



Naxpar Pharma Pvt. Ltd.

182, Village Gurumajra,
Kishanpura Tehsil Nalagarh,
Baddi, Himachal Pradesh 174101

SUSTAINABILITY REPORT

FY 2025 – 2026

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1. ABOUT THE GROUP

(GRI 2-1, GRI 2-6)

Naxpar Group: A frontrunner in innovation and integrity

The Naxpar Group was founded in the 1985 when two brothers, Mr. Prakash M. Shah and Mr. Baiju M Shah found that there was a gap in the Indian Pharma sector, one that could be plugged with a quality-driven and reliable service offering in pharmaceutical and cosmetics manufacturing. Over the years, Naxpar has grown tremendously, spreading its geographic reach, and expanding its production capacity. Currently, Naxpar is listed on the Bombay Stock Exchange (BSE) under the name “Parnax Lab Ltd” (Script Code: 506128). The organization has thrived under the able leadership of the founders’ sons, Mr. Mihir P. Shah and Mr. Binoy B. Shah who are committed to harnessing the growth potential of Naxpar by catering to the demands of the industry with professionalism and differentiated service offering. Naxpar Group is headquartered in Mumbai, India.

At the core of Naxpar is its qualified and passionate management team, each of whom has behind him/her the required skills and experience. It is because of their diligence and perseverance that Naxpar’s prowess in pharmaceutical manufacturing has seen exponential growth and achievement for following Good Quality Systems in manufacturing and marketing of formulations for domestic and international markets.

The Naxpar Group has a manufacturing unit by the name of Naxpar Pharma Pvt. Ltd. is in Baddi in the state of Himachal Pradesh.



2. ABOUT THIS REPORT

(GRI 2-2|GRI 2-3|GRI 2-4|GRI 2-5|GRI 2-22)

This Sustainability Report presents the Environmental, Social, and Governance (ESG) performance of Naxpar Pharma Pvt. Ltd. for the financial year 2025-26. It marks the Company's sustainability disclosure and reflects its continued commitment to transparency, accountability and responsible business practices.

2.1 Reporting Scope and Boundary (GRI 2-2)

The report covers sustainability performance across the Company's manufacturing operations, with a focus on key material areas including environmental management, occupational health and safety, workforce development, business ethics and supply chain responsibility.

All data and information presented in this report correspond to the defined operational boundaries and are based on internal records, monitoring systems and validated estimates where applicable.

2.2 Reporting Period and Frequency (GRI 2-3)

This report covers the period from **April 1, 2025 to March 31, 2026** Naxpar Pharma follows an **annual reporting cycle** to communicate its sustainability performance and progress to stakeholders.

2.3 Reporting Approach and Methodology (GRI 2-4)

During the reporting year, the Company has strengthened its approach to sustainability measurement and disclosure. A key improvement has been the transition from absolute performance metrics to intensity-based indicators, particularly for energy consumption, greenhouse gas emissions and water usage.

This shift enables a more meaningful evaluation of performance by aligning environmental impact with production levels, thereby improving comparability and decision-making.

The report also incorporates established global methodologies, including the **Greenhouse Gas (GHG) Protocol** for emissions accounting.

2.4 Forward-Looking Statements (GRI 2-22)

This report includes forward-looking statements outlining the Company's sustainability targets and planned initiatives, including improvements in energy efficiency, emissions reduction, workplace safety and responsible sourcing.

These statements are based on current expectations and assumptions and are subject to change due to external factors such as regulatory developments, market conditions and technological advancements.

Through this report, Naxpar Pharma Pvt. Ltd. aims to provide stakeholders with a clear, consistent, and transparent account of its sustainability journey. The Company remains committed to continuously enhancing its disclosures, aligning with evolving global standards, and integrating sustainability into its core business strategy.

3. RESPONSIBILITY OF NAXPAR PHARMA PVT. LTD.

SUSTAINABILITY CONCEPT (GRI 2-22)

We view sustainability as a holistic concept encompassing an economic, social and ecological dimensions. All three dimensions are closely linked and dependent on each other. The spirit of Naxpar Pharma Pvt. Ltd., which translates our corporate culture into words, explicitly identifies comprehensive responsibility as one of our central values. We strive to develop trustful and loyal relationships between customers, employees and shareholders. In addition, acting responsibly as a corporation for us also means being environmentally aware and conserving natural resources.

4. TARGETS

Creating sustainable solutions

- We have established the following targets using FY 2023-2024 as the base year, marking the start of our metric publication.
- However, in our inaugural sustainability report, metrics were presented based on absolute figures. Given the fluctuations in business volumes, we determined that reporting metrics as a ratio of production would provide a more accurate and meaningful perspective.
- Accordingly, starting from FY 2023-2024, our sustainability reports presented metrics as ratios relative to production quantities.
- We will target the following by the FY 2029-2030.
 - (i) 5% Reduction in Energy consumption.
 - (ii) 5% Reduction in Scope1 carbon emissions.

Engaging our employees and communities

- Zero cases of incidents, accidents, and near misses.
- At least 1 Mock Drill to be conducted every 6 months.
- At least 1 Safety Meeting to be conducted every 3 months.
- At least 1 Safety Audit to be conducted every 6 months.

Doing business right and with complete transparency

- Zero cases of incidents related to bribery or corruption.
- 100% employees to be trained on ethics.
- Ensure zero cases employment of child labour.
- 100% employees to be trained on discrimination policies.
- Ensure zero cases of sexual harassment.

Engaging with Suppliers

- Ensure most suppliers have signed the supplier code of conduct.
- Conduct supplier assessments and audits for majority of suppliers.
- Increasing collaboration and engagement with suppliers.

5. ESG POLICY FRAMEWORK

Policy Declaration

Naxpar Pharma Pvt. Ltd. is committed to integrating Environmental, Social and Governance (ESG) principles into its core business strategy, operational processes, and stakeholder engagements. As a company operating in the pharmaceutical and allied manufacturing sector, we recognize that responsible business practices are essential for long-term resilience, regulatory compliance and sustainable value creation.

Our ESG approach focuses on minimizing environmental impact, safeguarding employee wellbeing and human rights, upholding the highest standards of ethical conduct and promoting responsible practices across our value chain. Environmental and social risks, along with governance considerations, are integrated into business decision-making to strengthen operational efficiency, risk management and long-term sustainability.

The implementation of this policy is supported by senior management oversight, structured internal systems, defined responsibilities and continuous monitoring mechanisms to ensure accountability, transparency and ongoing performance improvement across all operations.

ESG Key Focus Areas

Environmental

1. **Energy Consumption & GHG Emissions** – Optimize energy use across facilities to reduce greenhouse gas emissions and improve energy efficiency.
2. **Air Emissions Control** – Implement controls and monitoring to minimize air emissions from manufacturing and support operations.
3. **Raw Materials Management** – Promote responsible sourcing and efficient use of raw materials in pharmaceutical, cosmetic, herbal and nutraceutical production.
4. **Waste Management** – Ensure safe segregation, handling, treatment and disposal of solid, liquid and hazardous waste generated from operations.
5. **Water Stewardship** – Conserve and manage water resources through efficient use, recycling and responsible discharge practices.
6. **Biodiversity Protection** – Support practices that minimize impact on surrounding ecosystems and contribute to local environmental conservation.
7. **Responsible Product Use** – Encourage safe and environmentally responsible use of products through quality manufacturing.
8. **Product End-of-Life Management** – Support proper disposal and recycling to reduce environmental impact after product use.
9. **Customer Health & Safety** – Ensure customer health and safety through strict quality control and monitoring systems.

10. **Employee Awareness & Engagement** – Promote environmental awareness through training and active workforce participation.
11. **Environmental Services & Advocacy** – Collaborate with partners and stakeholders to advance sustainability initiatives.

Social

1. **Employee Health & Safety** – Ensure safe and healthy workplaces through risk assessment, hazard control and regular training.
2. **Working Conditions** – Comply with statutory requirements and promote ethical, respectful and professional management practices.
3. **Social Dialogue** – Enable open communication, labour–management interactions and employee participation.
4. **Career Development & Training** – Support employee growth through structured training, mentoring and skill development initiatives.
5. **Child Labor, Forced Labor & Human Trafficking** – Prohibit all forms of forced and child labour and ensure fair and lawful employment practices.
6. **Non-Discrimination & Harassment** – Foster an inclusive workplace with zero tolerance for discrimination, harassment or abusive behaviour.
7. **External Stakeholder Human Rights** – Respect human rights across the value chain and provide accessible grievance mechanisms.
8. **Fair Wages & Benefits** – Ensure fair, transparent, and compliant compensation practices aligned with legal and industry standards.
9. **Work-Life Balance** – Promote employee wellbeing through balanced workloads, leave utilization and supportive workplace practices.

Governance & Ethics

1. **Anti-Corruption** – Prevent bribery and corrupt practices through defined policies, internal controls, training and enforcement mechanisms.
2. **Conflict of Interest** – Ensure transparency through disclosure and management of personal or financial interests that may influence business decisions.
3. **Fraud Prevention** – Strengthen internal controls and monitoring systems to identify and prevent fraudulent activities.
4. **Anti-Money Laundering (AML)** – Comply with applicable AML requirements through monitoring, risk identification and employee awareness.
5. **Information Security** – Protect confidential and sensitive data through access controls, cybersecurity measures and awareness programs.
6. **Use of Company Assets** – Ensure all company assets are used responsibly, efficiently and strictly for business purposes.

Sustainable Procurement

- 1. Environmentally Responsible Sourcing** – Prefer suppliers and materials that minimize environmental impact, improve resource efficiency and comply with regulatory requirements.
- 2. Supplier Social Responsibility** – Work with suppliers who uphold fair labour practices, ensure safe working conditions and respect human rights.
- 3. Ethical Supplier Practices** – Engage only with suppliers and contractors who follow legal, ethical and anti-corruption standards.
- 4. Local and Inclusive Sourcing** – Prioritize local, regional, and diverse suppliers to support community development and reduce supply chain risks.
- 5. Capacity Building & Training** – Strengthen supplier and internal capabilities through training on sustainability practices, quality standards and compliance requirements.

Closing Statement

Naxpar Pharma Pvt. Ltd. remains committed to strengthening its ESG performance through continuous improvement, structured governance systems and proactive stakeholder engagement. The Company will periodically review and enhance its ESG policies, objectives and practices to align with evolving regulatory requirements, industry standards and global sustainability expectations.

Through this integrated approach, we aim to enhance environmental stewardship, promote social responsibility, uphold ethical governance and contribute to long-term sustainable value creation for all stakeholders.

6. SOCIAL RESPONSIBILITY AND LABOUR PRACTICES

6.1 WORKPLACE EXPERIENCE AND ENVIRONMENT

(GRI 2 | GRI 401 | GRI 402 | GRI 403)

At Naxpar Pharma Pvt. Ltd., we recognize that responsible working conditions are fundamental to employee wellbeing, workforce stability and long-term organizational resilience. As a company operating in a regulated manufacturing environment, we aim to provide a workplace that is fair, transparent, supportive and responsive to the evolving needs of employees. Our approach focuses on fair remuneration, responsible working practices, employee communication and timely resolution of workplace concerns to support a productive and inclusive work culture.

