

## Annexure A

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

Sr. No.	Particulars	FY 2023-2024
1	Corporate Identity Number (CIN) of the Listed Entity	L24239MH1940PLC003176
2	Name of the Listed Entity	<b>FDC Limited</b>
3	Year of incorporation	1940
4	Registered office address	B-8 MIDC Industrial Area Waluj- 431 136, District-Chhatrapati Sambhaji Nagar (Aurangabad), Maharashtra
5	Corporate address	C-3 SKYVISTAS, Near Versova Police Station 106A, J.P. Road, Andheri (West), Mumbai MH 400053
6	E-mail	<a href="mailto:investors@fdcindia.com">investors@fdcindia.com</a>
7	Telephone	+91 (22) 2673 9215
8	Website	<a href="http://www.fdcindia.com/">http://www.fdcindia.com/</a>
9	Financial year for which reporting is being done	April 01, 2023 to March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange Limited India BSE Ltd.
11	Paid-up Capital	₹ 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	Ms. Varsharani Katre (Company Secretary & Compliance Officer) Email: <a href="mailto:varsharani.katre@fdcindia.com">varsharani.katre@fdcindia.com</a> Tel. No.: +91 (22) 2673 9205
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	NA
15	Type of assurance obtained	NA

#### II. Products/services

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

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

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

Sr. No.	Product / Service	NIC Code	% 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 of the entity are situated:

Location	Number of plants	Number of offices	Total
National	9	19	28
International	0	2	2

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	40+ countries

b. What is the contribution of exports as a percentage of the total turnover of the entity? 10%

c. A brief on types of customers

The external stakeholders are made up of wholesalers, suppliers, customers, employees and the government institutions.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	6427	6205	96.55%	222	3.45%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total employees (D + E)</b>	<b>6427</b>	<b>6205</b>	<b>96.55%</b>	<b>222</b>	<b>3.45%</b>
<b>WORKERS</b>						
4.	Permanent (F)	232	231	99.57%	1	0.43%
5.	Other than Permanent (G)	118	104	88.14%	14	11.86%
6.	<b>Total workers (F+G)</b>	<b>350</b>	<b>335</b>	<b>95.72%</b>	<b>15</b>	<b>4.28%</b>

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	4	4	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	<b>Total differently abled workers (F + G)</b>	<b>4</b>	<b>4</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

## 21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	3	25%
Key Management Personnel	2	1	50%

## 22. Turnover rate for permanent employees and workers

Particulars	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	43.17%	18.94%	42.34%	41.37%	26.23%	40.84%	38.48%	22.90%	37.90%
Permanent Workers	7%	0%	5%	7.28%	0%	7.03%	3.61%	0%	3.60%

## 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 (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1.	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. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): Yes

(ii) Turnover (₹ in Lacs): 1,91,618.70

(iii) Net worth (₹ in Lacs): 2,09,720.10

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	-	-	-
Shareholders	Yes	0	0	-	2	-	-
Employees and workers	Yes	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes	335	9	(Investigations completed and awaiting for closure)	281	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)							

**\* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)**

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	<a href="https://www.fdcindia.com/corporate-governance#Policies">https://www.fdcindia.com/corporate-governance#Policies</a>
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	
Other (please specify)	

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

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

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 Carbon Emissions	R	1. To ensure the business run socially, economically and ecologically by complying with applicable laws and regulations & taking proactive measures and steps to maintain ecological balance.	1. We are vigilant of the emerging situation and are acting in a manner so as to change this narrative. 2. The organisation aims to build the resilience of our organisation to climate risks while realising the opportunities of transitioning to a low carbon future for the pharmaceutical sector.	Negative

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)
			2. Increasing the greenhouse effect & global warming due to emission of carbon dioxide by burning fossil fuel, cutting down green tree.	As waste is one of the key sources of methane emissions our waste management strategy also contributes to climate change mitigation and maintaining air quality.  3. We have eco – efficient biomass briquette fired steam boilers at Sinnar, Roha, Waluj & Goa-3 plants & we are using them as Primary source of steam.  4. It not only restricts the emissions of our operations, but also achieves the objective of generating earning opportunities for the local people.  5. PV Solar system of approx. capacity 2.5 MWp is installed all over the roof of manufacturing plants & depots for energy conservation & reduction in carbon emissions.	
2.	Air and water pollution	R	1. Polluted air may circulate in environment due to installation of energy deficient system.  2. Improper waste management system may produce polluted water and waste.  3. No use of reproducible water and consumption of water system.  4. No availability of waste decomposition and effluent treatment plants to deposit hazardous waste.	1. Installation of energy efficient equipment, such as Dry Scrubber, Variable Speed Drive (VSD) air compressor and Air Handling Unit (AHU).  2. Exhaust HEPA filters were installed to required Air Handling Unit (AHU).  3. Installation of Dry or Wet scrubbers to air emission equipments.  4. We recognise water-stress as an imminent environmental risk with catastrophic implications. We monitor the water footprint of our manufacturing processes towards minimising our reliance on fresh water sources.	Negative

