

ESG Supplementary Book 2023-2024 Mankind Pharma Limited

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About the Company

Mankind Pharma Limited (hereafter referred as 'Mankind Pharma' 'We', 'Our' or 'the company') founded in year 1991 and commenced its operation in year 1995. It is one of the India's leading pharmaceutical company, dedicated to collaboratively driving progress on sustainable development in partnership with its stakeholders. The company has a strong presence in the domestic market and operates through five manufacturing facilities, thirty-three subsidiary, five associates companies and three joint ventures as of financial year 2023-2024. Our company is involved in manufacturing and marketing a diverse range of pharmaceutical formulations across various acute and chronic therapeutic areas such as Anti-infective, Cardiovascular, Respiratory, Vitamin/mineral/nutrients, Dermatology, Pain/Analgesics, Neuro/CNS, Gynecology, Anti Diabetics, Gastro intestinal as well as several consumer healthcare products such as PregaNews, Manforce, Acne Star, Health OK Multivitamin tablets, Gas-o-Fast Sachets, Unwanted -72. However, we are also venturing into new businesses such as pet product with the brand name as Pet Star, Agritech & Ayurveda. Our vision is to become a global pharmaceutical company admired mainly for the affordability, quality and accessibility of products and our mission is to improve patient's lives worldwide by offering innovative, cost-effective, and superior-quality pharmaceutical solutions. We have a strong presence in the domestic markets and over 90% of the revenue is generated from the Indian market. Consolidated reported revenue from the operations in financial year 2023-2024 was INR 10,335 Cr and EBITA of INR 2,325 Cr.

About the ESG Supplementary Book

We are pleased to present the company's first 'ESG Supplementary book' for the financial year 2023-2024. We aim to share insight of our financial performance and disclose sustainability indicators and outcomes. Our comprehensive Annual report inclusive of Business Responsibility and Sustainability Reporting (BRSR) covers our vision, mission, strategy and key initiatives across the ESG parameter. The ESG supplementary book contains additional information such as policies, actions and disclosure of sustainability indicators and outcomes of our standalone units and a subsidiary of Mankind Pharma i.e. Shree Jee. Laboratory Private Limited). We believe that, ESG supplementary book will assist our stakeholders to understand the Mankind Pharma Sustainability strategy, initiatives, policies and procedures in place in the domain of ESG and appreciate our efforts to elevate our sustainability value proposition.

Scope & Reporting Boundary

Scope and Reporting boundary of ESG data book contains all manufacturing plants (Unit -I, Unit -II, Unit -III, Sikkim Unit & Udaipur Unit, Head Corporate office, Mumbai Corporate office, Research & Development (R&D) and Shree Jee Laboratory Private Limited. We have presented consolidated data on key sustainability related KPI's, policies and procedures to ensure the highest standard of product quality and sustainable business operations.

Mankind ESG Goals

Our ESG ambition is based on a strong set of goals and targets that we have meticulously undertaken to attain a leadership position by Financial Year 2030. We aim to align our ESG Goals with the United Nations Sustainable Development Goals (UNSDGs).



Environment*



Plastic Neutral by FY'24



Hazardous Waste Disposal - 70% for co-processing and 30% for landfilling by 2027 (Base year FY'21)



Implementation of Wild life Conservation plan for 2 nos of Schedule-1 species in Sotanala area



Carbon neutral by 2030 (Base year FY'21)



100% Renewable Power by 2030



Reduce ground water intensity in Operations by 50% by 2030 (Base year FY'20)

Social



Ensuring the well being of our employees and stakeholders.

Governance



Implementation of effective stakeholder engagement strategy for collaboration to address key sustainability issues backed by Sustainability council.



Highest standards of compliance and ethics backed by robust corporate governance

* Mankind Standalone Units

GOVERNANCE

1.1 Reporting

Sustainability Reporting Assurance

We engaged third party i.e. TUV India Pvt. Limited (TUVI) to conduct an independent “Reasonable assurance of BRSR Core disclosures” following the (BRSR Core framework for assurance and ESG disclosures for value chain partners) circular issued by SEBI dated 12.07.2023 and in line with the ISAE 3000 (Revised) requirements. Assurance statement provided by the third party is provided in the annual report of financial year 23-24, page no- 221-226.

1.2 Business Ethics

Our Business ethics policy and Business code of conduct outlines our Zero tolerance approach towards unethical and illegal business practices. We strictly prohibit any form of bribery, corruption and other improper payments in the conduct of company’s operations. It applies to all our company personnel, comprising employees, officers, directors, agents as well as third party representatives acting on company’s behalf indirectly and/or directly such as sales consultants/agent, for making any such improper payments.

Business ethics

Our business ethics policy covers comprehensively uphold ethical practices such as approval of business expenditure, political and charitable contributions, fines and penalties, procedures for third party due diligence against corruption and bribery, employee due diligence procedures, Anti bribery and Anti-corruption risk assessments, training and certification, reporting and investigation mechanisms and document retention period till 5 years and disciplinary action against non-compliances. We have also implemented non-financial controls in our daily activities to mitigate the risk of corruption and bribery, thereby ensuring effective management of our procurement, operational, and commercial practices.

To reinforce our commitment towards transparency, accountability and ethical business conduct, we have a permanent Ethics subcommittee under the Audit committee and have a designated compliance officer for implementation of policy, programs, procedures and reporting of suspected and actual breaches to Chief Executive Officer (CEO) and Board of Directors (BOD). Our ethics related key performing indicators (KPIs) on Anti-bribery and corruption risk assessments, ethics policy upgradation, procedures, compliances, training and workshops, incident reporting of any actual and suspected violation/resolution, are periodically reviewed by our ethics committee and updated to the audit committee. These updates are subsequently reported to the Board of Directors (BOD) on a six-monthly basis. We have appointed an external independent ombudsman for our company and in the event of any allegation made against an employee for any potential violation of the procedures, commitments, investigation to the allegation and report to the ethics committee for reasonable conclusion lies under the responsibility of ombudsman.