6.1.1 Working Time and Attendance Discipline

[GRI 402-1, GRI 403-6]

Naxpar maintains defined working hour structures in accordance with operational requirements, shift planning needs and applicable legal standards. Employee attendance, shift schedules and working hours are tracked through internal attendance and time-recording systems that support visibility over regular hours, overtime and atypical working patterns.

6.1.2 Employee Care and Wellbeing

[GRI 401-2, GRI 403-6]

Naxpar supports employees through structured leave provisions, responsible supervision, healthcare-related provisions, and medical support. The Company recognizes flexibility's role in supporting wellbeing. Where operationally feasible, employees may be supported through shift planning, leave scheduling and role-based flexibility.

6.1.3 Employee Engagement and Workforce Feedback

[GRI 2-29, GRI 402-1]

Naxpar believes that employee feedback is an important input for strengthening workplace culture, improving people practices and understanding the employee experience more meaningfully. The Company encourages open communication through regular workplace interactions, feedback mechanisms and management engagement. Employee concerns and suggestions are reviewed to support continuous improvement and strengthen workforce engagement.

6.1.4 Workplace Concerns and Resolution Mechanisms

[GRI 2-26, GRI 2-30]

Employees are encouraged to raise workplace concerns, seek clarification and communicate issues through available internal channels. Concerns related to working conditions, employee treatment or workplace practices are reviewed through established internal processes to support fair, timely and respectful resolution. This approach helps strengthen employee trust, accountability and a responsive workplace culture.

Working Conditions Performance Indicators

Working Conditions			
Indicators	FY 2023-24	FY 2024-25	FY 2025-26
# of Hours Worked (Manhours)	12,07,243	12,53,488	14,79,986
% of employees satisfied with working condition	100%	100%	100%
% of relevant employees covered by health insurance	62%	56%	47%

6.2 DIVERSITY, EQUITY, AND INCLUSION

(GRI 2 | GRI 202 | GRI 405 | GRI 406)

At Naxpar Pharma Pvt. Ltd., we are committed to fostering a workplace culture built on fairness, dignity, inclusion and equal opportunity. We believe that a respectful and inclusive work environment supports employee wellbeing, collaboration and long-term organizational performance.

At the same time, workforce development remains a key priority for the Company. The Company supports workforce development through employee training and skill enhancement programs aimed at improving productivity, operational capability and long-term business growth.

6.2.1 Inclusive Employment and Equal Opportunity

[GRI 2-7, GRI 2-30, GRI 406-1]

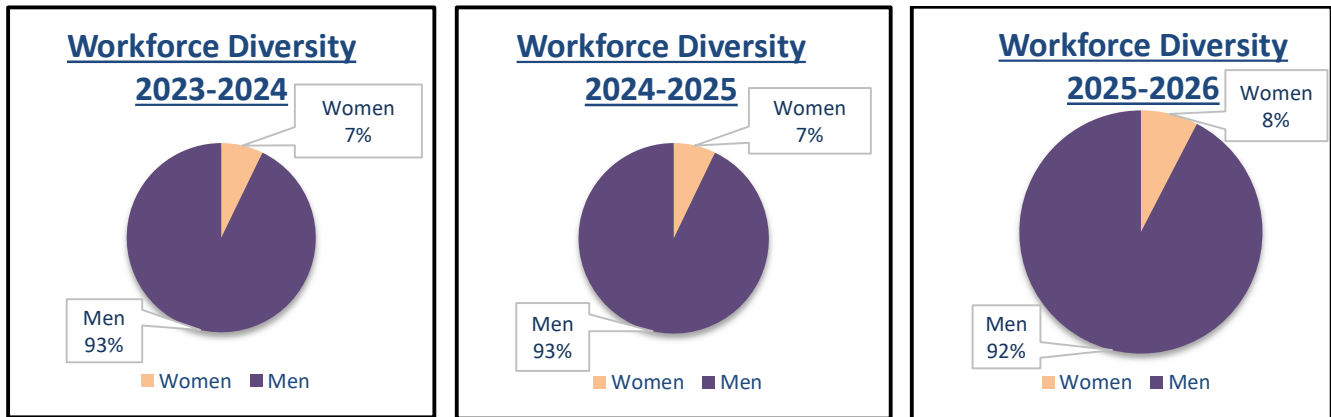
The Company seeks to promote equal opportunity across recruitment, training, development, progression and workplace participation. Employment decisions are guided by role requirements, capability, qualifications and merit. The Company supports workplace inclusion through practices that encourage participation and professional development for all employees.

6.2.2 Diversity of Workforce

[GRI 405-1]

Diversity is a key principle with respect to our employees, supporting risk reduction and organizational resilience. A diverse workforce enhances productivity, encourages innovation and supports the Company’s ability to attract and retain talent.

Women represented approximately 7% of the workforce in FY 2024–25, which increased marginally to 8% in FY 2025–26, indicating gradual progress towards improved gender diversity.



Workforce Gender Composition (%)

Gender	FY 2023-24	FY 2024-25	FY 2025-26
Men	92.79%	92.64%	91.82%
Women	87.21%	7.36%	8.18%

Age groups are observed to be relatively balanced across the organization, supporting a diverse mix of experience and perspectives.

6.2.3 Fair Remuneration and Minimum Wage Alignment

[GRI 2-7, GRI 2-30, GRI 202-1, GRI 405-2]

At Naxpar Pharma Pvt. Ltd., fair and responsible remuneration forms an integral part of our commitment to employee wellbeing, dignity at work and inclusive growth. Company follows a structured and compliance-oriented remuneration framework aligned with applicable minimum wage requirements, employee roles and statutory obligations. Compensation practices are managed through defined employment structures, payroll systems and internal controls to support fairness, transparency and responsible workforce management. Where employees work beyond standard or contractually defined hours, compensation for such work is addressed through applicable internal approvals, attendance records and payroll processes,

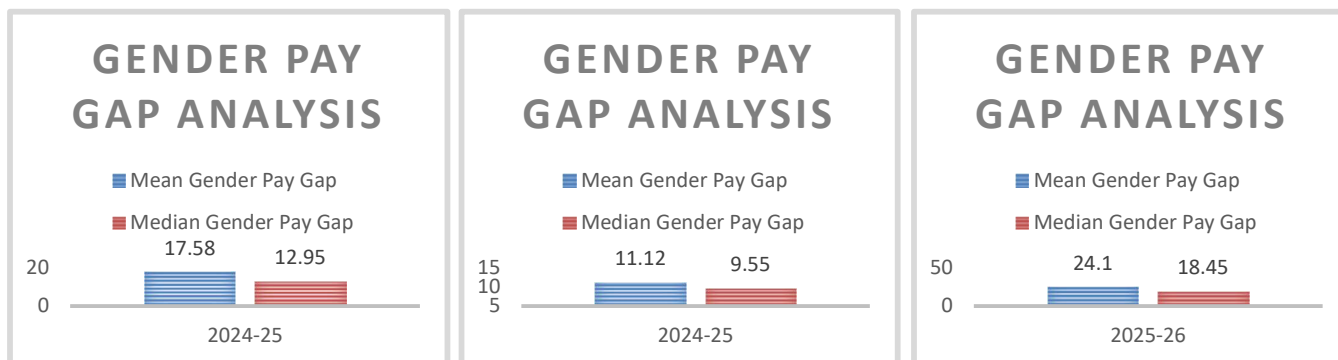
in line with Company policy and legal requirements.

In addition to wages, employee welfare and support measures contribute to workforce wellbeing, engagement and operational stability. Fair and structured compensation practices help support employee retention, workforce continuity and a stable working environment.

6.2.4 Gender Pay Gap Analysis

	FY 2023-24	FY 2024-25	FY 2025-26
Mean Gender Pay Gap	17.58%	11.12%	24.10%
Median Gender Pay Gap	12.95%	9.55%	18.45%

The observed pay gap is primarily influenced by a higher proportion of male employees in senior and higher-paying roles. The Company recognizes the importance of improving gender diversity at leadership levels as a key factor in addressing this gap over time.



How are the mean and median pay gaps calculated?

The gender pay gap calculations are based on employee compensation data across different roles and pay levels within the organization.

- Median pay gap represents the difference between the middle-paid male and female employees when all employees are arranged in order of pay from lowest to highest.
- Mean pay gap represents the difference in average pay between male and female employees and is influenced by the distribution of employees across roles and pay levels.

6.2.5 Fair and Non-Discriminatory Employment Practices

[GRI 406-1]

Naxpar seeks to uphold fair and non-discriminatory employment practices across the employee lifecycle. Recruitment and selection processes are conducted in a fair, transparent and merit-based manner, while professional development and progression opportunities are guided by objective and work-related considerations.

6.2.6 Respectful Workplace and Conduct Standards

Naxpar is committed to maintaining a workplace environment built on dignity, mutual respect and professional conduct. The Company does not support inappropriate, discriminatory or harassing behaviour and reinforces respectful workplace standards through employee awareness, internal policies and conduct-related practices.

Gender Equality Performance Indicators

Indicators	FY 2023-24	FY 2024-25	FY 2025-26
# of complaints reported on sexual harassment	0	0	0
# of complaints reported on discrimination (internal)	0	0	0
% of workforce trained on discrimination and harassment	43%	51%	62%
% of workforce trained on Diversity, Equity and Inclusion	43%	51%	62%
Gender balance (Women to Men %)	7.21%	7.36%	8.18%
Gender balance at senior management level	20%	20%	20%
Gender balance at board level	0%	0%	0%
Average unadjusted gender pay gap (%)	92.01%	91.34%	93.03%

6.3 HUMAN RIGHTS, LABOUR PRACTICES AND RESPECTFUL WORKPLACE CULTURE

(GRI 2-23 | GRI 2-24 | GRI 2-25 | GRI 2-26 | GRI 2-29 | GRI 406-1 | GRI 408-1 | GRI 409-1)

6.3.1 Human Rights and Responsible Workplace Practices

[GRI 2-23, GRI 2-24, GRI 406-1]

Naxpar Pharma Pvt. Ltd. is committed to maintaining a workplace that promotes dignity, fairness, ethical conduct and responsible labour practices across all operations. The Company recognizes that a respectful and inclusive work environment is essential for employee wellbeing, operational integrity and long-term organizational sustainability.

The Company's approach to human rights and labour practices is guided by principles of equal opportunity, ethical employment practices and compliance with applicable labour laws and workplace requirements. Naxpar does not support discrimination, workplace harassment, child labour, forced labour or coercive employment practices within its operations.

Through internal policies, workplace communication and operational management practices, the Company seeks to strengthen responsible people management and promote a professional work environment based on mutual respect, accountability and ethical workplace behaviour.

Human Rights Performance Indicators

Indicators	FY 2023-24	FY 2024-25	FY 2025-26
% of suppliers with human rights policies aligned with international standards	0%	10%	10%
Child labour (%)	0%	0%	0%
Forced labour (%)	0%	0%	0%
Human trafficking (%)	0%	0%	0%
% of operational sites assessed for human rights risks	100%	100%	100%

Through a balanced focus on equal opportunity, equitable pay, skill enhancement, non-discriminatory practices and respectful workplace behaviour, the Company aims to build an inclusive, capable and future-ready workforce aligned with its long-term sustainability objectives.