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)
				<ol style="list-style-type: none"> <li>5. We employ the 4R principle of reduce, reuse, recycle and recharge in our water conservation endeavours. We have established stringent water consumption reduction KPIs across all our manufacturing facilities.</li> <li>6. Regular investments are made for process improvements as well as up gradation of effluent treatment plants. With the latest equipment installed for recycling of the treated effluent, we have achieved the status of zero liquid discharge at our Roha facility.</li> <li>7. We have well-documented SOPs for effective waste management which are executed and monitored on a continuous basis. Several initiatives are taken to reduce the production of waste by minimising wastewater as and when possible.</li> </ol>	
3.	Biodiversity	R	<ol style="list-style-type: none"> <li>1. Facility unable to reduce the consumption of energy.</li> <li>2. Facility unable to produce greenery and plantation surrounding factory premises.</li> <li>3. No availability of energy efficient system, recovery of condensate and electricity saving devices.</li> </ol>	<ol style="list-style-type: none"> <li>1. A host of initiatives were undertaken to reduce the consumption of energy in our processes. This was achieved through optimising the systems at various points, some of which are:               <ol style="list-style-type: none"> <li>I. Enhancement of plantation in factory premises to reduce air pollution.</li> <li>II. Most of the utility equipment such as HVAC Chillers, Air compressors, boilers, fans, pumps, motors installed are energy efficient</li> <li>III. Steam condensate recovery system and its utilization as boiler feed water.</li> <li>IV. CFL lamps are replaced with LED bulbs in a phased manner.</li> </ol> </li> </ol>	Negative

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)
				V. PV solar system is installed which have produced approx. 32.70 Lacs of units with approx. savings of ₹ 1.21 Crores. for the FY 2023-24	
4.	Deforestation	R	<ol style="list-style-type: none"> <li>1. The key factor of quality air is green cover surrounding pharmaceutical factory.</li> <li>2. Almost of factory area built-up with cement and concrete may impact to produce polluted air to environment.</li> </ol>	<ol style="list-style-type: none"> <li>1. We conduct tree plantation drives to plant trees and contribute to increasing the green cover.</li> <li>2. Around 1000 Teak wood trees are planted within factory premises.</li> <li>3. Around 25 - 30% area of our factory premises is covered with green corridor.</li> </ol>	Negative
5.	Energy Efficiency	R	<ol style="list-style-type: none"> <li>1. No ambition and scaling up production to use energy consumption and to enhance energy efficiency.</li> </ol>	<ol style="list-style-type: none"> <li>1. As we have been expanding our operations and scaling up production. We use specific energy consumption as an indicator of the energy intensity of our operations.</li> <li>2. We have taken a myriad of measures to enhance energy efficiency at the operational level which has translated to an overall reduction in the energy intensity of our operations. This achievement has served as an impetus to set more ambitious targets for energy efficiency.</li> </ol>	Negative
6.	Waste Scarcity	R	<ol style="list-style-type: none"> <li>1. Use of water without any stress.</li> <li>2. No awareness about 3R principles.</li> <li>3. Rainwater to be drained without any reliance.</li> <li>4. No reproducible water system and consumption of water</li> </ol>	<ol style="list-style-type: none"> <li>1. Water stress has been projected to increase in the times to come. We recognise our reliance on water and the scarcity of the resource. We are hence committed to conserve water to ensure enough water can be channelized to the people who need it the most. We believe optimising water usage is also crucial to build resilience in our operations to periods of water stress.</li> </ol>	Negative

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)
				2. We are putting forth dedicated efforts to ensure water usage minimisation in our operations and abide by the 4R principle (Reduce, Reuse, Recycle and Recharge). We have rolled out various initiatives to ensure the conservation of water such as: <ol style="list-style-type: none"> <li>I. Rainwater harvesting.</li> <li>II. Ground water recharging system.</li> <li>III. Effluent treatment/ recycling facilities.</li> <li>IV. High-pressure water cleaning system.</li> <li>V. Condensate recovery system.</li> </ol>	

## 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.

Sr. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No/NA)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	<a href="https://www.fdcindia.com/corporate-governance#Policies">https://www.fdcindia.com/corporate-governance#Policies</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has received the following certifications: Waluj Plant: Major approvals are USFDA, 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 Plants: PIC/S Malaysia, US-FDA.								

