP) to ensure smooth business operations, especially during challenging situations. We prioritize business continuity from the perspectives of both operational sustainability and employee welfare. Currently, we have established and implemented an on-site emergency preparedness plan across all operational facilities. Additionally, we are in the process of developing a comprehensive Business Continuity and Disaster Management Plan covering other operational aspects, which is currently under review and in the finalization stage.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

We have sent questionnaires to the selected vendors for the value chain assessment.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impact.

We have procured software for the value chain assessment, which will be utilized for monitoring purposes during FY 2026–27.

Principle 7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

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

We are a member of four trade associations.

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to:

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Indian Drug Manufacturers Association (IDMA)	National
2.	Bombay Chamber of Commerce & Industry	State
3.	Pharmaceutical Export Promotion Council of India	National
4.	Federation of Pharma Entrepreneurs ("FOPE")	National

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

During FY 2025–26, the Company did not face any proceedings or cases relating to anti-competitive conduct.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

Public policy advocated	Method resorted for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly/Other-Please Specify)	Web Link, if available
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At present, we have not undertaken any public policy advocacy activities. However, we remain committed to engaging in constructive dialogue with relevant stakeholders as and when appropriate.

Principle 8 Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws:

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain? (Yes/No)	Relevant Web link
Not Applicable					

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

Name of Project	State	District	No. of Project Affected Families (PAFs)	Amounts paid to PAFs	No. of families who have received R&R benefits
Not Applicable					

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

We engage with community members through both email and in-person meetings, providing accessible and effective channels of communication. These interactions enable us to promptly receive, assess, and address community grievances, fostering transparency, responsiveness, and stronger stakeholder relationships.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particular	FY 2025-26	FY 2024-25
Directly sourced from MSMEs / Small producers	33.56%	21.69%
Directly from within India	96.54%	95.43%

5. Job creation in smaller towns – Disclose wages paid to persons employed in the following locations, as percentage of total wage cost:

Location	FY 2025-26	FY 2024-25
Rural	0%	0%
Semi-urban	10.02%	9.67%
Urban	8.93%	8.82%
Metropolitan	81.05%	81.51%

LEADERSHIP INDICATORS

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

Details of Negative Social Impact	Corrective Action Taken
-	0

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

State	District	Total Actual CSR Expense
0	0	0

3. (a). Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)
0
- (b). From which marginalized/vulnerable groups do you procure?
0
- (c). What percentage of total procurement (by value) does it constitute?
0
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

Intellectual Property	Owned /Acquired	Benefit Shared	Basis of Calculation
Not Applicable			

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of Authority	Brief of Case	Corrective Action Taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of Persons Benefited from CSR Projects	Percentage of Beneficiaries from Vulnerable and Marginalised Group
1.	Empowering Children Through Education	903	100%
2.	Transforming Lives Through Sports	855	100%
3.	Rehabilitation & Recovery Support for street youth indulged in drug consumption	1824	100%
4.	Nourishing Recovery, Strengthening Cancer Care	24789	100%
5.	Creating Opportunities for Persons with Disabilities through Vocational Training	85	100%
6.	Nutritional Support Programme for School Students	521	100%
7.	Embracing Diversity, Advancing Inclusion through Skills Development	180	100%
8.	Advancing Medical Care, Disability Inclusion and Emergency Healthcare	4054	100%
9.	Promoting Dignity and Well-being for Senior Citizens	136	100%
10.	Expanding Opportunities for Children with Special Needs	67	100%

Principle 9

Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

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

We have established a robust consumer grievance redressal mechanism to facilitate the prompt and effective resolution of complaints relating to product quality, adverse events, and other product-related concerns. We ensure that consumer grievances are appropriately recorded, assessed, and addressed through defined processes, with a focus on timely resolution and continuous improvement. Consumers can report adverse events through our website, toll-free number 1800 266 9347, or email at drug.safety@fdcindia.com.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	0
Safe and responsible usage	100
Recycling and/or safe disposal	7

3. Number of consumer complaints in respect of the following:

Particulars	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	—	—	—	—	—	—
Advertising	—	—	—	—	—	—
Cybersecurity	—	—	—	—	—	—
Delivery of essential services	—	—	—	—	—	—
Restrictive Trade Practices	—	—	—	—	—	—
Unfair Trade Practices	—	—	—	—	—	—
Others	269	14	—	313	12	—

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

	Number	Reasons for Recall
Voluntary Recalls	4	1. OOT result reported for Assay test for Ziram 5 and Ziram 2.5 during long term stability study (Condition 30°C/75%RH). 2. There are reports of adverse event after administration of Vitcofol-FCM. 3. The patients are unable to get the solution out of the bottle as the spike of the cap was lodged in the nozzle of the product bottle for Timolol Maleate Ophthalmic Solution USP, 0.5%, 10mL. 4. The patients are unable to get the solution out of the bottle as the spike of the cap was lodged in the nozzle of the product bottle for Timolol Maleate Ophthalmic Solution USP, 0.5%, 5mL.
Forced Recalls	0	Not Applicable

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

0

b. Percentage of data breaches involving personally identifiable information of customers

0

c. Impact, if any, of the data breaches

Not Applicable

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

Information about our products and services is available on our official website and other digital platforms. Stakeholders can access comprehensive details through our website: www.fdcindia.com

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

The information label on each product provides consumers with essential details, including safe usage instructions, ingredient sourcing, composition, mechanism of action, potential interactions, side effects, and guidance on proper storage conditions, along with other important information.

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

In accordance with the guidelines of the National Pharmaceutical Pricing Authority (NPPA), we inform consumers of any risk of disruption or discontinuation of essential services by issuing a public notice regarding the discontinuation of any scheduled formulation.

4. 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 products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No