6.3.2 Labour Rights Awareness: Preventing Forced Labour, Abuse and Exploitation

[GRI 409-1]

Naxpar does not tolerate forced labour, bonded labour, coercion, involuntary work, trafficking-related practices or any form of abuse, intimidation or exploitation in the workplace. We seek to maintain employment practices and workplace controls that support lawful employment, fair treatment, responsible supervision and appropriate workplace conduct.

Through workplace oversight, communication channels and grievance mechanisms, we aim to reduce the risk of abusive or exploitative practices and reinforce a culture of dignity, respect and responsible employment.

6.3.3 Corrective Action, Support and Fair Remediation

[GRI 2-26]

Where workplace concerns or rights-related issues are identified, the Company seeks to ensure that appropriate follow-up, corrective action and remediation measures are considered based on the nature and seriousness of the matter. Where required, matters may be managed through internal resolution processes, management intervention or functional review mechanisms to support accountability, employee wellbeing and continuous improvement.

Social Dialogue Performance Indicators:

Social Dialogue			
Indicators	FY 2023-24	FY 2024-25	FY 2025-26
% of the total workforce represented in formal joint management-worker health & safety committees	100%	100%	100%
% of employees covered by formally elected employee representatives	100%	100%	100%
# of employee engagement initiatives conducted	4	4	6

6.4 CORPORATE, SOCIAL RESPONSIBILITIES:

(GRI 413-1 | GRI 201-1)

We are engaged in the manufacturing of pharmaceutical, cosmetic, herbal formulations, and nutraceutical products regulated under FSSAI. As part of our Corporate Social Responsibility (CSR) initiatives, we actively support and contribute to sectors including agriculture, animal husbandry, dairying and fisheries, arts and cultural biotechnology, civic issues, Dalit upliftment, support for differently abled individuals, disaster management, drinking water, education and literacy, construction of education hostel buildings, elderly care, environmental protection and forestry, health and family welfare, food processing, information and communication technology, labour and employment, youth affairs, HIV/AIDS awareness, rural development and poverty alleviation, sports, tribal welfare, water resource management, and women's development and empowerment.

Naxpar Pharma has donated a sum of 25,00,000 INR to Akhil Bhartvarshiya Maheshwari Educational Trust Bhilwara in the FY 2025-26 under the CSR initiative.

6.5 OCCUPATIONAL HEALTH AND SAFETY:

(GRI 403)

Naxpar Pharma Pvt. Ltd. is committed to providing a safe and healthy work environment for its employees, contractors and other stakeholders. There is no more important goal than achieving zero accidents and zero occupational illness. As a company operating in pharmaceutical manufacturing, we recognize that occupational health and safety must extend beyond regulatory compliance and be reflected in everyday behaviours, process controls, work practices and employee wellbeing.

We continue to strengthen our systems and practices across the full safety value chain from identifying workplace risks and preventing exposure, to emergency readiness, employee

awareness, health monitoring and contractor inclusion.

6.5.1 Risk Identification and Management

[GRI 403-2]

Workplace risks are identified and managed through regular risk assessments, operational reviews and supervisory monitoring. Risk considerations are integrated into routine manufacturing activities, equipment handling, utilities, material movement and chemical handling processes.

No work activity is initiated without evaluating associated hazards and required safety controls. Preventive measures such as safe operating procedures, engineering controls, administrative controls and use of personal protective equipment (PPE) are implemented to reduce workplace risks and support safe operations.

6.5.2 Preventive Controls and Safe Operations

[GRI 403-2]

Naxpar's first line of defense is prevention. We seek to minimize workplace incidents by emphasizing hazard elimination, safer operating practices, engineering controls, administrative controls and employee awareness. Preventive measures are embedded into routine shop-floor discipline, equipment use, process handling and task execution. Departments are expected to proactively identify unsafe conditions and improve them before they result in harm.

6.5.3 Emergency Preparedness and Hazard Control

[GRI 403-2, GRI 403-3]

The Company maintains emergency response procedures for situations such as fire, spills, injuries and equipment-related incidents. Employees are supported through awareness initiatives and defined response responsibilities to ensure timely and coordinated action during emergencies.

Measures are also implemented to support safe handling of hazardous substances, reduce occupational exposure risks and improve workplace safety conditions across operations.

6.5.4 Ergonomics and Repetitive Strain Prevention

[GRI 403-3, GRI 403-6]

We recognize that occupational health risks are not limited to acute injuries. Repetitive movements, prolonged standing, awkward postures, manual handling and workstation design can contribute to musculoskeletal discomfort and repetitive strain over time. Employees are

encouraged to report discomfort at an early stage so that preventive action can be taken before it develops into a more significant health concern.

6.5.5 Leadership, Accountability and Safe Behaviour

[GRI 403-4]

Naxpar promotes a proactive safety culture through employee participation, workplace communication and supervisory involvement. Employees are encouraged to report unsafe conditions, near misses and workplace concerns through internal reporting channels so that timely corrective actions can be taken.

Management is accountable for the prevention of injuries and occupational illness. In turn, employees and stakeholders are expected to contribute to a safe environment through discipline, visible commitment and proactive engagement with one another. Managers demonstrate leadership in safety through goal setting, progress review, coaching, proactive field interactions, active communication and audits.

Health and safety expectations are introduced during employee onboarding and reinforced through workplace guidance, supervisory support and periodic awareness initiatives. Safety is also integrated into our annual performance assessment approach.

6.5.6 Incident Learning and Continuous Improvement

[GRI 403-2, GRI 403-9]

All accidents and major near misses are reported, including root cause analysis, and corrective and preventive actions are implemented. Related actions are shared and discussed internally and are recorded in appropriate accessible databases to support learning and organizational improvement.

By encouraging reporting, analysis and knowledge sharing, we aim to ensure that lessons from workplace incidents and observations are systematically used to strengthen controls, improve practices and reduce the likelihood of recurrence.

6.5.7 Employee Wellbeing and Psychological Support

[GRI 403-6]

Naxpar also seeks to maintain a supportive and respectful work environment that promotes employee wellbeing and responsible workplace practices. Over time, we intend to continue strengthening workplace practices that help reduce stressors and improve the overall employee experience.

6.5.8 Equipment Safety and Workplace Verification

[GRI 403-1, GRI 403-2]

Equipment, tools and operational systems are regularly inspected and maintained to support safe functioning and reduce the likelihood of unsafe conditions. Regular observation, review and internal follow-up also help identify opportunities for improvement and ensure that safety expectations are consistently translated into workplace practice.

6.5.9 Employee Health Surveillance and Health Check-ups

[GRI 403-3, GRI 403-6]

We conduct regular health examinations of our employees as part of our occupational health approach. These assessments are intended to support early identification of health concerns and reinforce our commitment to employee wellbeing.

Importance is placed on health monitoring for employees whose work may involve greater occupational exposure or physical demands, including those operating in environments where chemicals, machinery, noise or other workplace hazards may be relevant.

6.5.10 Contractor Management and Protection of Non-Employee Workers

[GRI 403-9, GRI 403-7]

Naxpar extends its health and safety expectations to contractors and non-employee workers operating at Company premises. Contractor safety agreements and contractor management practices help ensure alignment with applicable safety requirements, workplace controls and emergency procedures.

Where relevant, contractors and non-employee workers are expected to align with applicable work controls, emergency expectations and workplace safety requirements while operating at our facilities. Through this approach, we seek to ensure that health and safety protections are consistently extended across all categories of workers on our premises.

6.5.11 Safety Governance and Participation

[GRI 403-7]

Naxpar maintains a structured EHS framework and safety committee to oversee occupational health and safety practices across operations. Through preventive measures, awareness initiatives and responsible safety management, the Company aims to maintain a safe and healthy work environment for all personnel.

Health & Safety Performance Indicators

The effectiveness of Naxpar’s occupational health and safety management approach is monitored through a set of operational and people safety indicators, enabling the Company to track performance, strengthen preventive actions and drive continual improvement over time.

Health & Safety Incidents / Accidents			
Indicators	FY 2023-24	FY 2024-25	FY 2025-26
# of Work-related accidents	10	3	8
# of Fatal Incidents	0	0	0
% of operational sites an employee health & safety risk assessment has been conducted	100%	100%	100%
Number of days lost to work-related injuries, fatalities and ill health	0	0	0
People Trained on Health & Safety (in Manhours)	976	715	890

6.6 TRAINING & SKILL DEVELOPMENT AND CAREER GROWTH:

(GRI 404-1 | GRI 404-2 | GRI 404-3)

At Naxpar Pharma Pvt. Ltd., we have defined a process for identifying the skills & knowledge necessary for carrying out the operations. For this, we analyse our employees’ skills through the skill matrix. We identify the training needs of the employees and based on the identified requirements, adequate training is given to the individual and the effectiveness of the training is evaluated. We regularly organize skill development trainings for all our employees based on updated operations in our organization.

Important External Trainings Conducted (other than regular operational trainings):

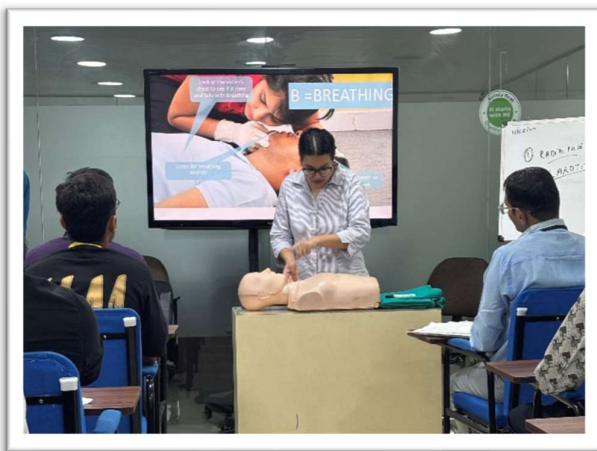
2025 – Behavioural Based Training

Behavioural Based Safety training is a workplace safety approach that teaches employees how to behave safely to prevent accidents and injuries. BBS training is based on the idea that unsafe behaviours are the main cause of accidents and injuries, not equipment failure or environmental hazards.



2025 – First-Aid Training

This training was conducted once every two years to strengthen workforce capability in essential first-aid response. The programme covered key areas such as scene assessment, Basic Life Support (CPR), bleeding control, management of burns and fractures, and response to critical medical emergencies including choking, anaphylaxis and shock.



2025 – Internal Auditor Training (ISO 14001:2015, ISO 45001:2018)

External trainer explained the purpose and benefits of EHS management systems,

principles, processes and techniques used for Significant Aspect as a basis to establish EHS Management systems.

This also provided an understanding and strengthened skills for implementing the standard requirements.



6.6.1 Skill Development and Knowledge Transfer

[GRI 404-2]

The staff at Naxpar Pharma Pvt. Ltd. is a multicultural team with varied skills. As an organization, we strive to promote diversity, facilitate, and accelerate knowledge transfer across teams, motivate and involve employees in company initiatives and encourage social and human commitment.

6.6.2 Performance Development and Employee Growth

[GRI 404-2, GRI 404-3]

Naxpar Pharma recognises that employee development is a key driver of workforce engagement, organisational capability and long-term employability. The Company supports learning through role-relevant training, workplace guidance, functional skill development and awareness-building initiatives, all aligned with operational and organisational needs.