Code of conduct

Mankind Pharma Limited implemented a code of conduct, covering all employees (full-time or part-time employment, with either permanent, probationary, trainee, retainer, temporary or contractual appointment), suppliers, contractors, service providers, agents, channel collaborates (dealers, distributors and others) and all board of directors. Our code of conduct covers all significant elements such as stances of misconduct covering fraud, theft or any dishonest conduct, conflict of interest, procedures/disclosures for receiving and giving gifts, conduct off Job, travel, meal and entertainment, bribes and kickbacks, professional etiquettes, equal employment opportunity, conduct for use of social media etc.

As a step towards good business practices, our code of conduct policy is signed and acknowledged by every employee at the time of joining. This process is an integral part of the company's recruitment procedure, ensuring that all employees understand and commit to upholding the organization's ethical standards from the onset. Code of conduct e-learning trainings are also marked mandatory for our employees under their "Gurukul learning library" available on individual employee "One login portal". Violation or any suspected conduct against any of the condition as specified under our business ethics policy and code of conduct, are reported in accordance to the whistle blower/ vigil mechanism policy. Any whistle blower can directly contact the designated ombudsman through the email ombudsman@mankindpharma.com and address stated in our policy/website or can reach out to human resource team for grievance redressal.

Political and Charitable contribution

In financial year 23-24, we spent 3250.20 Lacs under Corporate social responsibility (CSR) in accordance to the law and practices. In financial year 23-24, no expenditure was made towards political contributions while in financial year 22-23 (until 31 March 2023); it was INR 2700 Lacs, spent as miscellaneous expenses including political contributions.

Complaints/ Breaches/Trainings reported in FY23-24

Parameters	Number of Breaches
Number of whistle blowed incidents	0
Number of corruption incidents	0
Number of IT security incidents	0
Number of complaints under Sexual Harassment (POSH)	0
Number of complaints for conflict of interest under Key Managerial Positions(KMP's)	0
Number of complaints for conflict of interest among Directors	0
Trainings on Business Ethics and Code of Conduct	100 % of employee newly hired

1.3 Corporate Governance

Board diversity & composition

Type	Numbers /Percentage
Independent Directors	5 (55.5%)
Executive Directors	4 (44.4%)
Total Board of Directors (BOD)	9

Total number of women's in (BOD): One out of nine members (11.11%)

Board committee's

Number of Board committee's - five

- ✚ Audit committee
- ✚ Corporate Social Responsibility committee (CSR)
- ✚ Nomination and Remuneration committee
- ✚ Risk Management committee
- ✚ Stakeholder relationship committee

Board effectiveness

Eight meetings were held during the reporting tenure, with each director attending at least one board meeting in compliance to the provisions laid under Companies Act, 2013. Details are summarized and provided in the annual report of financial year 23-24, page no- 148.

1.4 Information Security Management System (ISMS)

Policy and Procedures

Mankind pharma limited has enforced the Information security policy and implemented Information security management system (ISMS) manual, across our all manufacturing units and corporate offices. We have 24 comprehensive ISMS policies and guidelines in place referring to access management, asset management, backup and restoration, business continuity, capacity management, resource monitoring, password management, threat management, risk assessment and treatment, mobile and teleworking, change management, cloud management, secure coding management, configuration management, encryption and cryptography control procedures, internet web filtering and email usage, information classification, deletion and data masking, antivirus, media and data leakage, network monitoring, technical vulnerability, patch management, incident management, clear desk screen policy, physical environmental and equipment security policy and management, third party access and outsourcing policy and data privacy management.

Particular	Certification coverage
International organization for standardization 27001: 2022 (Information security management system)	83 % of our manufacturing units and 100% of our corporate offices are certified by ISO 27001 requirements.

We have our privacy policy in place, committed to data protection of personal information covering employee, board, consultants, contractors, agents, client, visitors, relevant individual and stakeholders. We strictly adhere to the statutory laws/ regulations pertaining to data privacy and protection of personal information. Our commitment of data protection and privacy of confidential information of our employee, clients and stakeholders, are well supported by our grievances redressal mechanisms and any dispute, complaint that can be reported via email at privacypolicy@mankindpharma.com.

IT Governance

We have appointed Chief information security officer (CISO) responsible for monitoring, reviewing and ensuring continual improvement of our ISMS system in our company. CISO is also supported by Information security officer (ISO) followed by the ISMS core team and ISMS internal auditor team for conducting daily operations and regular audits respectively. Our objectives of 100 % training coverage of employees on information security practices, acknowledgement of Non-disclosure agreements by the employees, timely optimization of server application/network, reporting and effective management of security related incidents are routinely monitored. Our Risk management committee also monitor policies/ implement processes for ensuring cyber security. All incident caused due to technological failure, man-made activity/natural disaster or any other information or security related complaints and disputes can be directly reported to the IT department.

Training and awareness

We achieve our objective of 100 % training coverage of all employees by integrating ISMS manual core details as a part of our induction program and imparted at the time of joining. Several awareness programs are regularly conducted to promote cybersecurity, incident reporting, prevention of digital arrest etc. These are communicated through various channels such as email, bulletins, flyers, internal in person and e-learning trainings, ensuring our proactive approach in enhancing the employee awareness and providing safe working environment.

1.5 Supply Chain Management

Supplier code of conduct

Mankind Pharma Limited has implemented a comprehensive Third Party code of conduct, applicable to our all suppliers, vendors, distributors, wholesalers, agents, technology partners, contract manufacturing organization (CMO's) and contract research organization (CRO's). We expect our value chain partners to conduct their business in a responsible way and strive to apply the highest ethical standards in their own

company. This includes actions against anti-corruption and bribery, maintaining health and safety at workplace, upholding human rights standards, conducting business ethically, ensuring sustainability and protection of environment, protecting data privacy, confidentiality and information, managing waste and spills, demonstrating commitment and accountability, risk management, training and competency development, maintaining transparency, ensuring compliance, monitoring and timely disclosures.

We commit to responsibly source raw material/service/products from our suppliers, ensuring adherence to ethical, environmental, and social standards. Our company does not source any palm oil/palm oil based derivatives, for manufacturing any of our product nor do any of our product contain remains of tin, tantalum, tungsten etc.

