

Business Responsibility & Sustainability Report (BRSR) FY23

Section A: General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24100MH1983PLC029442
2.	Name of the Listed Entity	Lupin Limited
3.	Year of Incorporation	1983
4.	Registered office address	Kalpataru Inspire, 3 rd Floor, Off Western Express Highway, Santacruz (East), Mumbai - 400 055. India
5.	Corporate address	Kalpataru Inspire, 3 rd Floor, Off Western Express Highway, Santacruz (East), Mumbai - 400 055. India
6.	E-mail id	hosecretarial@lupin.com
7.	Telephone	+ 91 22 6640 2323
8.	Website	www.lupin.com
9.	Financial year for which reporting is being done	2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE, NSE
11.	Paid-up Capital	₹ 910 mn
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ramesh Swaminathan, Executive Director, Global CFO & CRO and Head - Corporate Affairs +91 22 6640 2323, hosecretarial@lupin.com
13.	Reporting Boundary	Standalone

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture of Pharmaceuticals	Manufacturing and sales of Pharmaceuticals	97.62

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of Pharmaceuticals	210 Medical and Healthcare	100

II. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	14	4	18
International	5	7	12

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 and 8 Union territories
International (No. of Countries)	65

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

40.4% of the Company's total revenue (standalone) can be attributed to its earnings from exports.

c. A brief on types of customers

Customers form the critical component of our value chain and growth strategy. Our operations span globally and cater to several health segments benefitting diverse patients, including cardiology, respiratory, diabetes, gynecology, and gastrointestinal. Our customer base broadly includes wholesalers, distributors, pharmacy chains, patients, healthcare providers, hospitals, government institutions, and other pharmaceutical companies. We are focused on delivering high-quality and efficacious generic drug components and medications to partners and healthcare systems across the globe.

18. *Details as at the end of Financial Year:**a. Employees and workers (including differently abled):**

S.No	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	17,606	16,673	95%	933	5%
2.	Other than Permanent (E)	246	215	87%	31	13%
3.	Total employees (D + E)	17,852	16,888	95%	964	5%
WORKERS						
4.	Permanent (F)	1,125	1,112	99%	13	1%
5.	Other than Permanent (G)	5,227	4,917	94%	310	6%
6.	Total workers (F + G)	6,352	6,029	95%	323	5%
7.	Total Permanent Workforce	18,731				

b. Differently-abled Employees and Workers

We understand that diversity drives innovation and enhances our ability to serve our communities better. We are committed to building an organization where every employee, regardless of their disability, gender, age or sexual orientation, is respected and appreciated for their individuality. We employ differently abled employees at our offices and plants as per their suitability. Our sites are equipped with the basic facilities required for people with any form of disability.

S.No	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	NA				
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NA				
5.	Other than Permanent (G)					
6.	Total differently-abled workers (F + G)					

19. **Participation/Inclusion/Representation of Women

	Total(A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	3	37
Key Management Personnel	4	1	25

*These numbers exclude the newly incorporated subsidiaries of Lupin Diagnostics and Lupin Digital Health which employed 430 and 85 permanent employees, respectively, as of FY23. The data will be reflected granularly from FY24 considering the nascent stage of HR operations for these subsidiaries.

**3 KMPs are also part of the Board of Directors.

20. *Turnover rate for permanent employees and workers

Category	FY 2023 (Turnover rate in current FY)		
	Male	Female	Total
Permanent Employees	24.31	27.35	24.47
Permanent Workers	12.4	0	12.21

Category	India
Number of Employees at the beginning of FY 23	19,566
Number of Employees at the end of FY 23	18,731
Average number of Employees	19,149
Number of Employees left	4,544
Number of New Employees Hired	3,709
Turnover Rate	23.8%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding/subsidiary/associate companies/joint ventures**

S.No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/Associate/Joint Venture	% of shares held by listed entity
1.	Lupin Inc., USA	Subsidiary	100%
2.	Lupin Pharmaceuticals Inc., USA	Subsidiary	100%
3.	Pharma Dynamics (Proprietary) Limited, South Africa	Subsidiary	100%
4.	Hormosan Pharma GmbH, Germany	Subsidiary	100%
5.	Multicare Pharmaceuticals Philippines, Inc., Philippines	Subsidiary	51%
6.	Generic Health Pty Limited, Australia	Subsidiary	100%
7.	Naomi B.V., Netherlands	Subsidiary	100%
8.	Lupin Atlantis Holdings SA, Switzerland	Subsidiary	100%
9.	Lupin Healthcare (UK) Limited, UK	Subsidiary	100%
10.	Lupin Australia Pty Limited, Australia	Subsidiary	100%
11.	Lupin Pharma Canada Limited, Canada	Subsidiary	100%
12.	Lupin Mexico S.A. de C.V., Mexico	Subsidiary	100%
13.	Bellwether Pharma Pty Limited, Australia	Subsidiary	100%
14.	Lupin Philippines Inc., Philippines	Subsidiary	100%
15.	Lupin Healthcare Limited, India	Subsidiary	100%
16.	Generic Health SDN. BHD., Malaysia	Subsidiary	100%
17.	Laboratoris Grin S.A. de C.V., Mexico	Subsidiary	100%
18.	Medquimica Industria Farmaceutica LTDA, Brazil	Subsidiary	100%
19.	Novel Laboratories, Inc., USA	Subsidiary	100%
20.	Lupin Research Inc., USA	Subsidiary	100 %
21.	Avenue Coral Springs, LLC, USA	Subsidiary	100%
22.	Lupin Management, Inc., USA	Subsidiary	100%
23.	Lupin Europe GmbH, Germany	Subsidiary	100%
24.	Lupin Biologics Limited, India	Subsidiary	100%
25.	Lupin Oncology Inc., USA	Subsidiary	99.3%
26.	Lupin Digital Health Limited, India	Subsidiary	100%
27.	Southern Cross Pharma Pty Ltd., Australia	Subsidiary	100%
28.	YL Biologics Ltd., Japan	Joint Venture	45%
29.	Lupin Foundation, India	Subsidiary	100%

*These numbers exclude the newly incorporated subsidiaries of Lupin Diagnostics and Lupin Digital Health which employed 430 and 85 permanent employees, respectively, as of FY23. The data will be reflected granularly from FY24 considering the nascent stage of HR operations for these subsidiaries.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - **Yes**

(ii) Turnover (in Rs.) - ₹ 112,588.3 Mn

(iii) Net worth (in Rs.) - ₹ 184,118.6 Mn

VII. Transparency and Disclosures Compliances**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

As per our operations, business model, and social welfare activities, Lupin stakeholders include its communities, investors, customers, employees, channel partners/franchises, regulators, and research analysts. Stakeholders can raise their complaints through various platforms. We have a Whistle Blower Policy, which provides a formal mechanism for all employees to report any actual or suspected concerns related to Violation of the Code of Conduct or any other unethical behavior. We also have Internal Committees for handling the grievances arising from sexual harassment at the workplace, thereby adhering to the Prevention of Sexual Harassment Act.

Our whistle-blower policy is available at <https://www.lupin.com/pdf/Whistleblower-Policy.pdf>. For details on investor complaints, refer to the 'Investor contacts' on our website:

S no	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	2021-22			2022-23		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
1.	Communities	There is a hotline available to address any concerns or issues that may arise.	0	0		2	0	
2.	Shareholders	https://www.lupin.com/investors/	20	0		0	0	
3.	Investors	https://www.lupin.com/investors/	0	0		0	0	
4.	Employees and workers	Yes https://www.lupin.com/pdf/Whistleblower-Policy.pdf	2	0		11	3	
5.	Customers	https://lupinindia.azurewebsites.net/contact-us/	30,000	0		25,500	0	
6.	Value Chain Partners	Yes https://www.lupin.com/wp-content/uploads/2022/08/third-party-code-of-duct-policy-signed.pdf	0	0		6	2	
7.	Other: Anonymous Contract employee Former Employee	-	0	0		3	0	