Performance review processes support employee feedback, role clarity, capability assessment and ongoing professional development. Through these structured conversations, employees receive guidance on strengths, areas for improvement and development priorities. Naxpar aims to attract, develop and retain talent, recognising that its people are the foundation of its operational success and long-term growth.

6.6.3 Career Pathways and Internal Opportunity

[GRI 404-2, GRI 404-3]

Naxpar Pharma supports employee growth through practical exposure, cross-functional learning and role-based development opportunities. The Company believes in nurturing internal talent and giving employees the opportunity to grow within the organisation. Internal opportunities for role progression and enhanced responsibility are considered based on individual performance, demonstrated capability and operational requirements. This approach supports employee motivation, reduces attrition and strengthens organisational continuity by building a capable and experienced internal talent pipeline.

Training and development performance is tracked through annual indicators that support transparency and accountability in our workforce development commitments.

6.7 FOSTERING SOCIAL DIALOGUE AND WORKFORCE PARTICIPATION

(GRI 2 | GRI 407)

6.7.1 Fair Workplace Practices and Employee Engagement

[GRI 2-29, GRI 407-1]

Naxpar Pharma Pvt. Ltd. supports responsible workplace practices and constructive communication between management and employees on matters relating to working conditions, employee wellbeing, workplace safety, training and fair treatment. Employee-related matters are addressed through internal communication channels, workplace interactions and supervisory engagement processes intended to support transparency, consistency and timely resolution of concerns.

The Company maintains workplace policies and people management practices to support fair treatment, employee engagement and a respectful working environment across operations.

6.7.2 Strengthening Employee Voice and Workplace Dialogue

[GRI 2-29]

Beyond formal communication channels, Naxpar encourages regular interaction between employees, supervisors, functional teams and management to support employee voice and strengthen responsiveness to workforce needs. Employee concerns and suggestions may be addressed through workplace discussions, engagement activities and internal feedback mechanisms that promote collaboration, accountability and continuous improvement.

7. OUR BUSINESS ETHICS

At Naxpar Pharma Pvt. Ltd., ethical conduct, governance, compliance, and responsible information management are integral to our business operations. The Company maintains structured governance systems that support lawful conduct, transparent decision-making, protection of confidential information, and responsible management of operational and business risks.

Our governance framework promotes accountability across operational, quality, regulatory, commercial, procurement, and administrative functions while strengthening stakeholder trust and ethical business practices across the organization.

7.1 BUSINESS ETHICS, GOVERNANCE AND COMPLIANCE

(GRI 2 | GRI 205)

7.1.1 Governance Oversight and Accountability Framework

[GRI 2-9, GRI 2-27]

Naxpar Pharma maintains a governance framework that supports responsible business conduct, regulatory compliance and internal accountability across its operations. Defined roles, approval processes, internal controls and management oversight help ensure disciplined decision-making and effective operational governance.

Senior management periodically reviews key compliance, operational and governance matters to support risk management, business integrity and responsible stakeholder engagement.

Governance Risk Oversight Indicators

Anti-Competitive Practice	FY 2023-24	FY 2024-25	FY 2025-26
% departments covered under Risk Assessment / Internal Audit	100%	100%	100%

7.1.2 Ethical Business Conduct and Code of Integrity

[GRI 2-23, GRI 2-24, GRI 205-2]

Ethical conduct and integrity form an important part of Naxpar Pharma's business culture and operational practices. The Company maintains a Code of Conduct that outlines expectations related to ethical behaviour, anti-bribery practices, responsible use of Company resources, confidentiality and fair dealings with stakeholders.

Employees are introduced to the Code of Conduct through onboarding and periodic awareness initiatives, with additional guidance provided where relevant based on role and business responsibilities.

Ethics and Integrity Indicators

Ethics			
Indicators	FY 2023-24	FY 2024-25	FY 2025-26
Number of whistleblower reports received	NIL	NIL	NIL
Percentage of all sites assessed on business ethics issues	100%	100%	100%

Ethics and Integrity KPIs

KPI	FY 2023-24	FY 2024-25	FY 2025-26
Percentage of employees trained on business ethics issues	43%	51%	62%

7.1.3 Ethics and Compliance Risk Assessment

[GRI 205-1]

Naxpar Pharma undertakes periodic internal assessments to identify, evaluate, and prioritise potential ethics and compliance-related risks across its operations and external business interactions. Risk assessments may cover areas such as procurement, vendor management, financial approvals, commercial transactions and third-party engagements where control or compliance risks may arise.

Where gaps or weaknesses are identified, the Company may strengthen review procedures, approval controls, documentation practices and employee awareness measures. This approach supports responsible business conduct, transparency and a strong culture of ethics and accountability.

7.1.4 Conflict of Interest and Decision Integrity

[GRI 2-23, GRI 2-24]

Naxpar Pharma is committed to maintaining integrity, fairness and transparency in business decision-making. Employees and management personnel are expected to avoid situations where personal or external interests may conflict with Company responsibilities.

Potential conflicts of interest are expected to be disclosed through appropriate internal channels for review and resolution where required. Procurement, supplier engagement and commercial transactions are expected to follow fair and transparent evaluation practices, and

employees are discouraged from accepting benefits that may influence professional judgment.

Anti-Corruption and Bribery Prevention

Anti-Corruption & Bribery	FY 2023-24	FY 2024-25	FY 2025-26
# of Complaints reported on Corruption & Bribery	NIL	NIL	NIL
Percentage of suppliers covered by Due Diligence on corruption (%)	0%	10%	20%
People Trained on Anti-Corruption & Bribery (%)	43%	51%	62%

7.1.5 Sensitive Transactions, Business Courtesies and Ethical Discipline

[GRI 205-1, GRI 205-2]

Naxpar Pharma maintains internal controls and prohibits any employee from offering or receiving any gifts or payments or engaging in any financially favourable transactions whether directly or indirectly. All transactions by employees should comply with applicable rules and regulations.

Depending on the nature and sensitivity of the transaction, relevant review, documentation or management approval may be required. This approach helps reduce the risk of undue influence and supports responsible business conduct.

7.1.6 Whistleblower Mechanism and Ethical Escalation

[GRI 2-25, GRI 2-26, GRI 205-3]

Naxpar Pharma maintains a whistleblower and grievance reporting mechanism that enables employees and, where relevant, external stakeholders to raise concerns related to unethical conduct, bribery, corruption, conflicts of interest, policy violations, or inappropriate business behaviour.

Concerns may be reported through designated internal communication channels established by the Company, including authorised reporting contacts, internal reporting email channels, or designated management representatives, as applicable. All concerns raised are reviewed through defined internal procedures to support timely, fair, and appropriate evaluation.

Whistleblower Reporting Indicators

Indicator	FY 2023-24	FY 2024-25	FY 2025-26
Number of whistleblower reports received	NIL	NIL	NIL

7.1.7 Response to Ethical Misconduct and Non-Compliance

[GRI 2-25, GRI 2-26, GRI 205-3]

Naxpar Pharma follows a structured process to address violations of internal policies, ethical standards, or applicable laws, including concerns related to bribery, corruption, conflicts of interest, misuse of confidential information, or other forms of misconduct.

The Company maintains a zero-tolerance approach to unethical conduct and addresses reported concerns through defined review and response mechanisms.

The process for handling ethical misconduct begins with reporting concerns through designated internal channels or authorised management representatives. Each case undergoes an initial review to evaluate its nature, seriousness, and potential business impact, followed by an internal investigation if required, using relevant records and inputs. Based on the findings, appropriate corrective or disciplinary actions are taken, which may include counselling, training, process improvements, warnings, suspension, termination, or legal escalation. Identified root causes or control gaps are addressed through process enhancements to prevent recurrence. This structured approach ensures ethical accountability, procedural fairness, and consistent management of misconduct-related risks.

7.2 INFORMATION SECURITY AND DATA PROTECTION

(GRI 2 | GRI 418)

7.2.1 Information Security and Data Protection Approach

[GRI 2-24, |GRI 418]

Naxpar Pharma recognises the importance of protecting confidential, business-sensitive, operational, and stakeholder-related information throughout its business activities. The Company therefore maintains internal practices intended to support the secure handling, storage, access, retention, and responsible use of information across both physical and digital environments.

Confidential information may include documentation, contractual records, operational data, internal reports, business correspondence, and other commercially or operationally relevant information entrusted to the Company in the course of business. This governance approach supports responsible information handling and contributes to stakeholder confidence in the Company's information management practices.

7.2.2 Access Management and Operational Control

[GRI 2-27, GRI 418-1]

Naxpar maintains operational controls intended to support appropriate access, management and protection of information and operational records across business activities. Access to business-sensitive information may be restricted based on operational responsibilities and authorized requirements.

Information Management KPIs

Indicators	FY 2023-24	FY 2024-25	FY 2025-26
Data Breach Incidents	NIL	NIL	NIL
Percentage of suppliers covered by Due Diligence on Information Security (%)	0%	10%	20%
Data Retention Compliance (%)	100%	100%	100%

7.2.3 Control Monitoring and Confidentiality Oversight

[GRI 2-24, GRI 2-27, GRI 418-1]

To support the effectiveness of confidentiality and information security controls, Naxpar Pharma undertakes internal reviews of selected control procedures associated with the handling and protection of sensitive information. These reviews may include access controls, document handling practices, storage arrangements and record management processes. Access to sensitive information is restricted to authorised personnel based on business requirements and functional responsibilities.

Where observations or control gaps are identified, appropriate corrective and preventive actions may be initiated to strengthen process effectiveness and reduce the likelihood of unauthorised access, misuse, or disclosure.

7.2.4 Third-Party Confidentiality and Information Handling Controls

[GRI 2-24]

Naxpar Pharma recognises that external parties who may access, process, store, transport, or otherwise interact with confidential business information can create information security and confidentiality-related risks if not managed appropriately.

We apply appropriate confidentiality and information handling expectations to relevant third parties who may access sensitive business information during the course of engagement. Depending on the nature of services provided, confidentiality obligations, access controls and information handling requirements may be incorporated into engagement and operational processes to support responsible information management.

7.2.5 Records Retention and Secure Documentation Management

[GRI 2-24, GRI 2-27]

Naxpar Pharma maintains a records management approach intended to support the retention, handling, storage, and disposal of business and stakeholder-related documentation in a structured and responsible manner.

Records are maintained based on business, legal and regulatory requirements, and at the end of the applicable retention period, records may be archived, reviewed for continued necessity, or disposed of in a controlled manner in accordance with internal practices and business requirements.

7.2.6 Stakeholder Information Handling and Transparency

[GRI 2-24, GRI 418-1]

Naxpar Pharma seeks to manage stakeholder-related information in a transparent and responsible manner within the context of its business engagements. Relevant confidentiality and information handling expectations may be communicated through business documentation, contractual terms and engagement processes to support responsible information governance.

8. ENVIRONMENT STEWARDSHIP

Due to the nature of our business, Naxpar Pharma Pvt. Ltd. uses a considerable amount of energy.

The management of natural resources and energy is a key indicator of environmental and global performance. This indicator helps to build sustainable long-term growth, benefiting our customers, employees, partners, and other stakeholders.

