



# Business Responsibility & Sustainability Report

## 2023-24

Poly Medicure Limited

**SECTION A: GENERAL DISCLOSURE****I. Details of Listed Entities****Question 1**

Corporate Identity Number (CIN) of the Listed Entity

L40300DL1995PLC066923

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**Question 2**

Name of the Listed Entity

Poly Medicure Limited

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**Question 3**

Year of incorporation

1995

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**Question 4**

Registered office address

232-B, 3<sup>rd</sup> Floor, Okhla Phase III, New Delhi – 110020 India

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**Question 5**

Corporate address

232-B, 3<sup>rd</sup> Floor, Okhla Phase III, New Delhi – 110020 India

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**Question 6**

E-mail

info@polymedicure.com

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**Question 7**

Telephone

+91-11-33550700 + 91-11-47317000

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**Question 8**

Website

[www.polymedicure.com](http://www.polymedicure.com)

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**Question 9**

Financial year for which reporting is being done

2023-2024

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**Question 10**

Name of the Stock Exchange(s) where shares are listed

National Stock Exchange of India Ltd. (NSE), BSE Ltd.

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**Question 11**

Paid-up Capital

4798.57 Lacs

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**Question 12**

Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

Ms. Radha Porwal

(Manager-ESG)

01133550700

[radha.porwal@polymedicure.com](mailto:radha.porwal@polymedicure.com)

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**Question 13**

Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

Standalone Basis

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**Question 14****Name of assurance provider**

NA, as per SEBI regulations, only the top 150 listed companies by market capitalization are required to undertake reasonable assurance for FY 23–24.

**Question 15****Type of assurance obtained**

Not applicable

**II. Products/services****Question 16****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.	Manufacturing of Medical Devices	Manufacturing, marketing, sale and distribution of medical devices	100%

**Question 17****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.	Infusion Therapy	46497	66.06%
2.	Dialysis	46497	7.25%
3.	Blood Management & Blood Collection	46497	5.88%
4.	Surgery and Wound Drainage	46497	5.22%
5.	Urology	46497	3.89%
6.	Diagnostic	46497	3.70%

### III. Operations

#### Question 18

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

Location	Number of Plants	Number of Offices	Total
National	9	2	11
International	3	2	5

#### Question 19

Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	more than 125 countries across global

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

68.04%

##### c. A brief on types of customers

We supplied our products to over 125 countries, in Europe, Africa, Americas, Australia, and Asia through a network of over 260 distributors in these jurisdictions. We have also had a country-wide sale and distribution network in India. We distributed our products in over 8,000 private and Govt. hospitals and nursing home in India.

#### IV. Employees

##### Question 20

Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
<b>Employees</b>								
1.	Permanent (D)	1207	1103	91.384	104	8.616	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total employees (D + E)	1207	1103	91.384	104	8.616	0	0
<b>Workers</b>								
4.	Permanent (F)	1393	365	26.202	1028	73.798	0	0
5.	Other than Permanent (G)	2978	2488	83.546	490	16.454	0	0
6.	Total workers (F + G)	4371	2853	65.271	1518	34.729	0	0

##### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
<b>Differently abled Employees</b>								
1.	Permanent (D)	1	1	100	0	0	0	0
2.	Other than Permanent			0		0		0

	(E)							
3.	Total differently abled employees (D + E)	1	1	100	0	0	0	0
<b>Differently Abled Workers</b>								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0	0	0

### Question 21

#### Participation/Inclusion/Representation of women

Position	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	12	2	16.667
Key Management Personnel	5	0	0

### Question 22

#### Turnover rate for permanent employees and workers

Type	FY 23-24 (Turnover rate in current FY)			FY 22-23 (Turnover rate in previous FY)			FY 21-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.32%	5.76%	12.71%	12.53%	01.28%	13.81%	13.85	13.84	13.85
Permanent	2.19%	35.50%	27.16%	5.22%	28.25%	33.47%	13.34	8.95	11.86

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

### Question 23

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 Company/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Poly Medicure (Laiyang) Co. Ltd.	Subsidiary	100	Yes
2.	Poly Medicure B.V., Netherlands	Subsidiary	100	Yes
3.	Plan1 Health India Pvt Ltd	Subsidiary	99.99	Yes
4.	Ultra for Medical Products, EGYPT (ULTRAMED)	Associate Company	23	Yes
5.	Plan 1 Health s.r.l., Italy	Subsidiary	100	Yes
6.	Poly Health Medical Inc., (USA)	Subsidiary	100	Yes



## VI. CSR Details

## Question 24

## CSR Details

(i) Whether CSR is applicable as per section 135 of Companies Act 2013: (Yes/No)

Yes

(ii) Turnover (in Rs.)