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Occupational Health and Safety (OHS)	Risk	<p>As a responsible corporate citizen, it is Lupin's prerogative to maintain a safe working environment that is free of injuries, accidents, and fatalities.</p> <p>Poor occupational health and safety (OHS) performance can negatively impact labor costs through lower productivity. Moreover, it can also the company's reputation and the morale of the staff through incidents of injuries and fatalities at the site. Non-adherence to OHS requirements may result in penalties and fines for the company.</p>	<p>Measures undertaken to mitigate risks include:</p> <ul style="list-style-type: none"> - All the facilities are implementing ISO 45001 Management systems (health & safety management systems), which help ensure employees' physical and mental well-being are prioritized over operations - OHS risks are regularly and proactively identified through Hazard Identification and Risk Assessment systems at all our locations. Additional risk assessments include HAZOP for API products, processes, and risk assessment for Formulation Units. - Regular safety training, drills for response management systems, and capacity-building sessions are conducted. - Internal and external audits are conducted every year for all the facilities. 	<p>Negative: Improper safety mechanism of life, high-consequence injury, and reputational damage.</p>
2.	Diversity and Inclusion	Opportunity	<p>Diversity and Inclusion improve company performance by bringing together people with varied knowledge, views, and perspectives. This results in identifying innovative ideas and improves talent attraction and retention at the workplace.</p>	<p>Various initiatives have been undertaken to drive Inclusivity in the workplace. This includes Lupin's women's network, Returning Mother's program, gender sensitization program, and Impact - a women's mentoring program.</p> <p>We are also committed to including 15% of women employees across all business units by 2027. This goal is in line with our Diversity Strategy.</p>	<p>Positive: A diverse workforce from different genders, ages, ethnicities, and special abilities enables a productive environment and drives innovative thinking, helping in employee engagement and resulting in higher efficiency.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Product Quality	Risk	<p>With increasing regulatory compliances, it is essential to maintain the high quality of products. Non-adherence to such quality requirements may result in heavy fines, fees, penalties, etc.</p> <p>Consumers' expectations are constantly changing, and to stay ahead of their peers, it is important to stay aligned with such requirements.</p>	<p>Initiatives to improve product quality are:</p> <ul style="list-style-type: none"> - Use of advanced automated systems to detect product defects - Compliance with CGMP requirements, FDA guidelines, etc. - Dedicated Pharmacovigilance team to track the incidence of any adverse event caused by any medication and ensure its timely redressal or recall. <p>We follow a quality-first approach where we implement systems and processes that help enhance quality management through training, corrective action plans, etc.</p>	<p>Negative: A company can incur severe reputational and operational damage in product quality-related issues. This may also lead to a decrease in customer satisfaction and trust</p>
4.	Resource Efficiency	Risk	<p>By using fewer resources and optimizing their use, businesses can become more environmentally friendly, competitive, and profitable. It also helps in achieving sustainable green growth. Additionally, it maintains investors' and shareholders' confidence in the company.</p> <p>Non-adherence to regulatory requirements can result in penalties, fines, plant shutdown, etc., and impact a company's reputation.</p>	<p>Initiatives to improve resource efficiency are:</p> <ul style="list-style-type: none"> - All our facilities are implementing ISO 14001 certification (Environmental management system) - Our 6 out of 13 Indian sites are zero liquid discharge. - Utilising cleaner energy sources in our manufacturing operations and focusing on using renewable energy sources such as solar, wind, etc. - We have set targets related to water recycling, hazardous waste better utilization, and reduction of GHG emissions. - Internal and external energy audits are environmental audits conducted annually. 	<p>Positive: Judicious use of resources can yield cost benefits, reduce the negative environmental impact and build reputational synergy in the sector.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Supply chain sustainability	Risk	An efficient supply chain ensures business continuity. With increasing cross-border dependency on raw materials, managing the risks (e.g., geo-political crisis, etc.) associated with it is essential. Non-availability of raw materials could impact production and timely availability of products in the market resulting in financial losses.	Through Adopting an Integrated Business Planning (IBP) process, we have improved the transparency of data, clear insights, and identification of any existing/emerging gaps have enabled us to make the right decisions to ensure that we maximize our ability to service the market and mitigate the costs of Failure to Supply. We conduct ESG risk assessments for our critical suppliers, which enables us to assess suppliers' performance on environmental, social & governance parameters.	Negative: Value chain disruption can significantly impact operations, and production, impacting the timely availability of products and profits generated.
6.	Digitization	Opportunity	Transitioning to digital tools enables enhanced efficiency and effectiveness of operational processes, resulting in increased productivity across operations. Advancements in digitization can also be utilized to build digital therapeutic solutions.	At Lupin, we have invested in automation and digitization to enhance the efficiency and effectiveness of our processes. We have implemented Project ADAPT, which leverages the power of big data, predictive analytics, and digital tools across the value chain to build in-house capabilities and develop the required IT/OT infrastructure. We launched LYFE, a digital therapeutic solution to help patients improve their heart health modules. FDA and CE-approved wearable devices record vital parameters and notify caregivers and doctors about off-range vitals and emergencies.	Positive: Digitization helps reduce human errors, improves systems efficiency, saves time & effort, increases data capturing and analysis, and provides a competitive advantage.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Business ethics and governance	Opportunity	Good governance ensures that the company meets its corporation's stated objectives, complies with applicable laws and regulations, and protects shareholder rights and interests.	<p>- We have a well-defined Code of Business Conduct highlighting a company's commitment to conduct business with integrity and professionalism.</p> <p>- Formulated the ESG core committee to provide accountability for ESG-related risks and opportunities.</p>	Positive: Ethical conduct improves profitability, increases talent attraction and retention, and increases the trust of customers and shareholders in the organization.
8.	Regulatory Compliance	Risk	The Pharmaceutical Industry is one of the most heavily regulated industries in the world. Therefore, it is essential to abide by the regulatory requirements applicable across different aspects of the business. Non-adherence could impact on business profits and the company's reputation. This could also impact stakeholders' trust in the organization.	<p>Adherence to the applicable regulatory requirements is a key priority, and at Lupin, we ensure that the regulatory compliances for health and safety, quality, human rights are followed at all times. Our facilities across the globe observe Good Manufacturing Practice (GMP) standards and have accreditations from leading global regulatory authorities such as US FDA, UK MHRA, WHO, and Japanese PMDA.</p> <p>Compliance related to Environment, Health and safety (EHS) as provided in the consent to operate, environmental monitoring, etc. are diligently followed at the sites.</p>	Negative: Non-compliance could result in plant shutdown, penalties, fines, etc., and may impact profits and financial gain.
9.	Community Engagement	Opportunity	It is crucial that Lupin engages with the communities we operate in to increase trust and foster harmony.	The Lupin Human Welfare and Research Foundation engages with communities to identify their most critical social development needs and strategizes to create impact oriented programs. The Foundation has been working in the two niche domains of livelihoods and healthcare with a strong bottom-up approach	Positive: Maintaining goodwill with the nearby communities helps mitigate future grievances or concerns. This safeguards the business from possibilities of conflicts and any adverse events.

Section B: Management And Process Disclosures

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

S. No.	Principle Description	Reference of LUPIN Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable.	Refer to our Code of Conduct web page https://www.lupin.com/investors/code-of-conduct/
P2	Businesses should provide goods and services in a manner that is sustainable and safe	Refer to Third party Code of Conduct https://www.lupin.com/wp-content/uploads/2022/08/third-party-code-of-onduct-policy-signed.pdf
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	Refer to human rights policy on https://www.lupin.com/wp-content/uploads/2022/08/human-rights-policy-signed.pdf
P4	Businesses should respect the interests of and be responsive to all its stakeholders	Refer to Whistleblower policy on https://www.lupin.com/wp-content/uploads/2022/02/Whistleblower-Policy-Website.pdf
P5	Businesses should respect and promote human rights	Refer to human rights policy on https://www.lupin.com/wp-content/uploads/2022/08/human-rights-policy-signed.pdf
P6	Businesses should respect and make efforts to protect and restore the environment	Refer to EHSS policy on https://www.lupin.com/wp-content/uploads/2022/08/environment-health-safety-and-sustainability-policy-signed-rev.pdf
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Details of our interaction with industry associations have been provided in Principle 7
P8	Businesses should promote inclusive growth and equitable development	Refer to Diversity and Inclusion Policy on our website
P9	Businesses should engage with and provide value to their consumers in a responsible manner	The safety of all our products is managed and monitored using solid systems and processes by the Pharmacovigilance function. We have also launched a Global Quality Action Plan to ensure that the highest standards of product safety and quality are adhered to within our operations. Additionally, our team tracks and addresses customer grievances brought forth by stakeholders such as regulators and customers. ¹ Refer to privacy policy on - https://www.lupin.com/privacy-policy/

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	All statutory policies are approved by the Board of Directors, whereas other policies are signed by the Chairman or the respective business head.								
c. Web Link of the Policies, if available*	All business responsibility policies are made publicly available to all our stakeholders via our company website P1 - P9 - Lupin Code of Conduct https://www.lupin.com/investors/code-of-conduct/ P1 - Whistleblower Policy https://www.lupin.com/wp-content/uploads/2022/02/Whistleblower-Policy-Website.pdf P2 - Refer to Third Party Code of Conduct https://www.lupin.com/wp-content/uploads/2022/08/third-party-code-of-onduct-policy-signed.pdf P3 - P5 - Refer to Human Rights Policy https://www.lupin.com/wp-content/uploads/2022/08/human-rights-policy-signed.pdf P4, P7, P8 - Refer to Corporate Social Responsibility Policy https://www.lupin.com/wp-content/uploads/2021/10/csr-policy.pdf P6 - Refer to EHSS Policy https://www.lupin.com/wp-content/uploads/2022/08/environment-health-safety-and-sustainability-policy-signed-rev.pdf P9 - Refer to Privacy Policy https://www.lupin.com/privacy-policy/								

2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
Refer to Third Party Code of Conduct https://www.lupin.com/wp-content/uploads/2022/08/third-party-code-of-onduct-policy-signed.pdf									
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.									