Investing in efficient, environmentally responsible production processes is an exciting challenge. Naxpar Pharma Pvt. Ltd. has set clear long-term objectives for reducing our environmental impact by cutting energy consumption and CO₂ emissions as well as optimizing waste and waste management.

8.1 Driving Sustainability:



Year 2023



Year 2024



Year 2025

8.2 CLIMATE, ENERGY AND ENVIRONMENTAL IMPACT MANAGEMENT

(GRI 3-3 | GRI 302 | GRI 305)

At Naxpar Pharma Pvt. Ltd., environmental stewardship is embedded within operational strategy and long-term business resilience. As a pharmaceutical manufacturing organisation, the Company recognises that energy consumption, greenhouse gas (GHG) emissions and resource utilisation are material environmental aspects that require structured and responsible management.

The Company is committed to minimising its environmental footprint through continuous improvement in energy efficiency, emissions management and sustainable resource use, while supporting long-term value creation for stakeholders.

8.2.1 Climate and Greenhouse Gas (GHG) Management

[GRI 305]

Naxpar Pharma integrates climate considerations into its manufacturing and operational decision-making processes. The Company continuously works towards reducing environmental impacts through improved technologies, process optimisation and responsible production practices.

8.2.2 GHG Accounting and Environmental Management Framework

[GRI 305-1, 305-2, 305-3]

The Company follows a structured and systematic approach to monitor, quantify and manage greenhouse gas emissions across its operations. Environmental management practices are aligned with internationally recognised standards, including ISO 9001, ISO 14001 and ISO

45001, reflecting a strong commitment to operational excellence and sustainability.

The organisational boundary for emissions accounting follows the **operational control approach**, covering manufacturing facilities, utilities, logistics and administrative operations.

8.2.3 Methodology and Reporting Approach

[GRI 305-1, 305-2, 305-3]

GHG emissions are quantified in accordance with the **GHG Protocol Corporate Accounting and Reporting Standard**, the globally accepted framework for emissions measurement and reporting.

Emissions are calculated using activity-based data, including:

- Fuel consumption
- Purchased electricity
- Operational energy use

Appropriate emission factors are applied based on recognised national and international datasets, including those published by the Intergovernmental Panel on Climate Change (IPCC) and relevant regulatory authorities.

8.2.4 Environmental Monitoring and Data Management Systems

[GRI 302-1, GRI 305-1,2,3]

Environmental monitoring is integrated within the ISO 14001 Environmental Management System (EMS), which defines procedures for data collection, validation and internal review.

The Company periodically conducts energy and carbon assessments to identify improvement opportunities, optimise consumption patterns and strengthen emissions management practices.

8.2.5 Scope-wise GHG Emissions Performance

GHG Emissions Performance Table

Greenhouse Gas (GHG) (Carbon Footprint or intensity)			
Indicators	FY 2023-24	FY 2024-25	FY 2025-26
Scope 1 GHG (tCO ₂ eq)	1028.65	1021.72	937.54
Scope 2 GHG (tCO ₂ eq)	0	0	0
Scope 3 GHG (tCO ₂ eq)	8026.89	9662.51	13990.19
Scope 3 Upstream GHG Emission (tCO ₂ eq)	1043.20	1289.69	1661.40
Scope 3 Downstream GHG Emission (tCO ₂ eq)	13.47	12.41	14.53
GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / MT Production)	0.048	0.055	0.048

Scope 1 (Direct Emissions)

Direct emissions arise from plant utilities and company-controlled fuel consumption.

The reduction reflects improved fuel efficiency, process optimisation and strengthened operational controls.

Scope 2 (Indirect Energy Emissions)

Indirect emissions from purchased electricity consumption.

Despite increased electricity consumption due to capacity expansion, emissions intensity remains controlled due to reliance on **100% hydroelectric renewable energy**.

Scope 3 (Value Chain Emissions)

Includes emissions from logistics, procurement, waste treatment and other upstream/downstream activities.

This represents the Company's **initial Scope 3 assessment**, marking a key step toward comprehensive carbon accounting. Future efforts will focus on improving data accuracy and implementing targeted reduction strategies.

8.2.6 Emissions Intensity and Performance Approach

With significant growth in manufacturing capacity, the Company monitors emissions intensity relative to production output to provide a more meaningful measure of environmental performance.

This approach supports benchmarking, efficiency tracking and performance evaluation independent of production scale.

8.2.7 GHG Reduction Targets and Commitments

Scope	Baseline Year	Target Year	Reduction Target
Scope 1	2023-24	2029-30	10% reduction
Scope 2	2023-24	2029-30	Maintain 0 Emission
Scope 3	2023-24	2029-30	1% reduction

8.2.8 GHG Mitigation and Atmospheric Impact Reduction Initiatives

[GRI 305-5 | GRI 302-4]

Key initiatives include:

- Adoption of energy-efficient technologies (IE3 motors, EC fans, LED lighting)
- 100% renewable hydroelectric power sourcing
- Motion sensor-based energy optimisation
- Evaluation of waste heat recovery and cogeneration
- Assessment of low-carbon fuel alternatives
- Exploration of carbon offset mechanisms
- Monitoring emerging technologies such as carbon capture
- Installation of SOLAR Power Generation plant.

8.2.9 Energy Management and Conservation

[GRI 302]

Renewable Energy Advantage: Himachal Pradesh Operations

Naxpar Pharma's manufacturing facility is strategically located in Himachal Pradesh, a region with significant hydroelectric capacity driven by major river systems including the Chenab, Ravi, Beas, Sutlej and Yamuna.

The state derives approximately **90% of its electricity from hydropower**, enabling the Company to operate on **100% renewable electricity**, significantly reducing Scope 2 emissions intensity.

Energy Consumption Performance

Year	Total Energy (kWh)	Source
2023–24	65,79,000	100% Hydroelectric
2024–25	63,53,520	100% Hydroelectric
2025–26	72,03,586	100% Hydroelectric

Energy consumption has increased in line with production expansion, while maintaining a fully renewable energy profile.

Energy Performance Metrics

Parameter	FY2023-24	FY 2024-25	FY 2025-26
Total Energy (kWh)	65,79,000	63,53,520	72,03,586
Renewable Energy (%)	63.5%	65.12%	68%
Energy Intensity	305	353	371

8.2.10 Energy Efficiency and Technology Optimisation Initiatives

[GRI 302-4]

High-Efficiency Equipment Standardisation

- Mandatory adoption of IE3 motors
- Deployment of EC fans and blowers
- Improved thermal and operational efficiency

Lighting Optimisation

- Transition from CFL to LED lighting
- Reduced energy consumption and maintenance

Smart Energy Management

- Motion sensor-based lighting systems
- Optimised energy usage during low occupancy

8.2.11 Planned Rooftop Solar Project

To further strengthen its renewable energy footprint and enhance energy self-sufficiency, Naxpar is planning to install an approximately **1 MW rooftop solar photovoltaic (PV) power generation plant** at its facility. Upon implementation, the solar plant is expected to generate approximately **1.2 million (12,00,000) units of clean electricity annually**.

The proposed project is expected to increase the share of on-site renewable energy

consumption, reduce dependence on externally sourced electricity, and contribute to the reduction of greenhouse gas emissions associated with the company's operations. Through this initiative, Naxpar aims to advance its long-term sustainability objectives, improve resource efficiency, and support the transition towards a low-carbon future.

8.2.11 Low Carbon Fuel Transition: Diesel to LPG Boiler Conversion

In our commitment to environmental sustainability, we have achieved a significant milestone by transitioning from a 1.1 Ton Diesel-fired boiler to a new 2.0 Ton LPG-fired boiler for steam generation in our manufacturing processes. This shift has not only led to substantial reductions in diesel consumption but has also resulted in lower emissions, positively impacting our carbon footprint.

The previous diesel-fired boiler consumed a substantial quantity of diesel fuel, contributing to high emissions. In 2020, we made a forward-thinking decision to invest in a more efficient and eco-friendly solution – an LPG fired boiler with twice the capacity. This upgrade has proved instrumental in driving positive change within our manufacturing operations.

By replacing the diesel boiler with the LPG alternative, we have significantly curtailed our diesel consumption. This reduction in diesel usage has translated into a substantial decrease in carbon dioxide (CO₂) emissions.

This accomplishment underscores our organization's commitment to sustainable practices and demonstrates the positive impact that informed decisions can have on the environment. By embracing cleaner energy alternatives, we are paving the way for a greener future and showcasing the potential for other businesses to follow suit.

The successful transition from a diesel to an LPG fired boiler serves as a testament to our dedication to reducing our carbon footprint. We will continue exploring innovative solutions to further enhance our environmental performance and contribute to a more sustainable world.

8.3 WATER STEWARDSHIP APPROACH AND GOVERNANCE

(GRI 303-1 | GRI 303-3 | GRI 303-5)

At Naxpar Pharma Pvt. Ltd., responsible water stewardship is an integral part of environmental management and operational sustainability. The Company recognizes water as a critical natural resource in pharmaceutical and allied manufacturing operations and remains committed to improving water efficiency, minimizing freshwater withdrawal and promoting water conservation through responsible operational practices.

Naxpar Pharma's water consumption intensity in FY 2023–24 amounted to 6.23 KL / MT of production. In FY 2025–26, total water consumption was recorded at 7.20 KL, reflecting improved water efficiency and the impact of ongoing conservation and recycling initiatives. The Company continues to focus on minimizing freshwater withdrawal and promoting

sustainable water management practices throughout its operations.

8.3.1 Water Consumption Performance

[GRI 303-3, GRI 303-5]

Water consumption is tracked as an important indicator of operational efficiency and environmental performance. Monitoring water use enables the Company to assess consumption patterns, identify opportunities for conservation and support long-term water management planning.

8.3.2 Embracing Water Recycling: A Sustainable Step Forward

[GRI 303-1, GRI 303-3]

Water is a precious resource, and in its continuous pursuit of sustainability, Naxpar Pharma Pvt. Ltd. has implemented multiple water recycling initiatives within its manufacturing processes. These initiatives contribute to water conservation while also supporting operational efficiency and responsible resource management.

Condensate Recovery

Since **2020**, the Company has introduced **condensate recovery systems** to capture and reuse condensate generated from manufacturing tanks. Previously, this recoverable water stream was drained out; however, it is now collected in external tanks and reused within operations. This condensate is generally available at a temperature of approximately **40 to 50°C**.

The benefits of condensate recovery are twofold:

A) Reduced Energy Consumption

By recycling condensate, the Company reduces the need to heat water from lower temperatures to generate steam. This lowers **LPG consumption**, as water available at a higher temperature requires less time and energy to reach the boiling point for steam generation.

B) Water Conservation

By reusing condensate, the Company reduces its dependence on fresh water and supports more efficient internal water utilization.

Through condensate recovery, the Company has started recycling approximately **1,500 KL per annum** of water, thereby reducing the need for groundwater withdrawal.