Sr. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.									
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
<b>Governance, leadership and oversight</b>										
7.	<b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b>									
8.	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>									
9.	<b>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). If Yes please provide details</b>									

10. Details of Review of NGRBCs by the Company

Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	a. Performance against above policies and follow up action																	
b. Description of other committee for performance against above policies and follow up action																		
c. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances																		
d. Description of other committee for compliance with statutory requirements of relevance to the principles and rectification																		

11.	<b>Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).</b>	No
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12. Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)						NA			
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### 1 PRINCIPLE

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

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Generative - Artificial Intelligence	8.3%
Key Managerial Personnel	1	Generative - Artificial Intelligence	50%
Employees other than BOD and KMPs	22	Leadership & Soft Skill 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, I-Coach, I-Rise, I-Lead, Synergy, QSP	100%
Workers	3	Occupational health & safety Prevention of sexual Harassment Fire Fighting	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

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No) Yes

If Yes, provide details in brief

Our Code of Conduct adheres to all relevant laws and regulations, including those related to anti-bribery and anti-corruption. It strictly prohibits directors, senior management, and employees from engaging in any form of corrupt activities. This includes offering, giving, promising, requesting, or accepting payments or other benefits—whether in cash, services, valuables, or any other form—to facilitate administrative, bureaucratic, or other formalities. These prohibitions apply to interactions with individuals or organizations, including governments, local authorities, government officials, private companies, and their representatives, whether directly or indirectly.

If Yes, Provide a web link to the policy, if available -Web link anti corruption or anti bribery policy is place [https://www.fdcindia.com/pdf/policies/Code\\_of\\_Conduct\\_of\\_FDC\\_Limited.pdf](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:

Particular	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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.

NA

8. Number of days of accounts payables in the following format:

Particular	FY 2023-24	FY 2022-23
Number of days of accounts payables	104	100

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 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	33.21%	31.55%
	b. Number of trading houses where purchases are made from	72	84
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	85.27%	79.95%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	90.2%	90.4%
	b. Number of dealers / distributors to whom sales are made	2,529	2,450
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4.2%	4.4%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0.5%	0.5%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.3%	85%
	d. Investments	2.6%	0%

### Leadership Indicators

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

If Yes, provide details of the same.

Company's Code of Conduct expects all its directors to avoid any activity that may create a conflict with the best interests of the Company. Annually Directors are required to disclose to the Company that they abide by the Code of Conduct. <https://www.fdcindia.com/corporate-governance#Policies>

## 2 PRINCIPLE

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

### 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.		FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
1	R&D	-	-	1. Enhancements to the ETPs: Upgrades have been made to increase the plant efficiency.
2	Capex	0.67%	0.50%	2. Replacement of Dust Collectors: New dust collectors have been installed to efficiently remove and collect product dust particulates. This improvement enhances human safety, equipment performance, air quality and overall environmental conditions.

- 2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
 b. If yes, what percentage of inputs were sourced sustainably?

Yes

The Company has a well-established Vendor Development procedure. Materials are sourced both locally and internationally from approved vendors, who undergo regular audits by the Company. Additionally, we are actively assessing our key vendors based on various criteria, including human rights, social impact, safety, and environmental practices.

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)	Plastic waste is managed in accordance with the Company's Extended Producer Responsibility (EPR) obligations. As EPR applies to our operations, the Company collaborates with approved third-party recyclers to collect and recycle an equivalent amount of waste plastic from each state where our products are sold
(b) E-waste	Not Applicable
(c) Hazardous waste	In the event of expired medicines or damaged products resulting from improper handling, our company adheres to a strict and comprehensive recall process. This process includes the retrieval of the affected products, and the appropriate handling and destruction of the returned items to ensure safety and compliance.
(d) other waste.	Not Applicable

4. a Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No) Yes

- b If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Extended Producer Responsibility (EPR) applies to FDC Limited. We are currently in the process of registering our EPR plan, which will be submitted to the Pollution Control Board. FDC Limited recognizes the importance of responsible waste management and its environmental impact. As a pharmaceutical company, we take this responsibility seriously, and our EPR registration underscores our commitment to ecological preservation and social responsibility.