The company has received the following certifications:

- Information Security System (ISO 27001:2013)
- ISO 8 Class 100,000 Clean Rooms Standards
- Good Manufacturing Practice (GMP) compliance across facilities
- Several facilities have received US FDA, UK MHRA, WHO, and Japanese PDMA accreditations
- ISO 14001 & ISO 45001 Certification for 3 Facilities under process

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

1. Environmental targets

- Reduce direct and indirect GHG emissions by 15% (Baseline year of FY 19-20) by 2030.
- Recycle and Reuse 50% of the total water withdrawn in Indian sites by 2025.
- Send 60% of total incinerable hazardous waste generated in operations in India for co-processing to cement plants by 2025.
- Regularly review and revise goals in alignment with our decarbonization strategy and Scope 3 reduction objectives.

2. Product Accessibility and Affordability

Access to Medicines

- Targeting 80+ registrations of anti-TB and ARV medicines in 2024.

Implementation of Patient Assistance Programs

- Two programs by 2025, benefitting 100,000 patients each.

Education for Patients and Doctors

- Touching 1 million Patients by 2028 and 20,000 doctors by 2030.

Local Manufacturing Partnership

- Developing partnerships in Africa by 2027 to improve accessibility.

3. Innovation Management

Complex Generics Launches in Regulated Markets by 2028

- 20 complex product launches in the areas of inhalation, injectables, among others.

Biosimilar and Novel Complex Products

- Complete 3 biosimilar filings in regulated markets by 2028.
- Launch 10 novel complex pipeline products in India by 2028.

Process/Open Innovations

- Target 15-20 process innovations annually, resulting in \$2-3 million in savings.
- Pursue open innovation partnerships in API, formulations, digital solutions, and diagnostics.

4. Driving Regulatory Compliance, Quality, and Patient Safety

Regulatory Compliance

- Zero sites with Warning Letter status (WL) by FY25

Recalls

- Maintain zero class I recalls

Data Integrity

- No data integrity-related observations in any regulatory audits.

Quality Audits

- Lupin's India sites undergo annual audits, while supplier sites are audited every three years and during vendor qualification.

CGMP Training

- Ensure 100% completion of mandatory training to.

5. Patient Centricity

Diagnosis

- By 2030, assist in the diagnosis of lung disease using fractional exhaled nitric oxide (FENO) and Spirometry tests for more than 1 million patients.
- Target the diagnosis of breast cancer in 1,400 women in FY24.

Rehabilitation

- "Lungs on Care" campaign: Provide in-clinic services for Interstitial Lung Diseases (ILD) rehabilitation in 300 clinics by 2030.
- Atharv Ability, our neuro rehabilitation center is targeting an outreach to 10,000 patients in FY24.

Full care

- Lyfe provides post-ACSz (acute coronary syndrome) patient care, aiming to reach 25,000 patients in FY24.

	<p>6. Supply chain targets</p> <ul style="list-style-type: none"> Undertake detailed ESG audits of 100% of raw material and packaging materials Tier 1 suppliers by 2025. Incorporate ESG aspects in the evaluation criteria for onboarding all new vendors by 2025. <p>7. Social targets</p> <ul style="list-style-type: none"> Diversity target: 15% women employees across all business units by 2027. Reduce Lost Time Injury Frequency Rate (LTIFR), Severity Rate, Accident Frequency Rate, and Incident Frequency Rate year on year, taking FY20 as the base year. <p>8. Biodiversity</p> <ul style="list-style-type: none"> Plant 16,00,000 trees by 2025.
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>To continuously progress in its journey towards sustainably conducting business, the company has taken various measures across segments, some of which have also received external recognition:</p> <p>Water</p> <ul style="list-style-type: none"> Waste water generated from all sites except one is treated in waste water treatment plants. At nine of our sites, waste water after treatment is further processed in state-of-the-art water recovery plants consisting of Reverse Osmosis (RO), Multiple Effect Evaporator (MEE) and Agitated Thin film Dryer (ATFD) plants to recover water from the waste Agitated. The recovered water is utilized in utilities, flushing etc. <p>Waste</p> <ul style="list-style-type: none"> In FY23, we sent 4,175.21 MT (60.9%) of incinerable hazardous waste for co-processing, as compared to 3,099.3 MT (44.5%) in FY22 We achieved our EPR target with 100% completion, collecting and channelizing 1,956 MT of plastic waste to processors. To manage ETP sludge, a sludge drying system was set up to reduce the moisture content from 80% to approximately 15% at some of our sites. <p>Emissions and Renewable Energy</p> <ul style="list-style-type: none"> Initiated risk and opportunity analysis through Climate Change by following guidelines covered under the TCFD framework. Conducted Scope 3 Accounting for eight categories. The shortlisted categories include, Purchased Goods and Services, Capital Goods, Fuel and Energy, Upstream and Downstream Transport, waste generated in operations, Business Travel, Employee Commute, and Downstream transportation and distribution. Our share of renewable power to total power has been increased to 5.4 % in FY23 from 3.9 % in FY22 <p>Supply Chain</p> <ul style="list-style-type: none"> In FY23, we engaged with 7,716 suppliers compared to 9,683 suppliers in FY22. Our procurement budget for MSMEs/small producers is increased to 15% Lupin and DKSH signed an exclusive Licensing and Supply Agreement to Market Five Biosimilar Candidates in the Philippines Lupin's Pithampur and Mandideep Facility won Gold at the National Awards for Manufacturing Competitiveness (NAMC) 2021 and a special award for advanced manufacturing systems. Lupin Dabhasa received Prestigious 'Silver Category Award' at India Green Manufacturing Challenge 2021-22 Awards event organized by the International Research Institute for Manufacturing (IRIM).

	<p>Social</p> <ul style="list-style-type: none"> • Our share of women in the total workforce stands at 6% • As part of our CSR initiatives, we planted ~137,000 trees during FY23. • Our LTIFR rate for FY23 stands at 0.07, a decrease of 67% compared to FY22. • To help new hires familiarise themselves with the culture of Lupin and smoothly pass through the initial challenges, we initiated a new hire program named Udbhav. • We won Business World's Diversity & Inclusion Awards 2022 in the "Outstanding Diversity Network" category. It recognizes a company's strong sense of connection and belonging towards its workplace. <p>For more information, our performance across various environmental and social parameters has been mentioned in the Natural Capital (Pg. number- 126), Human Capital (Pg. number- 108), and Social Capital chapters (Pg. number- 86) of the Integrated Report 22-23</p>
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Governance, leadership and oversight**7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure).**

Refer to the Executive Director's statement in our Integrated Report (Page number 50)

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policiesRamesh Swaminathan,
Executive Director, Global CFO & CRO and Head - Corporate Affairs**9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.**

Yes. The ESG performance of the Company is regularly monitored by the Company and reviewed by the ESG Core Committee. The CFO chairs it and is responsible for decision-making on sustainability-related issues. Meetings are held once a month to discuss progress and actions on ESG initiatives, targets, and implementation.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by the Director/Committee of the Board/Any other Committee								Frequency (Annually/Half yearly/Quarterly/Any other - please specify)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Company's performance across all aspects of the nine principles of the NGRBC is regularly monitored by the ESG Committee and reviewed by the CFO and respective departmental heads periodically.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances.	Lupin strives to maintain the highest degree of conformance and compliance with the laws of the land in all locations of our operations. Any statutes and legislation pertaining to the nine principles of the NGRBC are complied with. This is the second year of our BRSR reporting to disclose our performance on the nine principles of the BRSR.																	
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
	No.																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

PRINCIPLE: 1

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programmes
Board of Directors	2	1. Whistle Blower mechanism 2. Anti - Retaliation 3. Conflict of Interest 4. Gift, Entertainment & Hospitality 5. Workplace Harassment 6. Working with Third Parties 7. Making commitment to the Lupin CODE of Conduct & its principles	100%
Key Managerial Personnel	2	1. Whistle Blower mechanism 2. Anti - Retaliation 3. Conflict of Interest 4. Gift, Entertainment & Hospitality 5. Workplace Harassment 6. Working with Third Parties 7. Making commitment to the Lupin CODE of Conduct & its principles	100%
Employees other than BoD and KMPs	74	1. Whistle Blower mechanism 2. Anti - Retaliation 3. Conflict of Interest 4. Gift, Entertainment & Hospitality 5. Workplace Harassment 6. Working with Third Parties 7. Making commitment to the Lupin CODE of Conduct & its principles	100%
Workers	9	1. Whistle Blower mechanism 2. Anti - Retaliation 3. Conflict of Interest 4. Gift, Entertainment & Hospitality 5. Workplace Harassment 6. Working with Third Parties 7. Making commitment to the Lupin CODE of Conduct & its principles	100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 3 - of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil				
Settlement					
Compounding fee					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil			
Punishment				

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
N.A.	