Water Consumption and Recycling Metrics

Water			
Indicators	FY 2023-24	FY 2024-25	FY 2025-26
Total Water consumption (in KL / Year)	1,34,516	1,23,806	1,40,052
Water Intensity (KL / MT of production)	6.23	6.85	7.20
Total Water recycled and reused (in Kilo Litres / Year)	14,418	13,978	14,298
Total Rainwater Harvested (in Cum / Year)	4893.8	4012.92	6200

8.3.3 Technologies and Practices to Recycle or Reuse Water

[GRI 303-3]

Bottle Washing Water - Recycling

To further enhance water recycling performance, Naxpar Pharma Pvt. Ltd. has implemented a system to recycle water used for washing empty bottles. By treating and reusing this water within the facility, the Company significantly reduces freshwater consumption associated with cleaning and packaging-related operations.

This initiative has reduced water requirements by approximately **9,000 KL per annum**.

Reuse of Rejected Water from DM Water Generation Plant

Water rejected from the **Demineralized (DM) Water Generation Plant** is no longer treated as waste. Instead, the Company has identified alternative internal applications for this water within the premises, thereby reducing avoidable water loss and improving water-use efficiency.

This initiative has reduced the requirement for fresh water by approximately **6,000 KL per annum**.

8.3.4 Closed-Loop Water Cooling System

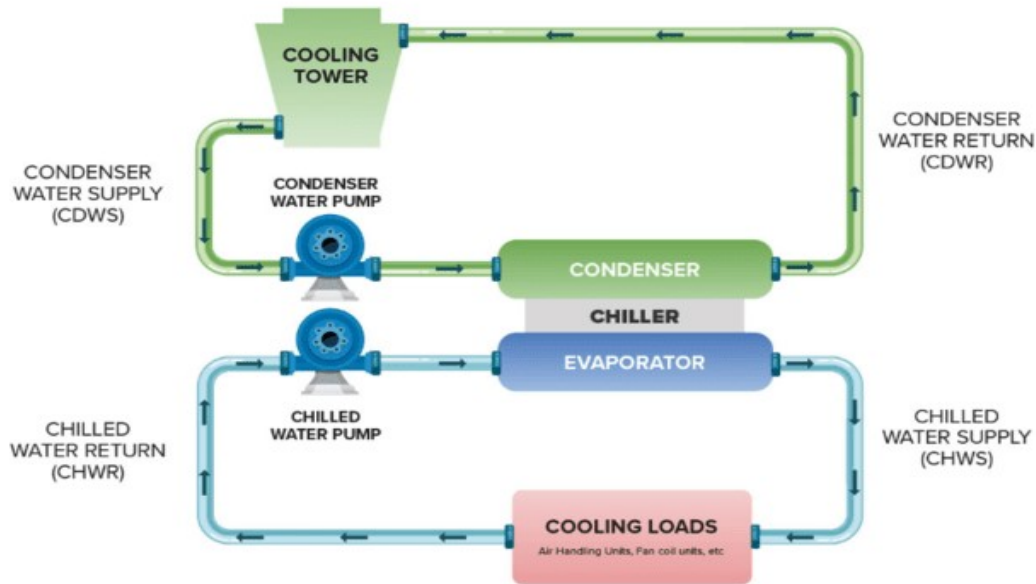
[GRI 303-3, GRI 303-5]

Naxpar Pharma Pvt. Ltd. uses a **closed-loop water cooling system** within its plant operations for cooling applications. This system enables the recycling of cooling water and supports water conservation by minimizing once-through water use.

A closed-loop system helps protect the quality of the process fluid, reduces maintenance requirements, and provides operational flexibility while contributing to reduced overall water consumption. The use of such systems reflects the Company's commitment to adopting utility

practices that support more efficient and sustainable water use.

Chilled water system diagram



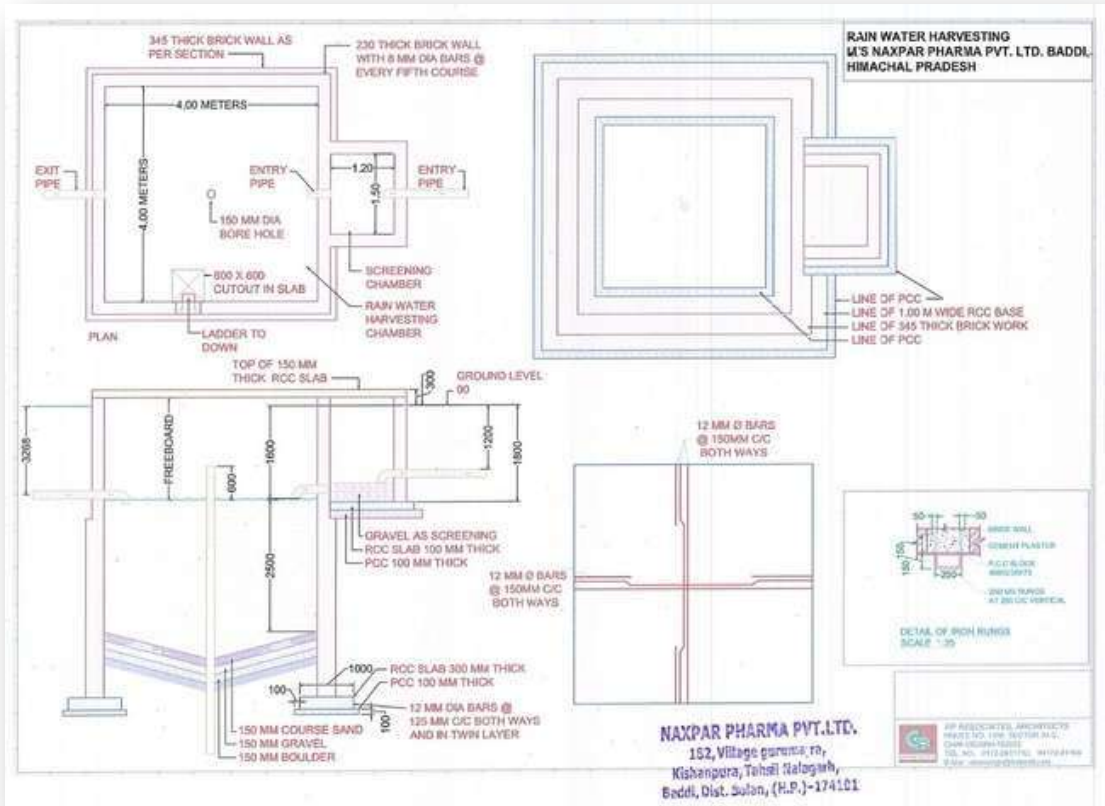
8.3.5 Rainwater Harvesting

[GRI 303-3, GRI 303-5]

Rainwater harvesting forms an important component of Naxpar Pharma Pvt. Ltd.’s water conservation efforts. Rainwater harvesting is a process used to conserve rainwater by collecting, storing, conveying, and directing runoff from rooftops and open surfaces for beneficial use and groundwater recharge.

At Naxpar Pharma Pvt. Ltd., rainwater harvesting is treated as an important operational requirement, and the Company has developed **rainwater harvesting pit** to help conserve rainwater received during the monsoon season. This supports groundwater recharge and contributes to more responsible local water resource management.





8.3.6 Water Audit and Efficiency Review

[GRI 303-3, GRI 303-5]

The Company periodically undertakes internal reviews of water consumption patterns, utility performance, and process-related water use to identify opportunities for improved water efficiency and reduced water losses across operations.

These internal assessments support:

- water-use inventory and monitoring
- identification of water-intensive activities
- operational efficiency improvements
- water conservation planning
- review of opportunities for water reuse and recycling

Findings from such assessments are used to guide water conservation initiatives, utility optimization, and process-level efficiency improvements across manufacturing operations.

8.3.7 Water Risk Assessment

[GRI 303-1, GRI 303-3]

Naxpar Pharma periodically evaluates water-related operational risks associated with manufacturing activities and site-level water dependence. These assessments help the Company better understand risks related to freshwater availability, groundwater dependence, operational continuity, water quality, and long-term water sustainability.

The Company continues to strengthen its water stewardship practices to improve resilience and support responsible resource management.

8.3.8 Control Measures to Prevent Contamination of Groundwater

[GRI 303-4, GRI 303-5]

As a pharmaceutical manufacturing organization, Naxpar recognizes that efficient water use, responsible wastewater management, and protection of groundwater resources are critical to sustainable operations and long-term environmental resilience. The Company adopts preventive operational controls and responsible handling practices to minimize the risk of contamination arising from wastewater, process residues, utility systems, and operational storage or handling areas.

Control measures may include:

- responsible wastewater handling and treatment
- proper drainage and containment practices
- controlled storage and handling of process-related materials
- monitoring and operational oversight of water-related infrastructure
- reduction of avoidable discharge and water losses through reuse initiatives

The Company's focus on water recycling, controlled water use, and rainwater harvesting also contributes to reducing pressure on groundwater resources and supporting more responsible water stewardship.

8.3.9 Wastewater Management and Quality Assessment

[GRI 303-4, GRI 303-5]

Naxpar Pharma Pvt. Ltd. recognizes the importance of responsible wastewater management as part of its environmental stewardship approach. Wastewater generated from manufacturing, utility, cleaning, and related operational activities is managed through controlled handling and treatment practices in accordance with applicable operational and compliance requirements.

The Company periodically monitors wastewater and effluent quality parameters to assess treatment performance and support compliance with applicable discharge norms and environmental requirements.

Regular wastewater quality assessment supports:

- monitoring of treated effluent quality
- identification of process improvement opportunities
- environmental compliance management

Removal of Active Pharmaceutical Ingredients (APIs) from wastewater: Where relevant, the Company evaluates operational controls and treatment practices to support reduction of contaminants and strengthen responsible effluent management across operations. Continuous improvement efforts focus on enhancing wastewater management efficiency and minimizing potential environmental impacts associated with manufacturing activities.

8.3.10 Water Stewardship Awareness and Responsible Practices

[GRI 2-24]

Naxpar promotes awareness regarding responsible water usage and environmental management practices across relevant operational functions. Employees are encouraged to support responsible resource utilization through operational discipline, workplace awareness and environmentally responsible practices.

These initiatives support the Company's broader commitment towards environmental responsibility and sustainable operational practices.

8.4 LOCAL ENVIRONMENTAL NUISANCE MANAGEMENT

(GRI 305 | GRI 306 | GRI 403 | GRI 307 | GRI 413)

At Naxpar Pharma Pvt. Ltd., management of local environmental impacts forms an important part of responsible manufacturing and environmental stewardship. The Company recognizes that pharmaceutical manufacturing operations may contribute to air emissions, odour, noise and accidental pollution risks, and therefore follows a preventive and control-oriented approach to minimize environmental impact and protect employees, nearby communities and surrounding ecosystems.

8.4.1 Emissions Management Approach

[GRI 305-7, GRI 307-1]

Naxpar Pharma adopts measures to manage emissions arising from manufacturing processes, utilities and material handling activities. The Company focuses on minimizing emissions at source through process controls, preventive maintenance, controlled handling of chemicals and

operational discipline.

To minimize emissions and localized environmental nuisance, the Company has implemented:

- Structured process control mechanisms to avoid abnormal releases
- Preventive maintenance of ducts, stacks, and exhaust systems
- Controlled storage and handling of volatile and hazardous materials
- Standardized procedures for labelling, handling, storage, and transportation of hazardous waste
- Dust extraction and ventilation systems in relevant areas
- Process controls to reduce fugitive emissions and accidental releases

These measures are supported by group-wide protocols designed to prevent accidental spills, leakage, and mixing of incompatible materials, thereby reducing the risk of sudden or unintended environmental pollution events.