- c If not, provide steps taken to address the same

NA

**3**  
PRINCIPLE

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

**Essential Indicators**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	6205	6205	100%	6205	100%	NA	NA	0	0%	0	0%
Female	222	222	100%	222	100%	222	100%	0	0%	0	0%
<b>Total</b>	<b>6427</b>	<b>6427</b>	<b>100%</b>	<b>6427</b>	<b>100%</b>	<b>222</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent employees</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	231	231	100%	231	100%	NA	NA	0	0%	0	0%
Female	1	1	100%	1	100%	0	0%	0	0%	0	0%
<b>Total</b>	<b>232</b>	<b>232</b>	<b>100%</b>	<b>232</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent workers</b>											
Male	104	0	0%	0	0%	0	0%	0	0%	0	0%
Female	14	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>118</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.16%	0.17%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Y
Gratuity	100%	100%	Yes	100%	100%	Y
ESI	22.96%	9.91%	Yes	32.25%	5.80%	Y
Others – please specify	-	-	-	-	-	-

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

Yes Plants and Corporate office of the Company have lifts for easy movement of differently abled people.

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 <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		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0%	0%	0%	0%
Female	100%	12.50%	0%	0%
<b>Total</b>	<b>100%</b>	<b>12.50%</b>	<b>0%</b>	<b>0%</b>

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

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	The Company has a mechanism to receive and redress grievances.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C.)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	6205	0	0%	5956	0	0%
Female	222	0	0%	209	0	0%
<b>Total Permanent Workers</b>						
Male	231	231	100%	206	202	98.06%
Female	1	1	100%	1	1	100%

8. Details of training given to employees and workers:

Category	2023-24					2022-23				
	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)
<b>Employees</b>										
Male	6205	6205	100%	6205	100%	5956	5956	100%	5956	100%
Female	222	222	100%	222	100%	209	209	100%	209	100%
<b>Total</b>	<b>6427</b>	<b>6427</b>	<b>100%</b>	<b>6427</b>	<b>100%</b>	<b>6165</b>	<b>6165</b>	<b>100%</b>	<b>6165</b>	<b>100%</b>
<b>Workers</b>										
Male	231	231	100%	231	100%	206	206	100%	206	100%
Female	1	1	100%	1	100%	1	1	100%	1	100%
<b>Total</b>	<b>232</b>	<b>232</b>	<b>100%</b>	<b>232</b>	<b>100%</b>	<b>207</b>	<b>207</b>	<b>100%</b>	<b>207</b>	<b>100%</b>

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	6205	4200	67.69%	5956	4677	78.53%
Female	222	185	83.33%	209	186	89%
<b>Total</b>	<b>6427</b>	<b>4385</b>	<b>68.23%</b>	<b>6165</b>	<b>4863</b>	<b>78.88%</b>
<b>Workers</b>						
Male	231	231	100%	206	206	100%
Female	1	1	100%	1	1	100%
<b>Total</b>	<b>232</b>	<b>232</b>	<b>100%</b>	<b>207</b>	<b>207</b>	<b>100%</b>

## 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 systems?

Yes, To ensure the health and safety of our employees, FDC has implemented a comprehensive Occupational Safety and Health Management System (OSHMS). This system includes fully equipped Occupational Health Centers (OHC) at all our Goa locations, along with an ambulance/vehicle for emergency medical transport. Additionally, a Factory Medical Officer (FMO) regularly visits our plants, and a full-time paramedical nurse is stationed on-site. This dedicated team of professionals is committed to providing our employees with the highest level of care.

### 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 to ensure full compliance with the Factories Act. These audits encompass a wide range of safety aspects, including Occupational Health and Safety (OHS), Electrical Safety, and Hazard Identification and Risk Assessment (HIRA). Following the audits, we meticulously address all suggestions and observations to ensure that our safety practices meet the highest standards. Additionally, we update our emergency evacuation plans as needed based on the audit findings, reinforcing our commitment to maintaining a safe and secure work environment.

### c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks? (Yes/ No)

Yes, Employees and workers can report work related hazard to their respective Unit Head or HR to which corrective and preventive actions shall be taken.

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

Yes, Employees have access to a range of non-occupational medical and healthcare services. For minor cuts, injuries, or non-occupational illnesses, first aid kits are readily available on-site, stocked with essential supplies, including basic medications. Eligible employees and workers receive benefits under the Employees' State Insurance (ESI) Act, ensuring coverage for medical care, sickness, maternity, and more. Additionally, employees are provided with medical insurance based on their eligibility, offering further protection and peace of mind. These provisions underscore our commitment to the well-being and health of our workforce.