Supplier assessments/ audit

We prioritize suppliers who demonstrate compliance with the environmental, safety, sustainability and fair business practices. We regularly conduct onsite Environment, health, safety (EHS) audits of our suppliers and offsite, annual Environment Social Governance (ESG) assessments, verifying conformity to regulatory compliances and their good practices ensuring sustainability in their operations. In financial year 23-24, we have identified our 158 significant upstream and downstream partners, basis on the criteria of top partners comprising of 75 % of our purchase and sales (by value). Out of the total identified significant partners, 57% has undergone offsite ESG assessment and their development action plan is underway. We aspire to cover 100% of our significant suppliers to undergo ESG Assessment. Our supplier assessment also includes collection of self-attested REACH Statement from our international based suppliers, confirming their adherence to REACH regulation, and minimizing the risk of non-compliance within EU regulation.

Supplier diversity

We pledge to provide equal employment opportunities to our value chain partners, without discrimination on the grounds of race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, or disability. As of financial year 23-24, we partnered with four women centric businesses as our supplier and sourced 28% of our input material from MSME/Small local producers thereby diversifying our supplier base. We will explore opportunity to increase diversity with priority on inclusion of minority and vulnerable groups and support integration of more women led enterprises in our value chain. We will include diversity review indicators in our supplier assessment process to monitor the progress on diversity.

Training and recognition

We quarterly conduct trainings on sustainability and supply chain detailing on the importance of green supply chain, role of supply chain in climate change and Mankind third party code of conduct expectations from our suppliers in fulfilling the sustainability related requirements.

We host annual events to recognize and rewards our outperformed contractors with the gamification elements such as badges, certificates, trophies and long term or exclusive agreements with the contractors. These rewards are based on their adherence to performance criteria, compliance with health and safety requirements and achievement of environmental, sustainability, and quality standards.

ENVIRONMENT

2.1 Policy and Environmental Management System

We have implemented Environment, Health, Safety and Sustainability Policy, demonstrating our commitments towards environmental protection, pollution prevention and fostering sustainability across our operations. We commit to provide safe working environment to our employees, contractors, subcontractors, visitors, nearby communities and other stakeholder.

Environmental management system and governance

Aligned to the ISO System, we have clear defined roles and responsibilities for effective management of our Environment Health Safety (EHS) performance. EHS and Environment social and governance (ESG)/sustainability related matters are the integral part of our organizational goals. We have a board level Risk management committee overseeing EHS and ESG/sustainability related risk and matters. The committee is responsible for reporting and updating the board on actions to be taken to mitigate the EHS and ESG/ sustainability related risks associated with the company operations. We have the corporate level EHS team, regulating EHS and sustainability related matters of the manufacturing units, providing strategic direction, developing policies and internal procedures/standards for EHS related activities and supporting the company for fulfilling the global sustainability requirements. The overall responsibility of the implementation of environmental management system, policy, procedures, and environmental projects at the manufacturing sites lies under the site heads, supervised by dedicated qualified Site EHS managers followed by EHS lines officers. Monitoring of EHS and sustainability related KPI's, implementation of EHS projects and activities and maintaining safe working conditions and operation for the employees, worker, contractor, sub-contractors and other associated stakeholders are under the prime responsibility of EHS department.

Particular	Certification coverage
International Organization for standardization 14001 :2015 (Environmental Management System)	83 % of our manufacturing units are certified by ISO 14001 requirements.

We conduct six monthly ISO 14001 internal audits across all departments of our manufacturing units, to ensure compliance to our internal EHSS objectives/targets and other EHS statutory requirements. In financial year 23-24, total sixty internal audits were conducted in compliance to the ISO 14001: 2015. Moreover, the sites are also audited by our various international and domestic customers on frequent basis, which helps to maintain best of class environment health and safety practices and ensures protection of our customer health and safety. In financial year 23-24, three major customer audits were conducted and corrective action plan are taken to close the gaps.

2.2 Energy Management System

Our Energy management policy guides our actions toward energy and natural resource conservation. In line with our decarbonization journey, we focus on reducing the carbon footprint of our operations through process optimization, new technology integration, design innovation, or by eliminating and substituting non-renewable energy source with the 100 % renewable energy or energy mix.

We are committed to be:

- ✚ 100 % renewable power by 2030.
- ✚ Carbon Neutral by 2030 (over the base year FY'21).

We monitor our energy performance by analyzing key performing indicators (KPIs) related to energy consumption, energy mix, energy intensity and fuel consumption. Our KPIs are monthly tracked and quarterly reviewed during internal management and departmental reviews. We also communicate our performance on energy related KPIs to our internal stakeholders through compelling business needs (CBN) reports and tableau generated sustainability dashboards.

Total Energy consumption

Parameters	UOM	FY 23-24
Total Renewable energy consumption	GJ	1,82,571
Total Non-Renewable energy consumption	GJ	1,15,193
Total Energy consumption*	GJ	2,97,764

**Note: Total Energy consumption is different from the annual report FY 23-24 due to changed reporting boundary.*

Approximately 61.3 % of our total energy consumption is sourced from the renewable sources. This is achieved through our installed captive roof top solar power plant and the use of agro-based briquettes as a substitute for conventional fossil fuels, such as coal, in the boilers at our manufacturing units. None of our manufacturing units consumes coal as a fossil fuel for energy generation from the installed boilers. Additionally, in the financial year 2023-24, the energy purchased from the state electricity boards of Himachal Pradesh and Sikkim constitutes 89% and 100% hydro energy, respectively. The respective state electricity boards certify the company annually for the quantity of renewable energy produced in the grid and the quantity of renewable energy purchased by our company.

Throughout the financial year 23-24, several energy efficiency initiatives were taken by the manufacturing sites, which includes process modification, automation such as AI based chillers, AHU optimization, replacement of energy intensive motor with the less intensive motors, VFD installation, advance steam traps equipment's, condensate recovery units etc. which resulted in the total energy savings of 1400 Mwh/ Lakhs of tablet. We invested 58.40 million rupees in financial year 23-24 for effective implementation of energy conservation schemes. Detailed energy efficiency schemes can be accessed in the annual report of financial year 23-24, page no-139-140.