Routine operational reviews and environmental awareness among personnel further strengthen emission prevention and ensure disciplined execution of environmentally sensitive activities.

8.4.2 Gaseous Emissions Control

[GRI 305-7]

Gaseous emissions arising from manufacturing and utility operations are managed through a combination of process controls and engineering systems, including:

- Scrubbing and exhaust gas treatment systems where applicable
- Ventilation and extraction systems in process areas
- Preventive maintenance of boilers, DG sets, and utility equipment
- Controlled handling of volatile organic compounds (VOCs)

8.4.3 Odour Management and Control Systems

[GRI 305-7, GRI 413-2]

Naxpar Pharma Pvt. Ltd. recognizes odour as a key aspect of local environmental nuisance and community perception. Odour control practices include:

- Proper storage and sealing of materials
- Controlled waste handling and timely disposal
- Ventilation and localized extraction systems
- Spill prevention and prompt cleanup mechanisms
- Maintenance of drainage and support infrastructure

8.4.4 Noise Monitoring and Mitigation

[GRI 403-7, GRI 413-2]

Naxpar Pharma Pvt. Ltd. recognizes that operational noise can impact employee health, workplace comfort, and surrounding communities. The Company adopts a preventive and mitigation-oriented approach to manage noise generated from machinery, utilities, and plant infrastructure.

Periodic monitoring and assessment of noise levels form part of the Company's environmental and occupational safety framework.

Monitoring Includes:

- Equipment-level noise assessments
- Area-wise noise mapping within operational zones
- Boundary-level noise monitoring where required

Noise control measures may include:

- Preventive maintenance of equipment to reduce abnormal noise and vibration
- Use of silencers, dampers or soundproofing systems where required
- Monitoring of operational noise levels in relevant work areas
- Identification of high-noise zones and implementation of protective measures

These measures support safer working conditions, improved operational discipline and reduced environmental nuisance.

Engineering and Design Controls

Noise mitigation is integrated at the equipment design and procurement stage through structured qualification processes, including:

- User Requirement Specifications (URS) and Design Qualification (DQ) defining acceptable decibel limits for all machinery
- Validation of noise levels during Installation Qualification (IQ) and Operational Qualification (OQ) stages
- Selection of equipment designed to operate within prescribed noise thresholds

This proactive approach ensures that noise control is embedded at the source rather than addressed only at later stages.

Acoustic Enclosures and DG Soundproofing

The Company has implemented soundproofing measures for DG (Diesel Generator) systems

and other high-noise equipment.

Employee Protection Measures

- Provision of appropriate Personal Protective Equipment (PPE) such as earplugs and earmuffs for employees working in high-noise zones
- Identification and demarcation of high-noise areas within the facility
- Awareness and training programs on occupational noise exposure and protection



Policies and Governance Enhancements

To further strengthen environmental protection, the Company has introduced:

- **API Discharge Policy** – regulating discharge quality and process controls
- **Biodiversity Policy** – supporting responsible interaction with surrounding ecosystems

Stakeholder Grievance and Community Interface

Recognizing the importance of community engagement, Naxpar has incorporated an **external stakeholder grievance mechanism** within its grievance framework.

This enables external stakeholders to report concerns related to:

- Air emissions
- Noise levels
- Odour or nuisance
- Any environmental impact from plant operations

8.4.5 Traffic, Movement & Local Nuisance Management

Traffic and Movement Management

[GRI 306-2, GRI 413-2]

The Company recognizes that logistics and transportation activities can contribute to localized nuisance through dust, emissions, congestion, and noise.

To address these impacts, Naxpar implements structured movement management practices, including:

- Planned scheduling of material dispatch and inward logistics
- Controlled vehicle entry and exit systems
- Designated loading and unloading zones
- Minimization of vehicle idling within premises
- Maintenance of internal roads and movement areas to reduce dust

These measures improve operational efficiency while minimizing environmental disturbance within and around the facility.

8.4.6 Local and Accidental Pollution Management

Prevention of Environmental Incidents

[GRI 307-1, GRI 413-2]

Naxpar Pharma Pvt. Ltd. remains committed to continuously strengthening its management of localized environmental impacts through enhanced monitoring systems, improved engineering controls, and proactive environmental governance.

Air Quality Performance Indicators

Air Pollution			
Parameters	FY2023-24	FY 2024-25	FY 2025-26
SOx (Micro / m3) (Limit / Result)	80 / 21.3	80 / 20.3	80 / 18
NOx (Micro / m3) (Limit / Result)	80 / 23.4	80 / 22.8	80 / 19
PM10 (Micro / M3) (Limit / Result)	100 / 82.6	100 / 79.5	100 / 85
PM2.5 (Micro / M3) (Limit / Result)	60 / 40.6	60 / 38.6	60 / 46

Going forward, the Company will continue to:

- Advance air emission and odour control systems

- Strengthen particulate matter and gaseous emission management
- Enhance noise monitoring and mitigation practices
- Improve traffic and site-level environmental management
- Further integrate accidental pollution prevention and response systems

This ongoing commitment supports responsible manufacturing, regulatory compliance, and the creation of a safer and more sustainable environment for all stakeholders.

8.5 SUSTAINABLE WASTE MANAGEMENT:

(GRI 306-3 | GRI 306-4 | GRI 306-5)

8.5.1 Sustainable Waste Management and Resource Circularity

[GRI 301-2, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5]

Naxpar Pharma Pvt. Ltd. adopts a structured and lifecycle-based approach to waste management, focusing on waste minimization, responsible handling, and resource recovery. Given the nature of pharmaceutical manufacturing operations, the Company recognizes waste as a critical environmental aspect and prioritizes practices that reduce environmental impact while supporting circular resource use. The Company has established tie-ups with authorized third-party agencies for the collection, treatment, recycling, and safe disposal of waste. Materials that cannot be recovered are directed towards appropriate recycling or disposal streams.

8.5.2 Waste Controls and Segregation Framework

[GRI 306-2, GRI 306-3, GRI 306-5]

Segregation at source forms the foundation of Naxpar's waste management system. Waste generated across operations is categorized into defined streams such as paper, plastics, glass, metals, organic waste, general waste, and hazardous waste.

This structured approach:

- Prevents cross-contamination
- Improves recyclability and material recovery
- Enhances safe handling and storage practices
- Supports regulatory compliance

The collected hazardous waste undergoes co-processing followed by incineration, aligning with the Company's objective of minimizing landfill dependency and progressing towards a zero-landfill approach for applicable waste streams.

8.5.3 Waste Reduction and Sustainability Initiatives

[GRI 301-2, GRI 306-2]

For reduction of overall waste generated, the Company has implemented targeted material substitution and reuse initiatives, as outlined below:

- **Use of Reusable PP Boxes Instead of Corrugated Boxes**

The Company has introduced reusable polypropylene (PP) shippers for select products as an alternative to conventional corrugated boxes, thereby reducing packaging waste generated from routine operations.



- **Use of Non-Woven Shoe Covers Instead of Plastic Shoe Covers**

The Company has transitioned to non-woven biodegradable shoe covers in place of single-use plastic alternatives, significantly reducing plastic waste generated at the facility.



These initiatives support reduction in material consumption and contribute to circular economy practices within operations.

8.5.4 Employee Awareness and Participation

[GRI 306-2]

Employee engagement plays a critical role in effective waste management. The Company promotes responsible waste practices through awareness programs, operational guidance, and workplace instructions focused on: Waste segregation at source, Safe handling and disposal practices and Reduction of avoidable waste generation.

8.5.5 Waste Performance

[GRI 306-3, GRI 306-4, GRI 306-5]

The Company monitors waste generation across hazardous and non-hazardous categories as part of its environmental performance tracking. Continuous efforts are made to reduce waste intensity and improve recovery and disposal outcomes.

Indicators	FY 2023-24	FY 2024-25	FY 2025-26
Total Waste Generated (in MT)	893.79	841.33	901.04
Total Hazardous Waste Generation (in MT)	4.95	121.52	63.91
Total non-Hazardous Waste Generation (in MT)	888.66	719.81	837.13
% of total waste from company operations diverted from landfills	85%	99.8%	99.8%

The significant change in waste profile reflects improved tracking, segregation, and treatment practices, along with enhanced operational controls.

8.6 PRODUCT STEWARDSHIP AND ENVIRONMENTAL RESPONSIBILITY

(GRI 2 | GRI 3 | GRI 301 | GRI 306 | GRI 416 | GRI 417)

At Naxpar Pharma Pvt. Ltd., product stewardship is a core element of environmental and operational governance. The Company recognises that pharmaceutical have potential environmental and health implications across their lifecycle, and therefore adopts a comprehensive approach that integrates environmental, health, and safety considerations from product design through manufacturing, usage, and end-of-life management. We aim to minimise environmental impact, improve resource efficiency and support safe and responsible product handling throughout the product lifecycle.

8.6.1 Product Design and Lifecycle Management

[GRI 301-2, GRI 301-3, GRI 417-1]

Environmental considerations are integrated into product development, packaging and production planning processes. Naxpar works environmentally intensive inputs and optimising packaging materials to support resource efficiency and recyclability where feasible.

The Company also follows demand-driven production planning to reduce overproduction, excess inventory and product-related waste. Safety Data Sheets (SDS), technical information and customer guidance are provided to support safe handling, usage and disposal practices.

8.6.2 Exposure and Risk Assessment

[GRI 416-1, GRI 416-2]

Naxpar maintains processes to identify and manage potential health, safety and environmental risks associated with products and operational activities. Risk assessments may be conducted during product development, operational changes and periodic reviews to support product safety and responsible risk management.

Customer health and safety considerations are integrated into the Company's risk management approach through periodic review of product usage conditions, exposure risks and applicable control measures.

Customer Protection Performance

Customer Health and Safety			
Indicators	FY 2023-24	FY 2024-25	FY 2025-26
# of Product Safety Related Incident	0	0	0
# of Product recalls	0	0	0
# Complaints related to use of products/ service	0	0	0
Customer Participation Rate in Sustainability Session / Meeting	70%	80%	90%

9. SUSTAINABLE PROCUREMENT AND RESPONSIBLE SUPPLY CHAIN MANAGEMENT

9.1 GOVERNANCE FRAMEWORK AND SUPPLIER EXPECTATIONS

(GRI 2-23 | GRI 2-24 | GRI 308-1 | GRI 414-1)

At Naxpar Pharma Pvt. Ltd., sustainable procurement is embedded within the Company's broader environmental, social and governance framework.

To establish clear expectations, Naxpar Pharma has adopted a Supplier Code of Conduct that outlines the minimum environmental, social and ethical standards expected from all suppliers. The Code communicates expectations related to labour practices, human rights, environmental protection, business ethics and regulatory compliance, and is shared with suppliers as part of onboarding and engagement processes.

In addition, sustainability-related provisions are incorporated into supplier agreements and contracts. These provisions enable alignment with the Company's expectations on responsible practices and support collaborative management of potential environmental and social risks within the supply chain.