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

Safety Incident /Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
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

\*Including in the contract workforce

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

We have implemented comprehensive health and safety policies that demonstrate our commitment to maintaining a safe work environment. Regular risk assessments are carried out to identify and address potential workplace hazards. Employees receive extensive training on safety protocols, covering proper equipment use, emergency response procedures, and the safe handling of chemicals. We actively encourage employees to promptly report any safety concerns or incidents. Regular reviews of safety practices and incident reports are conducted to continuously identify areas for improvement and enhance workplace safety.

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

Category	FY 2023-24			FY 2022-23		
	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	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

**14. Assessment for the year:**

Safety Incident /Number	% 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.**

NA

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) **Employees (Y/N)** Yes

(B) **Workers (Y/N)** Yes

**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/ NA)**

Yes

**5. Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
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.**

NA

## 4 PRINCIPLE

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

#### Essential Indicators

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

Any individual, group, or institution that contributes value to the Company's business chain is recognized as a core stakeholder. We understand that our success is closely tied to the relationships we maintain with these stakeholders, and we are committed to fostering open, transparent, and mutually beneficial interactions. Our stakeholder engagement encompasses a broad spectrum of groups, including employees, shareholders, suppliers, customers, healthcare professionals, regulators, government agencies, drug regulators, communities, NGOs, and others.

We engage with each group to understand their needs, expectations, and concerns, ensuring that our business practices align with the interests of all parties involved. This includes regular communication, consultations, and collaborations aimed at driving continuous improvement in our operations. By nurturing these relationships, we aim to create long-term value, not only for our Company but for all those connected to our business ecosystem

#### 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	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investor/ Shareholder	No	1. Annual General Meeting 2. Quarterly Result 3. Investor presentations 4. Press Release 5. Company Website 6. Annual Report	Need Based	Provide update on business operations and performance, and compliance with laws
Government and Drug Regulators	No	In-person meetings, E-mail	Need Based	Seek clarification on various regulations and amendments, ensuring enhanced compliance with relevant laws and regulations
Supplier/vendor/ third party manufacturer	No	Physical and Virtual Vendor meets, e-mail, telephonically	Ongoing	Identification and evaluate the appropriate partners to enable our growth agenda, Ensuring compliance, sustainable procurement practices, Product Quality, Timely delivery.
Community & NGO	Yes	Virtual modes such as e-mail, telephonically, Site visit mainly for CSR project.	Ongoing	Supporting communities for social upliftment, Promoting healthcare, education etc. under CSR initiative.
Customers/ Consumers	No	Website and Brochures, E-mail, customer events	Need based	Respond to the queries, explain the product and its usage and impact
Employees	No	Direct & other communication mechanisms including mailers, Intranet.	As required	Business performance, Health and Safety Awareness, career opportunities and personal development, skill upgradation for personal and professional growth.

**5**  
PRINCIPLE

**Businesses should respect and promote human rights.**

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

**Essential Indicators**

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

Benefits	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	6427	6427	100%	6165	6165	100%
Other than permanent	0	0	0%	0	0	0%
<b>Total Employees</b>	<b>6427</b>	<b>6427</b>	<b>100%</b>	<b>6165</b>	<b>6165</b>	<b>100%</b>
<b>Workers</b>						
Permanent	232	232	100%	207	207	100%
Other than permanent	118	118	100%	80	80	100%
<b>Total Workers</b>	<b>350</b>	<b>350</b>	<b>100%</b>	<b>287</b>	<b>287</b>	<b>100%</b>

2. Details of minimum wages paid to employees and workers

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	6205	0	0%	6205	100%	5956	0	0%	5956	100%
Female	222	0	0%	222	100%	209	0	0%	209	100%
<b>Total</b>	<b>6427</b>	<b>0</b>	<b>0%</b>	<b>6427</b>	<b>100%</b>	<b>6165</b>	<b>0</b>	<b>0%</b>	<b>6165</b>	<b>100%</b>
<b>Other than permanent</b>										
Male	0	0	0%	0	0%	-	-	-	-	-
Female	0	0	0%	0	0%	-	-	-	-	-
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Workers</b>										
<b>Permanent</b>										
Male	231	0	0%	231	100%	206	0	0%	206	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
<b>Total</b>	<b>231</b>	<b>0</b>	<b>0%</b>	<b>231</b>	<b>100%</b>	<b>207</b>	<b>0</b>	<b>0%</b>	<b>207</b>	<b>100%</b>
<b>Other than permanent</b>										
Male	104	0	0%	104	100%	75	0	0%	75	100%
Female	14	0	0%	14	100%	5	0	0%	5	100%
<b>Total</b>	<b>118</b>	<b>0</b>	<b>0%</b>	<b>118</b>	<b>100%</b>	<b>80</b>	<b>0</b>	<b>0%</b>	<b>80</b>	<b>100%</b>