We conduct an energy audit every three years to examine energy losses and identify opportunities of energy optimization and savings. As our routine practice, our one of the manufacturing site Udaipur has undergone a detailed power quality audit by the accredited third party in financial year 24-25 and we target to conduct similar energy audits in other manufacturing sites.

We regularly trained our workforce and suppliers to increase the awareness of role of energy consumption in climate change and energy efficiency/ conservation/ management as a key mitigation and adaptation strategy.

2.3 Carbon Emissions and other Air Emission

Direct Greenhouse gas emission

Parameters	UOM	FY 23 -24
Scope 1 GHG Emission*	MT CO2 Eq.	6,009

**Note: Scope 1 GHG emission is different from the annual report FY 23-24 due to changed reporting boundary.*

Indirect Greenhouse gas emission

Parameters	UOM	FY 23 -24
Scope 2 GHG Emission*	MT CO2 Eq.	17,335

**Note: Scope 2 GHG emission is different from the annual report FY 23-24 due to changed reporting boundary.*

Energy consumption management and carbon emission reductions are the critical aspects of our commitment towards sustainability. We pledge to become carbon neutral by 2030 over the base year of FY 2021, for which we implemented a time bound action plan for reducing our Greenhouse Gas (GHG) emission (Scope 1 and Scope 2 emission). We have developed the GHG inventory in accordance to the GHG protocol standards of scope 1 and scope 2 emission. We have initiated collecting primary data from our internal stakeholders for two of the categories of Scope 3 emission (C4- Upstream transportation and distribution and C5- Third party waste disposal from operations) and calculated emission for financial year 23-24 for internal review and monitoring. We aim to calculate all categories of scope 3 emission and develop an action plan for making our supply chain resilient to extreme climate change impacts. Additionally, we seek collaborations with our suppliers for sharing our commitment toward sustainable practices and promoting our suppliers via several awareness /training sessions for reducing indirect emissions (Scope 3 emission), wherever possible.

Other Air emissions management

Across our manufacturing units, we have installed best available controlled technologies/ devices and as such as installation of wet scrubbers, dust collectors, bag filter, cyclone separator to control TPM emission, Dual Fuel Kit (DFK), RECD (Retrofit emission control device) and acoustic enclosure in DG set for

controlling SOX, NOx. Additionally Stripper column vent and Acid base Neutral scrubbers are also installed to control other air emission such as Volatile organic compound (VOC) and Acid Mist arising from the process of an API manufacturing unit i.e. Shree Jee Laboratory Pvt Ltd.

We have also taken other abatement measures such as maintaining adequate stack height as per the standard prescribed by the pollution control board (PCB) for better pollutant dispersion, installation of the gas detectors in the work zone areas for controlling process related fugitive emissions, installation of water sprinklers and three- tier greenbelt developments for controlling dust emission in and around plant boundaries. None of our manufacturing unit carry out activities that release Persistent Organic Pollutant (POP) and Heavy metals into the environment.

In our operations, there are two major sources of air pollution, one from Agro briquette based boilers & HSD/LDO based DG sets. Three major type of air pollutants (PM, SOx, NOx) are released into the environment in a controlled manner.

Parameters	UOM	FY 23 -24
Direct NOx Emission	MT	66.048
Direct SOx Emission	MT	17.61
Direct TPM Emission	MT	128.24
Total Other air emissions*	MT	211.898

Note: Other Air emission is different from the annual report FY 23-24 due to changed reporting boundary.

We conduct third party quarterly and half-yearly monitoring of our stacks conforming to the norms stipulated by pollution control board (PCB) and conduct third party ambient air quality monitoring in accordance to the National Ambient Air quality standard (NAAQS). We monitor ambient air quality parameters such as Carbon monoxide (CO), Carbon dioxide (CO₂), Ammonia (NH₃), Benzene, Lead (Pb), Arsenic (Ar) Nickel (N), Benzo Pyrene, Particulate Matter (PM), Sulphur dioxide (SO_x), Nitrous oxides (NO_x) and in financial year 23-24 all parameters were found to be well within the below detection limits confirming effectiveness of our emission controlled devices and other abatement measures implemented by the company.

2.4 Water Management System

Our Environment, Health, Safety and Sustainability policy reflects our commitment to responsible and efficient water management thereby emphasizing on water use reduction, recycling and reuse of wastewater. Conforming to the ISO 14001 standard, every manufacturing unit has developed and implemented procedures/guidelines/standards related to groundwater abstraction and consumption, Piezometer installation along with digital water level recorder for monitoring, wastewater management, procedure for ETP operation and handling, SOP for API removal, handling, storage and disposal from wastewater etc.

Total water consumption

Parameters	UOM	FY 23- 24
Total Fresh water withdrawal	KL	3,74,188
Total Wastewater discharge	KL	0
Total net Fresh water consumption*	KL	3,74,188

**Note: Net Fresh water consumption is different from the annual report FY 23-24 due to changed reporting boundary.*

As a routine practice, we conduct third party water audits at our manufacturing units to assess overall water distribution system, water losses, contamination, identification of high water footprint areas and water saving potential. In financial year 23-24, Sikkim unit has undergone extensive water audit and similar water audits are scheduled to be implemented at other manufacturing units.

We conduct quarterly and six monthly monitoring of wastewater quality parameters, ground water quality parameters and drinking water quality parameters from the Pollution control board approved third party laboratory and in-house analysis conforming to the norms stipulated by the state pollution control board. Real time monitoring of ground water also take place through our installed piezometers and the data is transmitted to the Central Groundwater Authority (CGWA) server on a real time basis. To ensure the absence of Anti-biotic residue in our ETP wastewater at ETP inlet, ETP outlet and RO outlet stage, we regularly conduct third party monitoring. In financial year, 23-24, no Anti biotic residue was found ensuring wastewater treatment process effectiveness and its proper management.