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

The Company does not have a standalone anti-bribery and corruption policy. However, the code of conduct highlights its commitment to anti-bribery and corruption. It is applicable to all subsidiaries, associates, and business partners. Lupin strictly prohibits any form of bribery and corruption in its operations and is committed to conducting its business ethically and transparently. It has implemented various internal controls such as conducting audits, internal reviews, no political contribution, regular compliance checks, whistleblower policy, etc. to ensure the company or its employees do not engage in unethical practices. The Company encourages and promotes a culture of intensive deliberations, transparency, and impartiality in its dealings with stakeholders and the public at large. The policy forms part of the Code of Business Conduct and Ethics and applies to all Employees, Senior Management, and the Board of Directors. It is present on the company's website and can be accessed at <https://www.lupin.com/investors/code-of-conduct/>.

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

	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not applicable

PRINCIPLE: 2**Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators**

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
*R&D	₹ 12,800 million	Not available	For details on environmental and social benefits driven by the Company, please refer to chapters - (Human Capital), (Intellectual Capital), (Social Capital) and (Natural Capital) in the Integrated Report FY23.
Capex	Environmental: 2.52% Company has invested Rs. 641,288,600 on the following interventions: - Paddle Dryer for drying sludge generated from ETP - MDP - Infrastructure for 16 TPH Briquette Boiler - Briquette Boiler 6TPH at Dabhasa - Briquette Boiler 5TPH at Ankleshwar - Briquette Boiler 2TPH at Sikkim - Installed rooftop solar at multiple locations with total 1833kW capacity - Start up of Briquette Boilers at Tarapur 16 TPH and 5 TPH at Nagpur - Paddle Dryer for Sludge Disposal in Tarapur - ETP Sludge Paddle Dryer (50 kg/Hr. Capacity) - Briquette Boiler 5TPH at Pithampur Social: Company has invested in new businesses through its wholly owned subsidiaries (i.e Lupin Diagnostics Limited ₹ 1,581.7 millions, Lupin Digital Health Limited ₹ 1,000.0 millions)	3.88%	

*Consolidated figure

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes

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

The Company has appropriate measures in place for sustainable sourcing. Lupin aims to complete ESG assessment of ~40% of its direct suppliers (~350) in FY24 and detailed site audits of 15-20 strategic suppliers per year. Lupin has initiated desk based screening for tier 1 suppliers. As part of its Third party code of conduct, all the business partners are required to adhere to basic sustainability parameters such as labor rights, health & safety, environment, ethical conduct, data privacy, etc. The company has categorized its suppliers as Strategic, Critical, Leverage, and Routine and conducts periodic evaluations to identify, minimize and mitigate risks.

For more details on the company's Supplier Code of Conduct, please refer to our website: <https://www.lupin.com/wp-content/uploads/2022/05/third-party-coc.pdf>

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

We have requisite waste management systems in place at all our facilities. Our waste disposal mechanisms are in line with local regulations and are focussed on minimum waste being sent to landfill.

- Plastic waste is either co-processed or recycled based on the type of waste generated.
- E-waste is sold to authorized recyclers for safe disposal.
- Hazardous waste is sent to authorized recyclers/Pre-processor/cement industries for co-processing or to the TSDF site.
- Non-hazardous waste, such as glass, Mills Steel scrap, wood waste, etc., is sent to authorized recyclers. Ash generated from agro waste boilers is sent to brick manufacturers/landfill.

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

Yes, as part of our Extended Producer Responsibility obligations, we are recycling an equivalent quantity of the post-consumer plastic waste generated from our products in India. It is channelized to create recycled products or utilized as an alternate energy source. Further, we have eliminated patient information leaflets from our products by digitizing them. In addition to reducing costs, this has also reduced paper consumption and waste. In FY23, we achieved our EPR target with 100% completion, collecting and channelizing 1,956 MT of plastic waste to processors

Leadership Indicators

1. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed off:

As part of our Extended Producer Responsibility obligations around post-consumer plastic waste management, we are recovering an equivalent quantity of the post-consumer plastic waste generated from our products in India and the plastic waste is being channelized to create recycled products or being utilized as an alternate energy source. Further, we have eliminated patient information leaflets from our products by digitizing them. In addition to reducing costs, this has also reduced paper consumption and waste.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Not applicable in any category

***PRINCIPLE: 3**

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	16,673	16,673	100%	16,673	100%	NA	NA	16,673	100%	NA	NA
Female	933	933	100%	933	100%	933	100%	NA	NA	NA	NA
Total	17,606	17,606	100%	17,606	100%	933	100%	16,673	100%	NA	NA
Other than Permanent employees											
Male	215	215	100%	215	100%	NA	NA	215	100%	NA	NA
Female	31	31	100%	31	100%	31	100%	NA	NA	NA	NA
Total	246	246	100%	246	100%	31	100%	215	100	NA	NA

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1,112	1,112	100	1,112	100%	-	-	1,112	100	-	-
Female	13	13	100	13	100%	13	100%	-	-	-	-
Total	1,125	1,125	100	1,125	100%	13	100%	1,112	100	-	-
Other than Permanent workers											
Male	4,917	4,917	100	4,917	100	-	-	0	0	-	-
Female	310	310	100	310	100	310	100	-	-	-	-
Total	5,227	5,227	100	5,227	100	310	100	0	0	-	-

2. Details of retirement benefits.

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100	100	Y
Gratuity	100%	100%	Y	100	100	Y
ESI	16%	41%	Y	11%	39%	Y
Others (Superannuation)	3%	0%	Y	4	0	Y
Others (NPS)	2.5%	0%	Y	3	0	Y

*These numbers exclude the newly incorporated subsidiaries of Lupin Diagnostics and Lupin Digital Health which employed 430 and 85 permanent employees, respectively, as of FY23. The data will be reflected granularly from FY24 considering the nascent stage of HR operations for these subsidiaries.

3. Accessibility of workplaces

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

Our facilities have ramps, support staff, and other provisions to help support people with disabilities. Please refer to page number 113 within the “Enabling a Culture of Acceptance, Diversity, and Inclusion” subsection under the “Human Capital Chapter”

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

We are an equal opportunity employer and this is reflected in our Code of Conduct. We provide equal employment opportunities and respect the personal dignity of every individual regardless of race, age, ancestry, gender, color, ethnic origin, citizenship, sexual orientation, gender identity, marital status, family status, disability, religion, handicap, or other classifications protected by applicable laws. These principles extend to all employment decisions including recruiting, training, evaluation, promotion, reward, or any other terms and conditions of work.

<https://www.lupin.com/investors/code-of-conduct/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	NA	100%	NA
Female	86%	71%	100%	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? (Yes/No)

Yes, the Company has a mechanism to receive and redress grievances.

If yes, give details of the mechanism in brief.

Category of employees and workers	Mechanism for grievance redressal
Permanent Workers	The commitment to fostering a culture that prioritizes employee well-being and safety is strengthened through our robust complaint and grievance redressal mechanism. Lupin has a Whistle Blower Policy which provides a formal mechanism to all employees, with either permanent, probationary, trainee, retainer, temporary or contractual appointment, to report any actual or suspected concerns related to Violation of the Code of Conduct or any other unethical behavior. We also have Internal Committees for handling the grievances arising from sexual harassment at the workplace, thereby adhering to the Prevention of Sexual Harassment Act. At Lupin, we believe in protecting the privacy of our people, and all concerns of discrimination and harassment are dealt with confidentiality.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	17,606	0	0	0	0	0
- Male	16,673	0	0	0	0	0
- Female	933	0	0	0	0	0
Total Permanent Workers	1,125	554	49	1,378	913	66
- Male	1,112	552	49.64	1,366	909	65
- Female	13	2	15	12	4	25

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total(A)	On Health and safety measures		On Skill upgradation		Total(D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	16,673	16,673	100%	9,894	59.3	19,453	Ensuring that our workforce is effectively trained on safety issues is crucial for the success of our operations, It also aids in preserving a work environment that prioritizes and protects the health and wellbeing of our workforce. In line with this, for FY22, 650,698 hours were imparted on safety training.	11,843	60.9%	
Female	933	933	100%	44	4.7					
Total	17,606	17,606	100%	9,938	56.44					
Workers										
Male	6,029	-	-	0	0	-	-	-	-	
Female	323	-	-	0	0	906	-	-	-	
Total	6,352	-	-	0	0	12	-	-	-	

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

Category	FY 2022-23			FY 2021-22		
	Total(A)	No. (B)	% (B/A)	Total(C)	No. (D)	% (D/C)
Employees						
Male	16,888	16,888	100%	17,269	17,629	100%
Female	964	964	100%	1,056	1,056	100%
Total	17,852	17,852	100%	18,325	18,325	100%
Workers						
Workers	NA					

10. Health and safety management system:**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, what is the coverage of such a system?**

The company has requisite health and safety management systems for all its facilities. Our Goa, Nagpur, and Indore manufacturing sites are in the process of getting certified for ISO 45001 (occupational health and safety management system). Rest of the units will get certified under ISO 45001 subsequently. However, all the facilities are equipped with adequate safety standards and state-of-the-art safety controls. The coverage is 100% of our entity and covers both regular employees and contractors.