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	2,53,50,000	3	0
Key Managerial Personnel	1	1,93,10,000	1	56,31,000
Employees other than BoD and KMP	6200	3,57,000	221	5,58,000
Workers	231	5,76,000	1	6,40,000

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

Particulars	FY 2023-24	FY 2022-24
Gross wages paid to females as % of total wages	5%	5%

#### 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

#### 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 2023-24			FY 2022-23		
	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 Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2023-24	FY 2022-23
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 % 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](mailto: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/No/NA)**

Yes

**10. Assessments for the year:**

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

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

No major findings

**Leadership Indicators**

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

We haven't received any human rights grievances / complaints in the reporting year

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

The Company in the reporting period did not undertake any Human Rights due diligence.

**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/No)**

Yes

**4. Details on assessment of value chain partners:**

Name of the Assessment	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others – please specify	0%

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

No major findings

## 6 PRINCIPLE

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

### Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	11,541.48	11,638.86
Total fuel consumption (B)	84,006.00	49,587.36
Energy consumption through other sources (C.)	-	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>95,547.48</b>	<b>61,226.22</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	105,232.81	98,272.29
Total fuel consumption (E)	21,733.10	23,119.77
Energy consumption through other sources (F)	-	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,26,965.91</b>	<b>1,21,392.06</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>222,513.39</b>	<b>1,82,618.29</b>
<b>Energy intensity per rupee of turnover</b>	0.00001161	0.00001028
(Total energy consumed / Revenue from operations)		
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.00023480	0.00020779
<b>Energy intensity in terms of physical output</b>	0.00026525	0.00023789
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?</b>		No
<b>If yes, name of the external agency.</b>		NA

#### 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? (Yes/No) 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.

NA

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	25,667	24,928
(iii) Third party water	25,7072	1,90,912
(iv) Seawater / desalinated water	0	0
(v) Others (recycled/ reused)	0	971
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>28,2739</b>	<b>2,16,811</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,11,932</b>	<b>1,52,404</b>
<b>Water intensity per rupee of turnover</b>	0.00001106	0.00000858
(Total water consumption / Revenue from operations)		
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.00022364	0.00017340
<b>Water intensity in terms of physical output</b>	0.00025263	0.00019854

Parameter	FY 2023-24	FY 2022-23
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)</b>		No
If yes, name of the external agency.		

\* Water consumed includes water withdrawn, water recycled and rainwater harvested. However, net water consumption after discharged founds to be (consumed-discharged) value.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>		
No treatment	0	0
With treatment – Tertiary treated	0	7,263
<b>(iii) To Seawater</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third-parties</b>		
No treatment	0	0
With treatment – tertiary treated	70,807	57,144
<b>(v) Others</b>		
No treatment	0	0
With treatment – Gardening- tertiary treated	-	0
<b>Total water discharged (in kilolitres)</b>	<b>70,807</b>	<b>64,407</b>

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

No, NA

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

No RO-MEE plant with a capacity to handle 990kg/h HPS effluent feed is operational at FDC Limited Roha Facility to achieve Zero Liquid Discharge.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	ppm/vol	36.80	128.79
SOx	ppm/vol	38.13	33.96
Particulate matter (PM)	mg/m3	48.61	242.12
Persistent organic pollutants (POP)	µg/m3	-	-
Volatile organic compounds (VOC)	µg/m3	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Yes

If yes, name of the external agency.

<b>For Baddi Plant:</b>	1) Shri Om testing and research Laboratory. 2) Eco Pro Engineers Pvt. Ltd
<b>For Sinnar Plant:</b>	1) Ashwamedh Engineers and Consultant.
<b>For Waluj Plant:</b>	1) Excellent Enviro Laboratory & Research center.
<b>For Roha Plant:</b>	1) Excellent Enviro Laboratory & Research center.
<b>For Goa I &amp; II Plant:</b>	1) Sadekar Enviro Engineers Pvt. Ltd.
<b>For Goa III Plant:</b>	1) Sadekar Enviro Engineers Pvt. Ltd.