We have implemented several initiatives for minimizing fresh water losses from our process and reduce fresh water consumption across operations. This includes optimizing raw water usage in process vessels through jet cleaning, avoiding wasteful open hoses, reducing domestic consumption through installation of sensor based taps in the urinals and canteens, implementation of Zero liquid discharge (ZLD) Effluent Treatment (ETP) facilities along with Ultra filtration Reverse osmosis (UF-RO) systems, construction of rainwater harvesting structures along with the underground recharge storage tanks, installation of Multi stage evaporator (MEE) and Mechanical vapor recompression (MVR) technology for API removal from waste water etc. 50 % of our manufacturing sites (Shree Jee Laboratory, Udaipur Unit and Sikkim unit) are commissioned with the ETP-cum- ZLD plant (Zero Liquid Discharge Plants). The remaining units are equipped with state- of-the-art Ultra Filtration Recycling Units (UF-RO) for wastewater recycling. The treated recycled water from UF RO is utilized as a makeup water in the cooling tower and for greenbelt plantation. During financial year 23-24, 45 % of wastewater has been recycled and reused in our operations.

We pledge to reduce our ground water intensity in our operations by 50 % over the base year FY'20. To extend our efforts in achieving our target, company is further exploring opportunities at our Sikkim manufacturing unit for utilization of surface water instead of groundwater.

2.5 Waste Management

Our operations are fully committed to achieve the excellence in solid and liquid waste management, responsible hazardous material/waste handling, consumption of hazardous substance/ waste, chemicals and minimizing environmental impact through our sustainable operations. We focus on adopting 4R approach i.e. reduce, recycle, reuse, and recover for the effective waste management. To achieve the commitment of attaining excellence in solid and liquid waste management, we aims to divert 70 % of our Hazardous waste for co processing and only 30 % for landfilling by 2027 over the base year 2021.

We have Standard Operating Procedure (SOP) for proper handling, storage, management, treatment and disposal of hazardous waste, wherein all the waste source, type and safe disposal mechanism are classified and clearly identified. The hazardous waste generated from the operations are mainly identified in accordance to the Hazardous waste management rules 2016 and hazardous waste authorization obtained by the manufacturing units from respective state pollution control board. We also have safe handling procedures for hazardous substances, which are detailed, in our EHS manual. The manual clearly outlines reduction techniques, roles and responsibilities, the appropriate use and type of safety equipment during handling as well as disposal mechanism of hazardous substance and waste.

Waste Generation

Parameters	UOM	FY 23-24
Hazardous waste generation	MT	9242.983
Non Hazardous Waste generation	MT	796.183
Total Waste Generation*	MT	10,039.17

**Note: Waste generation quantity is different from the annual report FY 23-24 due to changed reporting boundary.*

Waste Disposal

Parameters	UOM	FY 23-24
Total waste Recycled/ Reused	MT	6.28
Total waste landfilled	MT	81.62
Total Waste co-processed	MT	307.837
Total waste incinerated*	MT	27.7

**Note: Waste disposal quantity is different from the annual report FY 23-24 due to changed reporting boundary.*

We have properly labelled and designated hazardous waste storage facilities across all operations. We tracked our waste generation, disposal and stock on a daily basis in accordance to the FORM-3 of Hazardous waste management rules 2016. Our hazardous waste generated from manufacturing activities are disposed through proper manifest mechanism, to the State Pollution Control Board (SPCB) authorized

Recyclers or treatment, storage and disposal landfill facility, incineration facility (TSDF & TSDIF) and approved co-processing facility for use an Alternative fuel Residue (AFR). None of our waste disposal processes involve any transboundary movement and only inter transit disposal of waste is done in conformance to the approval provided by the pollution control boards. (PCB).

To integrate circular economy in our daily waste management practices, company has taken several initiatives such as investment in the commissioning of technology i.e. distilled solvent recovery plant at our one of the unit i.e. Shree Jee. Laboratory. 85 % of solvent is recovered, recycled, and reused in the process of API manufacturing in financial year 23-24. This has resulted in the decrease of virgin input raw material and promoted circular economy in our process. Similarly, 380.84 MT of boiler ash generated from agro based briquette boiler, is sent by Shree Jee laboratory pvt Ltd for reuse by the approved brick-manufacturing unit by Pollution control board (PCB). We have also installed volute press and ETP Sludge dryer across operations for reducing moisture content in the ETP sludge, thereby increasing calorific value and make it suitable for co-processing in the cement plants, showcasing our efforts in achieving our target of diverting 70 % of our Hazardous waste for co-processing. We utilized agro-based briquettes in our boilers as a bio based input material to meet energy demands, thereby reducing the use of hazardous substances in our manufacturing processes.

Total 1155 no. of training and awareness session were conducted in financial year 23-24 across the manufacturing facilities for procedures detailed in SOP and EHS manual for hazardous waste handling and disposal covering current regulation, penalties, hazard and risk due to exposure and improper handling and its disposal.

2.6 Biodiversity Management

We have implemented a robust Biodiversity policy, reflecting our commitment towards biodiversity protection, conservation and sustainable use of natural resources. We aspire to align our operational activities with the principles as specified in UN Convention on Biological Diversity (CBD). Our policy is widely applicable to all employees of Mankind Pharma, however we encourage our subsidiaries, joint ventures, associates, vendors and suppliers to fulfill the commitments as specified by the company towards managing biodiversity.

All our manufacturing units fully comply the statutory requirement of 33 % greenbelt development inside the plant boundary, demonstrating our commitments towards afforestation. In financial year 23-24, we conducted a baseline biodiversity impact assessment study within 10 km radius of Shree Jee. Laboratory Pvt. Ltd. in accordance to the Indian Wildlife (Protection) amendment act 2002 and EIA Notification 2006. Two No.s of Schedule -1 species were recorded, within 10 km radius, for which wildlife conservation plan has been submitted to the wildlife department for monitoring, rescue, rehabilitation, conservation, awareness and encouragement of wildlife health.

To promote the awareness among the employees and stakeholders, we conduct awareness session on the conservation and preservation of biodiversity and promote activities such as sapling distribution and tree plantation on the various occasions such as world environment day, earth day and ozone day etc.

2.7 Product Stewardship

Recognizing the importance and impact of product footprint on environment and customers health and safety, several initiatives at the stage of production, product packaging and end of life, are implemented across our manufacturing sites.