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

Health and safety at Lupin are driven by our EHS team, who are responsible for developing and implementing EHS&S policies, procedures, and programs across all site locations. We have well established Hazard identification and risk assessment (HIRA) system in place to assess the risks associated with our product activities and services. This provides a systematic approach to assess risks and identify the priority of risks for mitigation. We also conduct risk assessments like HAZOP for API products and processes, Risk Assessments for Formulation Units, and daily Job Safety Analysis for a more comprehensive understanding of potential risks. All our health and safety systems are subject to detailed internal and external audits.

For more information, refer to the section "Fostering a safe and secure workplace" on page no. 121 under the "Human Capital" chapter.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes, we have provisions for employees and workers to report work-related hazards and hazardous situations. The concerned person can contact departmental heads for any near misses, injury and incidents on the shop floor. We have a dedicated safety team to assess the root cause analysis of an incident and take preventive measures to ensure it is not repeated. For emergencies, the team ensures all the mitigation measures are in place through mock drills. We also ensure that the proactive steps taken to ensure quick access to medical facilities, such as arranging ambulances, antidotes availability etc.

For more information, refer to the section "Fostering a safe and secure workplace" on page no. 121 under the "Human Capital" chapter.

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

Yes, the Company's employees can access non-occupational medical and healthcare services. First aid kits are kept at the departments for any minor cuts or injuries or tablets for any non-occupational injuries and illness. Eligible employees/laborers are provided ESI benefits per the Employees State Insurance Act. It protects employees against disablement/death due to employment injury, sickness, and maternity. Employees are provided with medical and health insurance based on their applicability which an individual can avail of if admitted to a hospital for a particular injury.

For more information, refer to the section "Fostering a safe and secure workplace" on page no. 121 under the "Human Capital" chapter.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.05	0.26
	Workers	0.09	0.16
Total internal recordable work-related injuries (includes First aid but not recordable as per the factories act)	Employees	37	65
	Workers	86	145
No. of fatalities	Employees	0	0
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	-	-

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

We prioritize the health and safety of our employees as a core value. We conduct regular mock drills, safety quizzes, firefighting exercises, and informative sessions to enhance safety awareness and equip our employees with essential skills. This reinforces our commitment to maintaining a secure work environment for all. Our sites have dedicated EHS units that facilitate safety management systems integrated with annual performance appraisals to establish safety performance targets. We conduct comprehensive training that covers a wide range of topics to ensure the well-being of our employees. For additional information please refer to the "Fostering a safe and secure workplace" section on page 121 under the Human Capital chapter.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil					
Health & Safety						

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Customer audits & Lupin Corporate audits are conducted at all the sites to ensure the compliance as against the established EHS systems and to ensure the health & safety practices are followed and healthy working conditions are ensured.
Working Conditions	

All the accidents including First aid cases and incidents are recorded and further evaluated for the root cause. The corrective and preventive actions initiated at particular site and across all the locations has drastically reduced the number of accidents and incidents during FY23 as compared to FY22, 41 %, and 51 % respectively.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.**Leadership Indicators****1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, the company extends life insurance or any compensatory package for its workforce in the event of death for its workforce.

PRINCIPLE: 4**Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

Stakeholder engagement is a critical component of addressing sustainability-related issues. Engaging stakeholders helps ensure that diverse perspectives are considered, facilitates collaboration, builds trust, and promotes effective decision-making processes. We have identified our stakeholders based on the impact they have on the value we create and the impact our business has on them.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Direct & other communication mechanisms including mailers, Intranet, employee committees, engagement initiatives, newsletters	Continuous	Learning opportunities, building a safety culture, and inculcating safe work practices among employees, and improving diversity and inclusion.
Shareholders/ Investors	No	Press Releases, Social Media, Website, Analyst meets, Analyst briefings, quarterly results, Annual General Meetings, Integrated Report, Financial Reports, email advisories, Intimation to stock exchanges, annual/ quarterly financials, and investor meetings/ conferences	Frequent and need-based	Educating them about Lupin's business strategy for the long-term, to stay abreast of developments in the Corporation and its subsidiary companies and understanding their expectations
Customers	Yes, if they qualify based on specified criteria such as income, etc.	Customer meets, mailers, news bulletins, brochures, social media, and website	Frequent and need-based	For stronger customer relationships. To enhance business. Stay in touch with them to understand the industry and business challenges and address any issues that the customers may have
Channel Partners, franchises, and key partners	No	Partner meets and events, mailers, news bulletins, brochures, social media, website	Frequent and need-based	Stronger partnerships, helps to increase reach and enhance business, ethical business, and fair business practices and governance
Regulators	No	Working committee meetings, email, one-on-one meetings, conceals, conferences, seminars, and forums	Need-based	For good governance and compliance. Discussions with regard to various regulations and amendments, inspections, and approvals.
Research Analysts	No	Website, social media, Email, one-on-one meetings, conceals, videoconference, and forums	Frequent and need-based	Stay abreast of developments of the Corporation and its subsidiaries
Communities and NGOs	Yes	Site visits, meetings, press releases, project meetings, consultative sessions, social media, participation in events, case studies, brochures, and emails	Frequent and need-based.	Understand areas of sustainable development, manage Lupin's brand and reputation, work in partnership to develop solutions to challenging areas, improve livelihoods and access to healthcare. Support socially high-impact, replicable and sustainable projects

Leadership Indicators

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

Consistent and proactive communication with key stakeholders helps us effectively convey our strategies and performance. We continue to engage and facilitate open and constructive dialogues with our stakeholders to understand their needs, expectations, and aspirations, and to uphold them in all our decisions. We have identified and prioritized material topics based on their impact on our stakeholders and business. Our ESG core committee meets monthly to discuss feedback gathered from these consultations.

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

Yes, stakeholder consultations are used to support the Company's identification and management of environmental and social topics. In FY22, the company conducted a detailed materiality assessment aligned with Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and Dow Jones Sustainability Index (DJSI) to identify key ESG topics for Lupin.

As part of the process, we engaged with 191 stakeholders across various groups, including business partners, employees, customers, investors, suppliers, and NGOs. The aim of the engagement was to understand the stakeholders' view on key priorities and corresponding ESG risks and opportunities that may impact Lupin's business and value chain. The assessment identified forty topics based on the macro business landscape and sector-specific trends relevant to business and operating locations. These topics were narrowed down to seventeen key material topics, categorized into six thematic areas: Environmental Performance and Climate Change, Employment Practices, Supply Chain Management, Governance, Community Engagement, Product, and Consumer. The Board of Directors and the ESG Core Committee discussed and approved the results.

As responsible citizens, we are re-evaluating our 40 material issues and aligning our results with the requirement of a double materiality. Due to the constantly evolving socio-economic and environmental scenario, it is important to align our material issues with company goals and strategic focus areas. This helps mitigate risk and create long-term value for stakeholders.

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

Dr. Desh Bandhu Gupta established the foundation to serve the poor and needy, outreaching some of the neediest and most excluded geographies in India. Over the last three decades, foundation has worked with 5,431 villages across nine states in India, positively impacting the lives of over twelve lakh families.

The year was a landmark year for the foundation, as it made a strategic shift from implementing holistic rural development to two structured pivotal programmes as Lives and Livelihoods. The programs focus on implementing outcome-oriented projects, serving the poor and needy, enabling better livelihoods, access to health care services, quality of lives and well-being in the long term.