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Scope 1 (Including Biogenic)</b>	Metric tonnes of CO <sub>2</sub> equivalent	7,324.19	7,683.94
<b>Scope 1 (Excluding Biogenic CO<sub>2</sub>)</b>	Metric tonnes of CO <sub>2</sub> equivalent	1,536.65	2,520.91
<b>Biogenic emission</b>	Metric tonnes of CO <sub>2</sub> equivalent	5,787.54	5,163.04
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	20,929.64	22,111.27
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00000117	0.00000139
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00002371	0.00002803
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		0.00002678	0.00003209
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No) If Yes, then provide details.

Yes FDC has PV Solar System with a total capacity of 2.5 MWp has been installed across the FDC Limited.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	656.627	748.31
E-waste (B)	35.7875	1.245
Bio-medical waste (C)	1.37	1.026315
Construction and demolition waste (D)	237.47	5360.5
Battery waste (E)	0.809	2.817
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	487.86	437.6755
<b>Other Non-hazardous waste generated (H). Please specify, if any.</b> (Break-up by composition i.e. by materials relevant to the sector)	1153.456	

Parameter	FY 2023-24	FY 2022-23
Paper	252.878	275.419
Wood	14.532	19.84
Broken Glass bottle	14.241	20.39
Aluminium PP	1.77	2.039
Scrap (Metal)	36.545	58.178
Briquette Ash	833.49	161.255
Product Sludge	-	22.58
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>2573.38</b>	<b>7111.30</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.00000013	0.00000040
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.00000272	0.00000809
Waste intensity in terms of physical output	0.00000307	0.00000926
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	0	0
(ii) Re-used	41.002	0
(iii) Other recovery operations	27.866	0
<b>Total</b>	<b>68.868</b>	<b>0</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.044	96.527
(ii) Landfilling	193.4	627.40
(iii) Other disposal operations	2311.071	6851.02
<b>Total</b>	<b>2504.515</b>	<b>7574.94</b>

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

No, NA

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

FDC India has implemented the following operational waste management practices:

- Waste generated from the Effluent Treatment Plant (ETP) and product manufacturing processes is safely handed over to authorized Common Hazardous Waste Treatment, Storage, and Disposal Facilities (CHWTSDF) at each respective location.
- Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP) are fully operational at all manufacturing sites, ensuring that discharge water parameters consistently meet the standards set by the respective State Pollution Control Boards.
- A Reverse Osmosis and Multiple Effect Evaporator (RO-MEE) plant is operational at the FDC Limited Roha facility to achieve Zero Liquid Discharge, ensuring no liquid waste leaves the site.
- E-Wastes are being disposed of through appropriate vendors as per e-waste management rules. On successful disposal of all material, vendor shall provide to E- waste disposal certificate.

**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.
NA				

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
There was no impact assessments conducted for projects in the financial year 2023-24					

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/NA). 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
Yes, the Company is compliant with applicable environmental laws, regulations, and guidelines in India.			

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 : Waluj, Roha, Sinnar, Goa, Baddi

(ii) Nature of Operations : Manufacturing

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	46,865	46,006
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>46,865</b>	<b>46,006</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>46,865</b>	<b>37,185</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.0000024	0.0000021
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third-parties</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(v) Others</b>		
No treatment	0	0
With treatment – Gardening- Tertiary treated	20,672	15,675
<b>Total water discharged (in kilolitres)</b>	<b>20,672</b>	<b>15,675</b>
<b>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.</b>		No

2. 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:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
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 the Carbon emission	
Use of Green fuel for Boilers	Agro waste-based fuel are used for boilers as a primary fuel	Utilization of Green energy resources, thereby reducing the Carbon emission	
Insulated roofing	Most of the roofs are sandwiched Rockwool insulated to achieve temperature gradient up to 8 – 10 Degree Celsius	Maintaining ambient conditions below 30 Degree Celsius without Air conditioning, thereby savings in electricity consumption.	
Waste water recycling	ETP treated water is being used for toilet flushing	Reduction in source water requirement and efficient use of waste water.	
Use of LED lightings	For any new project LED lights are used and for old facilities existing CFL/FTL/MVL/SVL are replaced with LED lights.	Reduction in electricity consumption.	
Selection of energy efficient equipment	Most of the utility equipment such as HVAC Chillers, Air compressors, boilers, fans, pumps, motors installed are energy efficient.	Reduction in electricity and fuel consumption due to efficient design and minimal losses	
Cyclone Separator	Cyclone separator used to separate out solid particulate matter from boiler flue gases.	Maximize air filtration of boiler flue gases to reduce environment pollution.	
DAF	Dissolved air flotation unit separates emulsified items like oil, greases, ghee etc.	Output archived as clear effluent for further ETP treatment	
Dust Collector	Dust collector separates and collect the dust generated during manufacturing and filling process.	Reduced dusting in product manufacturing and filling area	
Wet scrubbers	Wet scrubbers are used to scrub the solvent fumes for process equipment.	Exhausting the clean air in to atmosphere.	
RO - MEE	Reverse Osmosis and Multi effect evaporator (RO-MEE) system to treat High pollutant and low pollutant stream is operational at FDC Limited Roha Plant.	To achieve Zero liquid discharge at API plant.	