Ensuring on reduction of our product footprint, we capture the accurate demand, and prevent excessive production and building of expiry products. We conduct daily planning and analysis using the best available digital tool O9. It captures the real time demand of the product within the different territories and assist us in taking a real time decision. We customized our supply chain based on the tool outcomes, validate the demand through respective territorial sales person and statistically forecast (A check) to derive the accurate and precise production requirements. In addition, a real time monitoring of the inventory level (i.e. Days of forward coverage/ Market fluctuation/ uncertainty driven demand capturing) is conducted by the internal business development team at the corporate office. However, we also ensure increased product shelf life higher than the market standards, to minimize the delivery of expiry product in the markets.

As a pharmaceutical company, our product do not involve any recycle or reclaim activity at the end of its life. However, we have our waste management system in place through which all unused drug/ expired drugs and voluntary recall products, are recovered from the manufacturing units, warehouse and CNF's for its safe disposal by an incineration technique. In financial year 23-24, 1264.706 tons of expired medicines were collected and send for safe disposal by the third party waste management vendor.

We replaced hazardous solvents with aqueous-based solvents for some of the formulation products in financial year 23-24. The initiative resulted in replacement of hazardous chemicals used in the manufacturing process and helped in eliminating potential environment and safety related hazards.

We eliminated plastic trays used in the packaging of the vial product and installed online shipper coding machines at our manufacturing sites, thereby reducing post consumers plastic and pre consumer plastic respectively. In financial year 23-24, through third party recyclers, we were able to collect and recycled 100 % of our post-consumer plastic waste generated (i.e. 8008 MT) and fully comply with the requirements of Extended Producer Responsibility (EPR) regulation under the Plastic waste management rule 2016.

SOCIAL

3.1 Labor Practices

Total workforce

Parameters	UOM	FY 23-24
Total Permanent employees	No	18,606
Total Contractual employees	No	0
Total Permanent workers	No	1,170
Total Contractual workers	No	1,516
Total employees & workers*	No	21,292

*Note: Total workforce is different from the annual report FY23-24 due to changed reporting boundary.

Nationality wise workforce breakdown

Parameters	UOM	FY 23-24
India		
Share in total permanent employees and workers	No	19,734 (99.7%)
Other		
Share in total permanent employees and workers	No	42 (0.21%)

Gender wise workforce breakdown

Parameters	UOM	FY 23-24
Share of females in total workforce *	(%)	2.53
Share of females in top management	(%)	0.12
Share of females in middle management	(%)	0.63
Share of females in junior management	(%)	1.76

Note: Share of female workforce is different from the annual report FY23-24 due to changed reporting boundary.

Other special workforce

Parameters	UOM	FY 23-24
Persons employed with disability	No.	2

Freedom of association

Parameters	UOM	FY 2023-2024
Independent trade unions or covered by collective bargaining agreements	%	0

Gender pay gap

Parameters	Difference between men and women employees (%)
Mean Gender Pay gap*	-39%

Note: Gender pay gap is calculated based on gross salary (Basic, HRA, conveyance, child allowances, special allowances, metro allowances, stipends, rate code).

3.2 Human Capital Management

Human Right Policy and Procedures

Our company's Human Rights Policy reflects a strong commitment to ethical practices and inclusivity, fostering a respectful and equitable environment for all. This includes permanent, contractual, full-time, part-time, intern, apprentice employees, as well as external stakeholders such as suppliers, healthcare partners, contractors, and associates. Our holistic approach to human rights management, addresses broad range of factors such as employee wellbeing and engagement, diversity, inclusivity, equal and fair opportunity, safe working conditions, ethics, stakeholder relationship etc. We prohibit discrimination based on race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, or disability; prohibit forced and child labor and effort to promote a harassment-free environment.

Endorsement of human right policy forms a core part of our induction program. We ensure 100% awareness and training coverage on HR policies, including Travel Policy, Salary and Remuneration, Leave and Attendance, Overtime Policy, Grievance Redressal Policy, Professional Etiquettes Policy and other associated procedures, for all new employees and workers at the time of joining the organization.

We have our grievance redressal mechanisms in place for addressing any violation against human rights concern and encourages our employee, stakeholders to report.

Recruitment

We have established guidelines for selection and procedures to be followed during recruitment, internal job postings, background verification and sources of recruitment in our Recruitment Policy. This policy is applicable to all expansion and replacement positions across our manufacturing plants, R&D centers, and corporate offices.

Our recruitment policy is inclusive, equitable, and non-discriminatory in both intent and practice. All recruitment decisions are based solely on merit, qualification, suitability of candidates for the role and regardless of gender, age, race, religion, caste, disability, marital status or any other personal attribute unrelated to job performance. We have engaged independent third party organization to conduct verification of our recruitment practices such as strict adherence to human right standards i.e. no child labor, no forced labor etc., and upholding ethical practices in our conduct. To minimize the risk of recruitment-related fraudulent activities and safeguard our foundation, we have established a dedicated reporting email ID: recruitment@mankindpharma.com. This platform is specifically designed for reporting any suspicious activities, including fraudulent job offers, emails, or other unauthorized communications. This initiative underscores our commitment to maintaining a secure and transparent recruitment process. We comply with the statutory requirements of the Minimum Wages Act and the Equal Remuneration Act, ensuring fair wages and equal remuneration for all our employees and workers. In financial year 23-24, more than 99% of our employees and 93 % of our workers are paid above the requirement of minimum wages and last two years data record is provided in our annual report FY23-24, Page no- 201. Our post recruitment comfort check model, monitors comfortability of new employees and ensure their alignment to the company's objective and culture.

Talent attraction and retention

Our talent acquisition and management strategy is centered on attracting, developing and retaining high-performance employees, to propel our business growth. We focus to attract fresh graduates and lateral hires by leveraging brand recognition to attract skilled individuals. At the same time, we offer internal job positions and mobility across various departments, manufacturing units, R&D, subsidiaries that empowers our employees to realize their full potential. We have a dedicated relocation policy and competency foundation initiative to streamline our talent attraction and retention process and ensuring effective achievement of our objectives.