Read about our foundation at <https://www.lupinfoundation.in/>

PRINCIPLE: 5*Businesses should respect and promote human rights****Essential Indicators****1. Employees and workers who have been provided training on human rights issues and policy(is) of the entity, in the following format:**

Permanent employees given Human Rights training - 4,001

Permanent employees given Human Rights training - 38

Total hours of training conducted on Human Rights - 6,985 hrs

(The data is currently not captured as per the BRSR requirements. Going forward, we will capture and it and will report from next year)

2. Details of minimum wages paid to employees and workers, in the following format

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	17,606	2,288	12.9	15,318	87	18,325	37	0.20	18,288	99.8
Male	16,673	2,271	13.6	14,402	86.3	17,269	35	0.20	17,234	99.8
Female	933	17	1.8	916	98.1	1,056	2	0.18	1,054	99.8
Other than permanent	246	6	2.4	240	97.5	Not Available				
Male	215	5	2.3	210	97.6					
Female	31	1	3.2	30	96.7					
Workers										
Permanent	1,125	439	39	686	60.9	1,128	0	0	0	99.8
Male	1,112	439	39.5	673	60.5	1,116			1,116	99.8
Female	13	0	0	13	100	12	0	0	12	99.8
Other than permanent	5,227	5,227	100	0	0	Not Available				
Male	4,917	4,917	100	0	0					
Female	310	310	100	0						

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

Category	Male		Female	
	Number	Median remuneration/salary/wages (₹ mn)	Number	Median remuneration/salary/wages (₹ mn)
Executive Directors	2	63,485,000	1	109,200,000
Board of Directors (Non-Executive and Non-Independent)			1	1,450,000
Board of Directors (Non-Executive and Independent)	3	1,450,000	1	1,650,000
Key Managerial Personnel	1	9,705,162		
Employees other than BoD and KMP	16,871	551,549	941	630,390
Workers	1,040	500,468	13	663,415

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

At Lupin, the protection and promotion of human rights are core principles that guide our business practices. We are deeply committed to upholding and respecting human rights, including the eradication of forced labour, child labour, and modern slavery through our business operations. To ensure that continuous safeguarding of human rights within our operations, including the prevention of human trafficking, forced labor, child labor, and discrimination, we have implemented a comprehensive Human Rights Policy. Within our Indian operations, we have identified 93 employees as Trainers and Lead Implementors of Human Rights. They serve as the Human Rights champions, ensuring the effective implementation of our policy in their respective location/function. For additional information please refer page 125 within Human rights subsection of Human capital chapter

**These numbers exclude the newly incorporated subsidiaries of Lupin Diagnostics and Lupin Digital Health which employed 430 and 85 permanent employees, respectively, as of FY23. The data will be reflected granularly from FY24 considering the nascent stage of HR operations for these subsidiaries.*

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

Please refer to page number 125 within the “Human Rights” subsection of the “Human Capital” Chapter.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	0	NA	0	0	NA
Discrimination at workplace	2	0	NA	2	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	x	0	0	NA
Wages	0	0	x	0	0	NA
Other human rights related issues	0	0	x	0	0	NA

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

Discrimination has no place within our organization, and we maintain a zero-tolerance policy towards all forms of discrimination, including sexual discrimination. We actively encourage employees, contractors, and suppliers to report any instances of discrimination they witness. We promptly and effectively address these reports, ensuring that appropriate action is taken.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes.

9. Assessments for the year:

During the year, we conducted our first human rights assessment for Lupin Bioresearch Centre as the pioneering site for this comprehensive assessment format, followed by the Lupin Research Park, Biotech, Lupin Diagnostic, and Aurangabad facility. As an outcome of the Human Rights Assessment Audits, Lupin Research Park, Lupin Biotech and Lupin Diagnostics Limited have been awarded a Platinum rating and Lupin Bioresearch Centre has received gold rating.

Over the next year, we plan to extend these audits to cover all our sites, ensuring a comprehensive evaluation of our human rights practices throughout the organization. During the Human Rights Assessment Audits, our sites underwent a thorough evaluation against key parameters essential for ensuring human rights excellence. These parameters include:

- Non-Discrimination
- Diversity and Inclusion
- Forced Labour & Human Trafficking
- Child Labour
- Freedom of Association & Right to Collective Bargaining
- Fair Wages, Equal Remuneration, and Benefits
- Anti-Harassment
- Environment, Health & Safety
- Community Engagement
- Reporting Concerns
- Non-Retaliation

10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

Not Applicable

PRINCIPLE: 6**Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter		FY 2022-23	FY 2021-22
Total electricity consumption (A)		1,267,950 GJ	1,289,682 GJ
Total fuel consumption (B)	Diesel	96,823 GJ	64,173 GJ
	Furnace Oil	398,332 GJ	408,105 GJ
	Natural Gas	356,295 GJ	372,486 GJ
	Low Sulphur Heavy Stock (LSHS)	27,397 GJ	23,296 GJ
Energy consumption through other sources (C)	Solar Captive generation	9,141 GJ	5,713 GJ
	Steam generated from agro-waste	30,727 GJ	110,538 GJ
	Coal based steam purchase	358,486 GJ	710,657 GJ
	Wind - grid	30,727 GJ	46,874 GJ
	Agro-waste based steam purchase	0	91,694 GJ
Total energy consumption (A+B+C)		2,651,957 GJ	3,123,218 GJ
Energy intensity per million rupees of turnover (Total energy consumption/turnover in million rupees)		24.01	26.53

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

Yes, The energy data has been independently assured by DNV GL Business Assurance India Private Limited

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

Not applicable

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

Parameter	FY 2022-23	FY 2021-22
(i) Surface water	135,146 KL	130,614 KL
(ii) Groundwater	161,832 KL	173,300 KL
(iii) Third party water (Municipal water supplies and tanker water)	1,270,912 KL	1,357,253 KL
(iv) Any others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv)	1,567,890 KL	1,661,168 KL
Total volume of water consumption (in kilolitres)	2,240,995 KL	2,369,480 KL
Water intensity per rupee of turnover (Water consumed/turnover)	19.90 KL/INR Mn	20.13 KL/INR

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

Yes, DNV GL Business Assurance India Private Limited has independently assured the water data.

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

Achieving Zero Liquid Discharge in 50% of our Indian manufacturing sites demonstrates our commitment to antimicrobial resistance (AMR) stewardship. 6 out of 13 Indian sites have been installed with Zero Liquid Discharge facilities in accordance with the standards and as prescribed by the regulatory authorities.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	tonnes/annum	2.65	2.53
SOx	tonnes/annum	3.18	3.04
Particulate matter (PM)	tonnes/annum	-	-
Persistent organic pollutants (POP)	tonnes/annum	-	-
Volatile organic compounds (VOC)	tonnes/annum	-	-
Hazardous air pollutants (HAP)	tonnes/annum	-	-
Others - Ozone Depleting Substances (HCFC - 22 or R-22)	tonnes/annum	-	-

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

N/A

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (includes emissions from energy consumption, fugitive emissions and emissions from owned vehicles)	Metric tonnes of CO2 equivalent	86,910	85,950
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	323,845	359,447
Total Scope 1 and Scope 2 emissions per rupee of turnover	tonnes of CO2 equivalent/ Million INR	3.6	3.78

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

Yes, The emissions data has been independently assured by DNV GL Business Assurance India Private Limited

7. Does the entity have any project related to reducing GreenHouse Gas emission? If Yes, then provide details.

At Lupin, we have taken various initiatives to reduce the emission of GHG gases from our operations, including procurement of renewable energy, switching to cleaner use of fuels, replacing conventional lights with LED, installation of variable frequency drives (VFDs), etc.

We have also adopted an ambitious target to reduce our Scope 1 and Scope 2 GHG emissions by 15% by 2030. Our GHG emission reduction initiatives include:

1. We have increased renewable energy contribution by 3.71 MW at Ankleshwar and 1.58 MW at Dabhasa, reducing 34,688 tonnes of CO2 emissions.
2. We are implementing rooftop solar panels with a capacity of 0.52 MW in FY23, and an additional 1.83 MW in progress.
3. We have introduced electronically commutated (EC) motors at Pithampur and Aurangabad, which has significantly reducing power consumption by 5 lakh units per annum. We plan to implement EC motors at Lupin Biotech, Lupin Research Park, Sikkim, and Nagpur for further energy reduction.
4. We are executing proposal for briquette boilers and installation of bag filters & electrostatic precipitators (ESP) at multiple locations for energy optimization and reduction of particulate matters in flue gas.
5. We have initiated scope 3 inventorization and calculated emissions for 8 categories including Purchased Goods and Services, Capital Goods, Fuel and Energy, Waste Generated and Disposed, Upstream Transport, Downstream Transport, Business Travel, and Employee Commute.
6. We have successfully implemented Microsoft Cloud Based Technologies across our various sites and offices. By leveraging these technologies, we have achieved operational efficiency and significantly reduced approximately 27 tCO2e across our operations.

7. We have installed advanced chillers and condensers in our manufacturing plants to improve the effectiveness of recovery and further reduce utility costs.
8. We are transitioning to Low Sulphur Heavy Stock (LSHS) as boiler fuel at our 4 facilities has resulted in a significant reduction in steam costs and GHG emissions.
9. We are implementing efficient equipment, such as finned tube condensers, dry vacuum pumps, nano-filtration, and heat integration systems.
10. We have replaced AC motors with DC electronically commutated motors in AHUs, which has resulted in energy efficiency and power cost savings.
11. Our manufacturing facility in Mandideep, India has been awarded the "GOLD LEED".
12. Our commitment to climate stewardship also contributes to product innovation in the development phase. Lupin Healthcare UK' product, Luforbec, has recently achieved Carbon neutrality certification. Lupin Healthcare offsets the total emissions from the inhaler's production, use and disposal, thus achieving carbon neutrality.