9.2 SUPPLIER RISK IDENTIFICATION AND DUE DILIGENCE

(GRI 3-3 | GRI 308-2 | GRI 414-2 | GRI 2-23 | GRI 2-24 | GRI 2-25)

Naxpar Pharma undertakes a structured approach to identifying and assessing potential sustainability risks within its supply chain. This includes evaluating risks related to environmental impacts, labour practices, human rights, business conduct and regulatory compliance across supplier categories. Supplier assessments and pre-audit reviews help identify potential areas of concern and support responsible sourcing decisions.

The Company also considers risks related to conflict minerals and encourages supplier transparency, traceability and corrective action where required. Ongoing supplier engagement supports continuous improvement and responsible supply chain practices.

9.3 SUPPLIER EVALUATION AND SCREENING MECHANISMS AND MONITORING

(GRI 308-1 | GRI 308-2 | GRI 414-1 | GRI 414-2)

Supplier selection and onboarding processes incorporate sustainability-related considerations alongside technical and commercial parameters. Suppliers may be evaluated through questionnaires, documentation reviews and self-assessments covering environmental management, ethical conduct, labour practices and compliance systems.

Naxpar Pharma also promotes fair and transparent supplier selection practices and supports non-discriminatory procurement processes. Periodic monitoring and supplier reviews help identify gaps, strengthen compliance and support continuous improvement. Where significant non-compliance or inadequate responsiveness is identified, the Company may reassess or discontinue business relationships following appropriate review processes.

9.4 SUPPLIER ENGAGEMENT, COLLABORATION AND CAPACITY BUILDING

(GRI 3-3)

Naxpar Pharma recognizes that building a responsible supply chain requires active collaboration and capability development.

The Company promotes awareness, communication and knowledge sharing to encourage alignment with sustainable procurement principles and responsible business practices. Training and awareness initiatives for procurement teams, along with supplier guidance and engagement activities, support capability development and continuous improvement across the supply chain. These initiatives promote capacity building, knowledge sharing and continuous improvement across the supplier base.

9.5 GRIEVANCE AND RESPONSIBLE REPORTING MECHANISMS

(GRI 2-25 | GRI 2-26 | GRI 414-2)

Naxpar Pharma Pvt. Ltd. maintains grievance and reporting mechanisms that enable employees, contract workers, suppliers and other stakeholders to raise concerns related to workplace practices, ethics, human rights and compliance matters. The Company seeks to ensure that concerns are handled through fair, confidential and structured internal processes with appropriate corrective action where required.

Naxpar further encourages suppliers to maintain responsible grievance mechanisms within their own operations to strengthen ethical and accountable practices across the supply chain.

Sustainable Procurement KPI Dashboard

Value Chain			
Indicators	FY 2023-24	FY 2024-25	FY 2025-26
Suppliers evaluated for ESG Performance (in %)	0%	10%	20%
Suppliers evaluated for ESG Reporting (Onsite) (in %)	0%	5%	10%
Suppliers in Agreement with company's Supplier Code of Conduct (in %)	100%	100%	100%

Percentage of assessed suppliers engaged in corrective actions or capacity building	100%	100%	100%
Integration of environmental, labour & human rights clauses in supplier contracts	100%	100%	100%

Training			
Indicators	FY 2023-24	FY 2024-25	FY 2025-26
% of buyers across all locations who have received training on sustainable procurement	0%	100%	100%

Our Goal

Our goal is to ensure that most of our suppliers align with and formally acknowledge the Supplier Code of Conduct.

Suppliers play a critical role in the success of Naxpar Pharma Pvt. Ltd.'s business model and sustainability program. As part of this commitment, the Company works closely with key suppliers to improve their sustainability performance and strengthen responsible practices.

Through supplier engagement, risk-based due diligence, evaluation mechanisms and ongoing monitoring, Naxpar seeks to build a responsible, resilient and sustainable supply chain aligned with its long-term environmental, social and governance commitments.

1. ESG ACCOUNTING PRINCIPLES

(GRI 2-4 | GRI 2-3)

Metric	Unit	Accounting principle
Gender diversity in management	%	Gender diversity is calculated using overall employee data. We define managers as those with minimum one internal direct report and on a management job path.
Employees by gender	%	% of women calculated as: $\frac{\text{Number of women}}{\text{The total number of employees}}$ % of men calculated as: $\frac{\text{Number of men}}{\text{The total number of employees.}}$ Only internal employees are included.
Lost Time Injury Rate	LTI Rate	LTI Rate frequency rate = $\frac{\text{Total number of lost time injury events}}{1,000,000 \times \text{Total Number of Hours Worked}}$ LTI Rate severity rate = $\frac{\text{Total number of lost time injury events} \times 1,000}{\text{Total Number of Hours Worked}}$
Number of lost days	No.	Lost days due to global LTI's are tracked.
Gender diversity at board level	%	Measured by reviewing the gender representation of Board of Directors.
Employees completing annual Code of Conduct training	%	Measured as the percentage of employees completing Code of Conduct training.
Number of social and/or EHS supplier audits performed	No.	Annual sum of social and EHS supplier audits performed.
Total CO2e Scope 1 and 2	Tonnes	Sum of our CO2e Scope 1 and 2 emissions.
CO2e Scope 1	Tonnes	We follow the Greenhouse Gas (GHG) protocol corporate standard for calculating our CO2e

CO2 e Scope 2	Tonnes	We follow the Greenhouse Gas (GHG) protocol for calculating our CO2e emissions.
Greenhouse gas emissions intensity	Tonnes per Production in Tonnes	Greenhouse gas emissions intensity is calculated using the total Scope 1 & 2 (market based) emissions in tonnes divided by total production in tonnes.
Energy intensity and share of renewable electricity.	kWh	Energy consumption is measured as the consumption of electricity, natural gas, heat, steam and fuels used. Data is based on meter readings and invoices.
Metric	Unit	Accounting principle
Energy intensity	kWh	Energy intensity is calculated using the total energy consumption in kWh divided by total revenue in Production in Tonnes.
Water usage	Litres	Water usage is measured as the sum of water used at our manufacturing site, based on meter readings.
Total Waste	Tonnes	Waste is measured based on the sum of waste disposal at our manufacturing site and is based on data provided by waste management contractors. Waste by category covers both hazardous and non-hazardous waste.

2. OUR CERTIFICATIONS

(GRI 2-27)

Naxpar Group is committed to offer extensive manufacturing capabilities from development to production. For the same we have received a few certifications and accreditations as shown below.

SR. NO.	CERTIFICATION	AUDITING AGENCY / BODY
1	ISO 14001:2015	TUV-SUD
2	ISO 45001:2015	TUV-SUD
3	ISO 22716:2007	BUREAU VERITAS
4	WHO GMP	Central Drug Standard Control Organisation (CDSCO)
5	SEDEX SMETA 4-PILLAR	Deutsch Quality Systems (DQS)
6	Uganda	National Drug Authority (NDA)
7	Ethiopia	Ethiopian Food and Drug Authority (EFDA)
8	United Arab Emirates	Ministry of Health, Ministry of Health and Prevention (MOHAP) Drug Department
9	Nigeria	National Agency for Food and Drug Administration and Control (NAFDAC)
10	US-UL	(21 CFR Parts 210 & 211: 4-2022 and ANSI 455-4 GMP for OTC Drugs: 2021) & Health Canada-ANSI 455-4 GMP for OTC Drugs: 2021

ZERTIFIKAT ♦ CERTIFICATE ♦ CERTIFICADO ♦ CERTIFICAT



CERTIFICATE

The Certification Body of TÜV SÜD South Asia Private Limited certifies that



Naxpar Pharma Private Limited
182, Village Gurumajra, Kishanpura, Tehsil Baddi,
Dist. Solan – 174 101, Himachal Pradesh, India

has implemented Environmental Management System in accordance with **ISO 14001:2015** for the scope of

Manufacturing of Pharmaceutical Products - Oral Liquid, Ointment, Dusting Powder & Ear Drop, Herbal Products - Oral Liquid & Ointment, Cosmetic Products - Face Wash, Cream, Shampoo, Conditioner & Lotion, Food Supplement - Oral Liquid.

The certificate is valid from **2024-06-27** until **2027-06-26**
Subject to successful completion of annual periodic audits.
The present status of this certificate can be obtained through TÜV SÜD website by scanning below QR code and by entering the certificate number (without spaces) on web page. Further clarifications regarding the status & scope of this certificate may be obtained by consulting the certification body at info.india@tuv-sud.com

Certificate Registration No. **99 104 01766**
Date of Initial certification: **2018-12-14**
Issue Date: **2024-06-27 Rev. 01**





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ISO 14001:2015

ZERTIFIKAT ♦ CERTIFICATE ♦ CERTIFICADO ♦ CERTIFICAT



CERTIFICATE

The Certification Body of TÜV SÜD South Asia Private Limited certifies that



Naxpar Pharma Private Limited
182, Village Gurumajra, Kishanpura, Tehsil Baddi,
Dist. Solan – 174 101, Himachal Pradesh, India

has implemented Occupational Health and Safety Management System in accordance with **ISO 45001:2018** for the scope of

Manufacturing of Pharmaceutical (Oral Liquid, Ointment, Powder, Ear Drop) Herbal (Oral Liquid, Ointment) Cosmetic (Face Wash, Cream, Shampoo, Conditioner, Lotion) & Food Supplement (Oral Liquid) Products

The certificate is valid from **2023-06-21** until **2026-06-20**
Subject to successful completion of annual periodic audits.
The present status of this certificate can be obtained through TÜV SÜD website by scanning below QR code and by entering the certificate number (without spaces) on web page. Further clarifications regarding the status & scope of this certificate may be obtained by consulting the certification body at info.india@tuv-sud.com

Certificate Registration No. **99 117 01062**
Date of Initial certification: **2023-06-21**
Issue Date: **2023-06-21 Rev. 00**





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Bureau Veritas Certification

NAXPAR PHARMA PVT. LTD.



Baddi: Plot No. 182, Village -Gurumajra, Kishanpura, Tehsil Nalgah Solan, Himachal Pradesh, India.
Head Office: 104-107, Bldg No.8, Jogan Industrial Complex, V. N. Purav Marg, Chunabhatti, Sion, Mumbai – 400 020, Maharashtra, India.

Bureau Veritas Industrial Services (India) Private Limited has assessed the activities of the above organisation and found to be in accordance with the assessment protocol developed based on below criteria

Criteria

ISO 22716:2007
Cosmetics – Good Manufacturing Practices (GMP) – Guidance

Scope of Assessment

MANUFACTURE AND DISPATCH OF CREAM, FACE WASH, SHAMPOO, LOTION, CONDITIONER

Assessment start date: 16 August 2024
Subject to the continued satisfactory compliance during periodical assessment of the organisation's activities, this attestation is valid until: 13 December 2027
Attestation No. IND.24.2287/BA-GMP Version: 1 Issue date: 16 August 2024



Authorized Signatory
Jagdish N. MANJANI
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Local office: Bureau Veritas Industrial Services (India) Pvt. Ltd.
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Archer (East), Mumbai – 400 093, India.

Further clarifications regarding the scope of this assessment, the applicability of the criteria or to check the attestation validity please write to cert.india@bureauveritas.com

ISO 22716:2007

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