As part of our key initiatives, we adopted a long term incentive tool i.e. Mankind Employee Stock Option Plan 2022 ("ESOP Plan") to attract, retain and motivate our key talents by rewarding for their high performance thereby motivating them to contribute to corporate growth and profitability. We also focus on providing wide opportunities for holistic development of employees, from wellbeing to professional and skill development.

Hiring

Parameters	FY 23-24
Total number of Male hires	4434
Total number of Female hires	192
Total number of hires*	4,626

**Note: Total number of hires is different from the annual report FY 23-24 due to changed reporting boundary.*

Turnover rate

Parameters	FY 23-24
Permanent employee turnover rate*	18.96%
Permanent workers turnover rate	21%
Voluntary employee turnover rate	17.84%

**Note: Permanent employee turnover rate is different from the annual report FY23-24 due to changed reporting boundary.*

Parameters	FY 23-24	
	Male	Female
Total number of employees left	3626	125
Number of employees left- voluntary	3422	108

Career management

Our approach includes annual performance appraisals and organization aligned goal settings by our all eligible employees. We have a five-step process encompasses of self-appraisal, manager review, skip level reviews, HOD reviews and compensation review for monitoring, reviewing and rewarding the employees. We believe in conducting collaborative discussions, mid-year reviews and 360-degree constructive feedback, providing comprehensive insights into individual's performance and areas for improvement while tailoring various skill development plans. We implemented learning and development policy encompassing individual development plans aligned with goals, business continuity, succession, competency etc. Communication of the mid-year review and performance cycle, goal settings are made to all eligible employees through emails and training of the PMS cycle are covered by 100 % employees under their induction part.

We launched an initiative Mankind ladder for creating more career opportunities, aligning talent for all suitable jobs positions, creating culture and geographical exposure, and catering the adequate work force across the manufacturing locations.

Performance review

Parameters	UOM	FY 23-24
Employees who received regular performance and career development reviews	%	100%

Training and skill development

Mankind pharma has a comprehensive Learning and development Policy and Competency Foundation program, aims at fostering employee growth and developing required skills, aligning our talent best with the organization goals.

Our learning development strategies is categorized at three level: Leadership, Management, Operation, and programs are classified as General training sessions and Technical sessions. We work to enhance employee performance by providing a variety of training programs, including orientation, in-house training, mentorship, coaching, external training, and on-the-job training. We have individual development program (IDP) wherein training needs per employee, are identified in discussion with their line managers. The process considers employee role, desired skills, technical and behavioural competency as well as the aspiration/ goals of our organization.

As a part of our leadership development program, in financial year 23-24, we largely focused on having tie-ups with the IIMS for skill development and promoting leadership talks, focus on coaching/ mentoring etc. and with various universities for promoting higher education.

We launched two E- learning platforms “Gyan Mandir initiative” and “Gurukul on Onlogin” for supporting our learning development programs. Numerous mandatory courses pertaining to policies, procedures are mapped to each individual onlogin portal ensuring effective monitoring of the employees. Through Gyan Mandir Initiatives, we aim to support our employees by providing various technical skills based training handbooks and communicating evolving new applicable rules and regulations. We run our Gyan Mandir Initiative through dedicated email id: mankind_qualityInsights@mankindpharma.com.

Several other continual skill development programs taken as detailed below:

Programs Name (Skills related training/ workshop)	Description
Srijan	Program covers: process improvement & capacity development, equiped professionals with practical strategies for optimizing processes and enhancing organizational capabilities.
Uday	Two-day workshop for field coordinators for empowering leaders through a tailored People Development program. Enhanced leadership skills, build effective teams, and drive organizational success with practical insights for personal and professional growth.
Samanvay (DENiM)	Elevate team dynamics and leadership skills. Program covers emotional intelligence, effective communication, conflict resolution, decision-making, creative thinking, and adaptability for a transformative learning journey.

Instructional Design workshop	Conducted for sales training team where it offers an immersive experience with engaging content, interactive sessions, and expert guidance to empower participants with practical tools for crafting impactful learning experiences.
Utkarsh	Launched by the company for the people development capability in the Supply chain and to support for the development of technical interventions process.

Number of Trainings

Parameters	FY23-24
Number of Health and Safety trainings	1351
Skill Upgradation (Technical/Functional and Behavioural Training)	546
Human Rights (POSH) and Induction covering Human Aspects	282

Note: Number of training is different from the annual report FY 23-24 due to changed reporting boundary.

Total number of man-hours of training on skill upgradation and human rights covered in financial year 2023-2024 are 29,699.33 with total no. of 828 trainings conducted. For training related to environment health and safety in financial year 2023-2024, amounts to 20544.37 man-hours. To strengthen the training development program and measuring the effectiveness of employee development, post training survey feedback are also conducted.

Employee Support programs

To maintain work life balance, our company has well laid policy for travel management, leave and attendance policy, overtime policy, health policy, learning and development policy which help in maintaining productivity, wellbeing and job performance. We provide flexible working hours of service with the provision of late entry and early exit, offer special education sponsorship programme for full time employees and provide financial assistance for pursuing educational programme. We offer special type of leaves such as paternity, maternity, special day and bereavement leaves to our employees focusing increased productivity, attraction and retention. One daycare facility is also provided at our Himachal unit catering both employees and workers. Disabled friendly infrastructure is provided to persons with disability enabling them to effectively discharge their duties in the organization.

Focusing on the inclusivity, we launched Mankind Lamhe, Humari Kahani, and initiative for building safe and open culture for the employees fostering cohesiveness among the teams within the organization. We recognize and reward our employees under the program called "Udaan" for their exceptional performance and for creating a culture of appreciation within the organization.

Paid parental leave

Total number of paid leaves for the primary caregiver in weeks offered to majority of your employee: 26 weeks as per the Maternity Benefit Amendment act

Total number of paid leaves for the non-primary caregiver in weeks offered to majority of your employee: 1 Week

Return to work

Parameters	FY23-24	
	Male	Female
Number of Permanent employee	77	20
Number of Permanent workers	32	1

Health Programmes

We offer group medical policy (GMP) comprehensively covering family members; group personal accidental policy (GPAP) and group term life insurance policy (GTLI) and employee deposit linked insurance covering all our employees and workers. We regularly conduct several programs such as health counseling, awareness programs related to stress management, routine checkup etc. covering all employees and workers and healthcare webinars especially for women's. We extend our support by providing 70% discounted offers of Pathkind tests and diagnostic services to the employees of our company. We conduct pre employment checkups and annual health checkups of our employees and workers.