(For more information, please visit chapters "Natural Capital" and "Manufacturing Capital" on page no. **126** and **60**, respectively of the Integrated report.)

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

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	FY 2022-23 Hazardous waste (MT)	FY 2021-22 Hazardous waste (MT)
(i) Incineration/co-processing/pre-processing	6,837.8	6,954
(ii) Landfilling	9,651	12,940
(iii) Other disposal operations - sent for co-processing to cement kilns	4,163	3,099
(iv) Recycling/Recovery/Utilisation	11,679	14,229
Total	28,167	34,123

Category of waste	FY 2022-23 Hazardous waste (MT)	FY 2021-22 Hazardous waste (MT)
(i) Canteen waste and Mycelia waste sent for recycling – feed for piggeries/composting	5,713	5,844
(ii) Agro-waste boiler ash sent for brick manufacturing, soil enrichment and landfilling	1,265	1,500
Total	6,978	7,344

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

Yes: The waste data has been independently assured by DNV GL Business Assurance India Private Limited

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

(For information on Lupin's waste management practices, please refer to the section "Waste Management" on page **136** under Natural Capital Chapter.)

We have implemented efficient waste management and circularity practices across our entire value chain. We prioritize waste recycling and are actively reducing landfill and incineration. Seven of our thirteen sites, including R&D, send incinerable hazardous waste to Co-processors/ Pre-processors. In FY23, we sent 4,175.21 MT (60.9%) of incinerable hazardous waste for co-processing. By 2050, we aim to re-direct 60% of incinerable hazardous waste from Indian operations to co-processing such as cement plants.

Spent solvents generated during the manufacture of APIs are either recovered and used locally or transferred to registered disposal sites or approved recyclers. Also, as part of our resource conservation measures, we send the used calcium sulphate to cement factories so they may be used as raw material and alternative fuel. Non-hazardous waste from our operations, including canteen and mycelia waste, is either composted to create usable organic fertiliser or sent to piggeries.

We are dedicated to reducing waste through the following methods:

- Promoting non-hazardous and less toxic materials during R&D stage or as a part of process improvement
- Process improvement to improve the yield of the product and in turn reducing the waste generated.
- Training staff on the proper handling, labelling, and storage of hazardous products

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Lupin does not operate in ecologically sensitive areas		

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Not Applicable- EIA is not mandatory for the projects carried out by Lupin					

12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter		FY 2022-23	FY 2021-22
From renewable sources			
Total electricity consumption (A)	Solar - captive generation	9,141 GJ	5,713 GJ
	Wind - grid	30,727 GJ	46,874 GJ
Total fuel consumption (B)	-		
Energy consumption through other sources (C)	Steam generated from agro-waste	106,806 GJ	110,538 GJ
	Agro-waste based steam purchase	0 GJ	91,694 GJ
Total energy consumed from renewable sources (A+B+C)		146,674 GJ	254,819 GJ
From non-renewable sources			
Total electricity consumption (D)		1,267,950 GJ	1,289,682 GJ
Total fuel consumption (E)	Diesel	96,823 GJ	64,173 GJ
	Furnace Oil	398,332 GJ	408,105 GJ
	Natural Gas	356,295 GJ	372,486 GJ
	Low Sulphur Heavy Stock (LSHS) fuel	27,397 GJ	23,296 GJ
Energy consumption through other sources (F)	Coal based steam purchase	358,486 GJ	710,657 GJ
Total energy consumed from non-renewable sources (D+E+F)		2,505,284 GJ	2,868,398 GJ

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

Yes, The energy data has been independently assured by DNV GL Business Assurance India Private Limited

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

Lupin conducted a water risk assessment using the WRI Aqueduct water risk atlas tool. Five of the company's operating locations – Indore, Nagpur, Jammu, Aurangabad, and Ankleshwar are in regions of Extremely High-Water Risk.

We have taken up steps like check dams, rain water harvesting, reusing AHU condensate and rainwater, water efficiency mechanisms, and raising awareness about water conservation among the stakeholders as a part of water risk mitigation plan.

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

Not applicable

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

The details have been provided in the manufacturing capital chapter and natural capital chapters (Page number- **126 and 60 respectively**)

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

None

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

No value chain partners were assessed for environmental impacts.

PRINCIPLE: 7

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

Essential Indicators**1. a. Number of affiliations with trade and industry chambers/associations.** Twelve**b. List the top 10 trade and industry chambers/associations (determined based on the total members of such a body) the entity is a member of/affiliated to.³**

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2.	Confederation of Indian Industry (CII)	National
3.	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4.	Indian Drug Manufacturers Association (IDMA)	National
5.	Foundation of Pharma Entrepreneurs (FOPE)	National
6.	International Generic and Biosimilar Medicines Association (IGBA)	International
7.	Association for Accessible Medicines (AAM)	International
8.	Medicines for Europe, Medicines for Europe Regulatory Group	International
9.	Quality Circle Forum of India	National
10.	National Safety Council	National
11.	Pharmaceuticals Export Promotion Council	National
12.	Association of Biotechnology Led Enterprise (ABLE)	National

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

Not applicable⁴

PRINCIPLE: 8**Businesses should promote inclusive growth and equitable development****Essential Indicators****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

The company conducts internal monitoring and identifies the outcome and impact. The details of the assessments are further shared during the CSR meetings. CSR program at four major locations of Foundation have been evaluated by an external agency in the last year to gauge the social impact against objectives and expected outcomes of the projects. Social return on investment for major program components are also tracked.

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

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

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

The communities we work with are treated as equal partners in development and are engaged in implementing the projects from the beginning. The work is monitored by the community and upon its completion, the Panchayat takes responsibility for sustenance of the same. For grievance redressal, we have developed guidelines and procedures at village institution level for timely resolutions.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers	2,472	2,664
Sourced directly from within the district and neighbouring districts	Not available	

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

None

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

S. No	State	Aspirational District	Details of the project	Amount spent (In ₹ lakhs)
1.	Maharashtra	Nandurbar	TDF WADI Amoni - The Tribal Development Fund WADI project started at Amoni on 30th March 2016. It is a 6 years' project funded by NABARD and involves orchard development and livelihood support through vegetable cultivation. The project supports 500 farmer families and 50 landless families.	27.21
2.	Maharashtra	Nandurbar	TDF WADI Padalpur - The Tribal Development Fund WADI project started at Padalpur on 30th March 2016. It is a 6 years' project funded by NABARD and has the same number of families covered.	26.65
3.	Maharashtra	Nandurbar	Akkalkuwa - TDF Akkalkuwa - Tribal Development Fund WADI project that covers 550 families. Major project components are; <ul style="list-style-type: none"> • Horticulture, SWC and WRD • Horticulture plantation & maintenance • Soil Conservation • Water resource development • Vegetable cultivation • Other livelihoods for landless families • Women development • Health Programme • Training & capacity building 	44.81

S. No	State	Aspirational District	Details of the project	Amount spent (In ₹ lakhs)
4.	Maharashtra	Nandurbar	IWMS - This Integrated Water Management System Project is supported by NABARD. The Project covers 5 villages (Moramba, Mahukhadi, Kakdiamba, Khadkuna, Umarduwa) of Akkalkuwa block. The project treats about 100 hectare of land in each of the five villages, thus covering a total of 500-hectare area. Key project components are : 1. Soil and water conversion (2) Crop and land development (3) Capacity building and demonstration.	
			IWMS Moramba	4.44
			IWMS Khadkuna	5.72
			IWMS Mahukhadi	6.88
			IWMS Umarduwa	6.75
		IWMS Kakdiamba	6.70	
5.	Maharashtra	Nandurbar	CCA Shendhavan - This Climate Change Adaptation project funded by NABARD has components of Soil and water conservation, soil health for productivity enhancement, Sustainable NRM, CCA farming practices & nutritional security. It aims to build the adaptive capacity of farmers through livelihood development. The project also includes the provision of weather and crop based agricultural advisories to farmers to cope with climate change	0.86
6.	Maharashtra	Nandurbar	FPO Asthamba - It was formed in July-2019 with financial support of NABARD. It is working on input supply/procurement and making of Bio Fertilizer & Pesticides. There are total 396 shareholders	5.47
7.	Maharashtra	Nandurbar	FPO Akkarani It was formed in July-2019 with financial support of NABARD. It is working on input supply/procurement. There are a total 323 shareholders.	0.00
8.	Maharashtra	Nandurbar	FPO Ranikajal- It was formed in July-2019 with financial support of NABARD. It is working on input supply/procurement, Agri Processing - cleaning, grading and packaging of Wheat & other Grains and Organic Pesticides & Fertilizers packaging Unit. There are a total 475 shareholders.	8.18
9.	Maharashtra	Nandurbar	ACCF-This Livelihood development project funded by Atlas Copco Charitable Foundation is ongoing in Nandurbar district of Maharashtra at Akkalkuwa Block. Objective of the project is livelihood development of tribal families through the Group Well Irrigation system. Project is implemented in 25 villages of Akkalkuwa block for 3 years project period since Mar-2020	130.86
10.	Maharashtra	Nandurbar	ACIL- Livelihood development of 300 families through an Integrated Farming approach is being implemented in 14 villages of Navapur block of Nandurbar district, Maharashtra since July-2022. The project also going to create water storage and availability of irrigation facilities to 100 farmers by repairing of the existing defunct water harvesting structures	145.13
11.	Maharashtra	Nandurbar	BRLF-This Integrated Water Management System Project is supported by NABARD The Project covers 5 villages (Moramba, Mahukhadi, Kakdiamba, Khadkuna, Umarduwa) of Akkalkuwa block. The project treats about 100 acres of land in each of the five villages, thus covering a total 500 Acres area.	0.68