## 7 PRINCIPLE

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

### Essential Indicators

- 1 a. **Number of affiliations with trade and industry chambers/ associations.** 3
- 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/ International)
1	Indian Drug Manufacturers' Association (IDMA)	National
2	Association of Small and Medium Chemical Manufacturers (ASMECHEM)	National
3	Pharmaceutical Export Promotion Council of India (PHARMEXCIL)	National

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

Name of authority	Brief of the case	Corrective action taken
During the year, there were no cases issued against the Company for pertaining to anti-competitive conduct.		

## 8 PRINCIPLE

### Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

#### Essential Indicators

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

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

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

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

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

The Company engages with community members through email and in-person meetings, providing effective channels for communication. These interactions facilitate the prompt receipt and resolution of community grievances.

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	22%	25%
Directly from within India	74%	42%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24	FY 2022-23
Rural	-	-
Semi-urban	6%	6%
Urban	3%	3%
Metropolitan	91%	91%

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

### 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 identified	Corrective action taken
In the reporting year, the Company did not undertake any Social Impact Assessment	

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
In the reporting year, the Company did not undertake any CSR project in designated aspirational districts. However, the Company is focused on undertaking CSR projects in the areas surrounding its plants/business operations.			

- 3 (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) No
- (b) From which marginalized /vulnerable groups do you procure? NA
- (c) What percentage of total procurement (by value) does it constitute? NA
- 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:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NA				

- 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.

Sr. No.	Name of authority	Brief of the Case	Corrective action taken
Not Applicable			

- 6 Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Comprehensive Rural Development	100	100%
2.	Medical and health facility	241	100%
3.	Children Nutrition	100	100%
4.	Water tank installation	100	100%
5.	Medical blood bank	200	100%
6.	Contribution made towards equal hue	10	100%
7.	Construction of palliative care centre	200	100%
8.	Development of Sensory	130	100%

## 9 PRINCIPLE

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

#### Essential Indicators

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

The Company has implemented a comprehensive Complaint Management system to ensure the timely resolution of consumer complaints related to product quality, adverse effects, and more. We provide transparent and accessible grievance redressal mechanisms to address client concerns and feedback effectively. For adverse event reporting, consumers can visit our website at <https://www.fdcindia.com/adverse-event-reporting>. Complaints can also be registered via our toll-free number, 1800 266 9347, or by emailing [drug.safety@fdcindia.com](mailto:drug.safety@fdcindia.com).

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

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

Company's products are pharmaceutical medicines and drugs; therefore, all our products contain information such as guidance on Storage Conditions, handling, dosage, expiry, etc.

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	335	9		281	0	-

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

	Number	Reasons for recall
Voluntary recalls	3	1. Discolouration observed in Strips of Ethasyl T tablets.
Forced recalls	0	2. Increase in Related Substances of 1 AI Tablets (5mg & 10mg).
		3. Increase in Related Substances of 1 AI Tablets (5mg & 10mg).
Forced recalls	0	

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 <https://www.fdcindia.com/privacy-policy>

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.

NA

7. Provide the following information relating to data breaches

- a. Number of instances of data breaches along-with impact 0
- b. Percentage of data breaches involving personally identifiable information of customers 0%
- c. Impact, if any, of the data breaches NA

#### Leadership Indicators

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

Information on the products of FDC can be accessed on the Company website: [www.fdcindia.com](http://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, among other key information.

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

As per the guidelines of National Pharmaceutical Pricing Authority (NPPA), the Company discloses discontinuation of any scheduled formulation by issuing a public notice.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)

No

- a. If yes, provide details in brief.

NA

- b. 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