Employee wellbeing

Particular	Male	Female
% of permanent employee covered		
Health Insurance	100%	100%
Accident Insurance	100%	100%
Maternity Benefits	100%	100%
Paternity Benefits	100%	100%
Day Care Facilities	100%	100%

Particular	Male	Female
% of permanent workers covered		
Health Insurance	100%	100%
Accident Insurance	100%	100%
Maternity Benefits	100%	100%
Paternity Benefits	100%	100%
Day Care Facilities	100%	100%

Employee engagement

Our company promotes engagement with the employees through conducting employee satisfaction survey, conducting open communication and obtaining feedbacks for the employee support services provided and programs conducted by the company. Regular engagement with the line managers and skip manager is promoted by the company, ensuring timely identification of the employee's needs and expectations from the company and for its early resolution. We conducted Pulse Survey, covering all employees and freshers for evaluating the level of conducive environment and opportunities for improvement. We gauge our employee's satisfaction by measuring opinion on parameters such as manager effectiveness, leadership and accountability, work life balance, openness, growth development, skill development, and stress management. 72 % of the employee's participation seen in year 2022. We analyzed our survey and identified company and employee satisfaction gap and department wise areas for an improvement.

3.3 Occupational Health and Safety Management System

Policy and management system

Particular	Certification coverage
International Organization for standardization 45001 :2018 (Occupational Health and Safety management System)	83 % of our manufacturing units are certified with the ISO 45001 requirements.

We prioritize safety, health, and environmental responsibility through our comprehensive EHSS Policy, and our processes best aligned with Factory Rules and ISO 14001/45001 standard. Our environment health safety and sustainability policy commits to provide safe working conditions to our employees, contractors, sub-contractors, visitors, customers and all other relevant stakeholders. We operate our activities in compliance to the Factory act and state factory rules. To strengthen safety culture in our operations, various guidelines and standard operating procedures, are detailed in our Environment Health Safety (EHS) manual covering all aspects of safety such as procedures for work permit system, hot work system, confined space, lock out tag out, fire protection equipment inspection, safety inspection & audits, training, industrial safety hygiene and health facilities, laboratory safety, managing noise exposure, chemical and drum handling and general safety guideline for contractors/sub-contractors. We have a robust review mechanism of our Safety related KPIs ie. LTI, LTIFR, Number of mockdrills, internal/external audits etc. Our KPIs are monthly tracked and quarterly reviewed during internal management and departmental reviews. We also communicate our performance on energy related KPIs to our internal stakeholders through compelling business needs (CBN) reports and tableau generated sustainability dashboards. We also have dedicated safety committee with equal representation of workers and employees for promoting safety across our manufacturing units, R&D center and offices, creating awareness, conducting risk assessments, promoting and developing incident reporting channels,

complaints handlings, conducting incident investigation and CAPA implementation. Frequency of safety meeting is set as least once in quarter. Periodically once in six months, internal safety audits are conducted by the designated plant personnel and cross-departmental safety audits by the safety incharge. External audits are also conducted by the DISH approved third party once in two year.

Parameters	FY 23-24
No. of Mock Drills	34
No. of Safety Audits- External- IS 14489	1
No. of Internal Safety audits (ISO 45001)	1284

Note: Numbers of Safety Audits is different from the annual report FY 23-24 due to changed reporting boundary.

Occupational health risk (OHS) assessment

We conduct comprehensive risk assessments, evaluating our existing and new potential risk through Process Hazard Analysis (PHA), Hazard and Operability studies (HAZOP), What-if analysis and Hazard Identification Risk Matrix Assessment (HIRA). Identification of work-related hazards, execution of routine risk assessments and implementation of standard operating procedures/ guidelines facilitates effective management of occupational health and safety at our manufacturing units, R&D centres and offices.

Health and Safety emergency action plan

We have an onsite and offsite emergency plan, with detailed risk and environmental impact assessment, emergency control arrangements, communication system and control measures for handling and managing risk during natural calamities.

Incident, work related injuries, ill health/disease reporting

Our incident investigation and near miss reporting standard operating procedures (SOP), mandates to report incident immediately and investigation completion within 24 hrs of incident occurrence. Our procedures of incident reporting applies to employees, workers, contractors & sub-contractors and visitors. No complaints received pertaining to working conditions, health safety during the financial year 2023-2024. We encourage our employees, workers, contractors and sub-contractors to proactively report incidents, near miss, unsafe act and potential unsafe conditions, through conducting various training and awareness sessions and open communication at shop floor.

Training and awareness

Mankind Pharma ensures a strong safety culture within the organization by focusing on developing individuals' skills to identify hazards, minimize risks, respond effectively during emergencies, and report incidents promptly. We conduct training need identification at the beginning of each financial year for all sections of employees and workers and accordingly trained and conduct awareness session as per the scheduled timeframe. Our training and safety awareness session includes general safety trainings, fire safety equipment operation, electrical safety, behavior based safety observations, road safety, first aid training and specific roles based training such as handling and management of hazardous chemicals, road safety for truck drivers etc. Open communication with workers, daily gemba walks and regular Tool Box

Talk (TBT) are conducted by site EHS heads for ensuring awareness, prevention of accident and work related injuries thereby promoting safety culture across operations.

3.4 Contribution to Communities

Our company is committed to its CSR vision, 'We Are There to Care' and aims to uplift the underserved sections of society. Our well-thought initiatives includes R&D in medical science, widens access to quality education and healthcare, promoting inclusive development and self-reliance in a community. In financial year 23-24, we spent 3257 INR lacs (as per the 2 % average of net profit of last three years) on implementation of various CSR projects. Details of the beneficiaries are provided in the annual report of financial year 23-24, Page No 217.