S. No	State	Aspirational District	Details of the project	Amount spent (In ₹ lakhs)
12	Maharashtra	Nandurbar	Better Cotton Initiative- The Better Cotton Initiative (BCI) aims to make global cotton production better for the people who produce it, better for the environment it grows in and better for the sector's future, by developing Better Cotton as a sustainable mainstream commodity. It involves training and capacity building of farmers for sustainable cotton production by promotion of best package of practices on integrated pest management, integrated nutrient management, and selection of variety by conducting training, exposure of farmers and demonstrations at village level. LHWRP has been implementing this BCI project with smallholder cotton growers in Nandurbar districts since 2019. We are working with 40000 Better cotton farmers across 08 Producer Units in Nandurbar, Akkalkuwa, Navapur & Taloda blocks of Nandurbar district. 60048 co-farmers and 7254 farm workers are also the stakeholder of the project. Total 49% of farmers in the project area are rainfed farmers and average land holding of 1.50 Ha. The Project is helping BCI farmers in the project area to upgrade their knowledge to adopt BCSS practices which will reduce their cost of cultivation, increase productivity & production of cotton.	344.65
13	Rajasthan	Dholpur	ACCF-This Livelihood development project funded by Atlas Copco Charitable Foundation is ongoing in Dholpur district of Rajasthan at Bari & Baseri Blocks. Objective of the project is restoring Livelihoods of 1500 poor Farmer Families through Water Resource Development. Project is implemented in 24 villages of Bari & Baseri Blocks for a 3 year project period from Jan-2022. Major project objectives are; <ul style="list-style-type: none"> • Improving the livelihoods of farming community by increasing the crop productivity & cropping intensity • Crop diversification to increase the incomes from crops • Increasing the drinking water availability for human beings and cattle • Reducing the migration by establishing micro-enterprise for 150 landless families • Food security of the families throughout the year. • Bringing additional areas under cultivation. • Augmentation of water table through groundwater recharge. 	
14	Rajasthan	Dholpur	FPO Sarmathura- It was formed in July-2019 with financial support of SFAC under the Central Support Scheme (CSS-10000) of GoI. It is working on input supply/ procurement. There are a total of 416 shareholders.	3.79
15	Madhya Pradesh	Vidisha	WDF- Non Watershed Project: This project is supported by NABARD under WDF Non watershed schemes. It is working in 4 villages, Tarwariya, Fazalpur, Chhapu and Reechhan in block Sironj of district Vidisha since Nov-2021. Major project objective is to improve economic condition of the poor rural families through multi-functional cropping system and integrated farming system in order to increase their supplementary income and quality of life	8.57
16	Madhya Pradesh	Vidisha	FPO Sironj- It was formed in Aug-2021 with financial support of NABARD under the Central Support Scheme (CSS-10000) of GoI. It is working on input supply/ procurement. There are a total 340 shareholders from 6 different villages in cluster approach.	3.93
17	Madhya Pradesh	Vidisha	FPO Vidisha- It was formed in Aug-2021 with financial support of NABARD under the Central Support Scheme (CSS-10000) of GoI. It is working on input supply/ procurement. There are a total 419 shareholders from 5 different villages in cluster approach.	6.57

S. No	State	Aspirational District	Details of the project	Amount spent (In ₹ lakhs)
18	Madhya Pradesh	Vidisha	FPO Lateri- It was formed in April-2022 with financial support of SFSC under the Central Support Scheme (CSS-10000) of Gol. It is working on input supply/ procurement. There are a total 300 shareholders from 9 different villages in cluster approach.	3.98
19	Madhya Pradesh	Vidisha	Livelihood Project: It is executed with 89 poor families of district Vidisha at block Sironj and Vidisha. Major activities are goat rearing, backyard poultry, fish rearing and cattle induction.	31.57
20	Sikkim	Sikkim East	FSPF-NABARD-Cardamom Project: It is a NABARD funded project for a 3-year period for 21 beneficiaries. We supported 21-acre land by providing 39900 saplings of cardamom to poor farmers as demonstration for value addition and supply chain to get better price & adaptation of new practices. We also provided 1000 lit water tanks, sprinkler irrigation system & PVC pipes, vermicompost units.	23.88
21	Andhra Pradesh	Visakhapatnam	CSR Project: LHWRF supported Model Anganwadi, model school as well as micro enterprise development for poor families.	24.03
			Total	974.48

Note: The total spent includes beneficiary contribution, share of grant received from external agency and share from LHWRF under CSR.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Livelihoods program - Skill development	637 youth	100%
2.	Livelihoods program - Natural resource management	2250 families	100%
3.	Livelihood program- Agriculture and allied activities	94880 farmers	100%
4.	Livelihood program - Intensive livelihood and economic empowerment program	1150 families	100%
5.	Livelihood program- Community collectives (51 Farmer Producer Organisations)	16872 farmers	100%
6.	Lives program- Specialised health camp on CVD and COPD	300 individuals	100%

Details of the number of beneficiaries of CSR projects has been provided in the Social & Relationship capital section of the IR (Page number-186)

PRINCIPLE: 9

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

Essential Indicators

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

Our Pharmacovigilance function serves as the central point for monitoring the quality and safety of our goods. We also have a dedicated team to track and address consumer concerns and issues. Regular surveys are conducted to record customer feedback and identify areas to ensure timely resolution of complaints.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100%- There are social parameters relevant to the responsible, safe and prescribed usage of the products
Safe and responsible usage	100%- All products of Lupin have the usage/directions mentioned on leaflets/packaging.
Recycling and/or safe disposal	-

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil		Nil		
Advertising	x	x		Nil		
Cyber-security	Nil	Nil		Nil		
Delivery of essential services	x	x		Nil		
Restrictive Trade Practices	x	x		Nil		
Unfair Trade Practices	x	x		Nil		
Other - Drug Safety	25,500	All Adverse drug reports with Lupin products received at DSRM are appropriately handled, i.e., the reports are processed in the global company safety database, thoroughly reviewed, medically assessed, and submitted to global regulatory authorities (wherever applicable)		30,000	All Adverse drug reports with Lupin products received at DSRM are appropriately handled, i.e., the reports are processed in the global company safety database, thoroughly reviewed, medically assessed, and submitted to global regulatory authorities (wherever applicable)	

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

	Number	Reasons for recall
Voluntary recalls	7	NA
Forced recalls	0	NA

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

Yes. The company has defined and implemented a global Privacy Policy for all its legal entities and businesses. This can be accessed on our website.

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

We take proactive steps in case any issue arises pertaining to any one of these categories. Corrective actions are also taken to prevent recurrences of similar instances.

Leadership Indicators

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

The required information is available on our website at the following link: <https://www.lupin.com/our-products/product-finder/>

Lupin has a website that provides all the necessary information on the company. For further information, visit the link, <https://www.lupin.com/about-us>⁵

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

Our products leaflet provides the requisite information on the safe and responsible use of the product or medicine. We also conduct promotional and non-promotional meetings wherein we create awareness in Clinical Pharmacies on responsible usage of our products.

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

We inform regulatory authorities before discontinuing drugs in the National List of Essential Medicines. If regulatory authorities ask us to continue any such medicine, we continue manufacturing until we get permission to discontinue.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not applicable, we publish all information required under the law on the product.

5. Provide the following information relating to data breaches:⁸

a. Number of instances of data breaches along with impact - Zero

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

Not applicable

For and on behalf of the Board of Directors

Nilesh D. Gupta
Managing Director
(DIN: 01734642)

Mumbai, May 9, 2023