13,072,491,187

(iii) Net worth (in Rs.)

14,582,482,924

## VII. Transparency and Disclosures Compliances

## Question 25

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks

Communities	Yes, communities can register complaints or grievances by emailing on <a href="mailto:info@polymedicure.com">info@polymedic ure.com</a>	0	0		0	0	
Investors (other than shareholders)	No	NA	0		0	0	
Shareholders	Yes, The company has a robust grievance redressal mechanism for shareholders and investors regarding their shares. Complaints are promptly addressed by the R&T agents and the secretarial team. The Stakeholders Relationship	0	0		0	0	

	Committee of the Board oversees and addresses any grievances that are not resolved within the specified time frame.						
Employees and workers	Yes, The Human Resources department has established a system to address employee and worker grievances. Complaints can be submitted to the HR head or plant head via email or suggestion boxes. The Company also has a Whistle Blower Policy in	0	0		0	0	

	<p>place</p> <p><a href="https://www.polymedicure.com/wp-content/uploads/2023/02/vigil-mechanism-and-whistle-blower-policy.pdf">https://www.polymedicure.com/wp-content/uploads/2023/02/vigil-mechanism-and-whistle-blower-policy.pdf</a>,</p> <p>allowing employees to report concerns, wrongdoing, or irregularities within the Company without fear of reprisal or reprimand.</p>						
Customers	<p>Yes, Customer complaints regarding product quality or dispatches are communicated to the relevant Marketing team,</p>	1568	0		1242	0	

	<p>either directly by the customer or through dealers/agents, along with details such as batch numbers and invoices.</p> <p>These complaints are given top priority and are escalated to the appropriate team—either the QC team at the plant for product quality issues or the sales Logistics team for dispatch-related concerns.</p> <p>For quality-related complaints, QC team members may visit the customer site,</p>						
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	<p>depending on the severity of the issue, to suggest corrective actions, either directly on-site or by analyzing samples of the affected material in our lab.</p>						
Value Chain Partners	<p>Value chain partners can register complaints or grievances by emailing to <a href="mailto:info@polymedicure.com">info@polymedicure.com</a> or contacting the respective plant or functional heads. These issues are promptly addressed by the relevant functional or</p>	0	0		0	0	

	location heads. If any complaints remain unresolved within a reasonable time, they are escalated to top management for resolution						
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### Question 26

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

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

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.	Product quality, safety and Recall management	<b>Risk</b>	As a medical device company, we particularly susceptible to Product performance, quality and patient safety	<ul style="list-style-type: none"> <li>Stay updated with regulatory changes, engage with regulatory bodies, and conduct regular internal and external audits to ensure compliance and identify areas for improvement.</li> </ul>	<b>Negative:</b> Managing product recalls can lead to high expenses for retrieval and compensation, legal liabilities from safety issues and regulatory non-compliance may result in penalties

			<p>concern, therefore, it is essential to identify and manage risks related to product quality, safety and recall management</p>	<ul style="list-style-type: none"> <li>• Maintain a robust Quality Management System (QMS) compliant with ISO 13485, perform extensive pre-market evaluation and continuously monitor and maintain product performance to ensure patient safety and health.</li> <li>• Maintain transparent communication with stakeholders, swiftly address any safety issues or recalls, and maintain a robust customer feedback system to continuously improve product quality.</li> <li>• Conduct regular cost-benefit analyses and invest in quality control and risk management to prevent costly recalls and legal issues.</li> <li>• Invest in R&amp;D for innovative products, regularly benchmark against industry standards, and obtain quality certifications to enhance market credibility and customer trust.</li> </ul>	<p>legal fees, harming reputation, trust, and market share.</p> <p><b>Positive:</b> Proactively managing risks can save costs by preventing recalls and legal issues, enhance market position through R&amp;D and certifications, improve operational efficiency, ensure regulatory compliance, and build brand trust, leading to increased sales and sustained business growth.</p>
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				<ul style="list-style-type: none"> <li>• Implement lean manufacturing principles, provide regular employee training on quality control and operational efficiency, and foster a culture of continuous improvement to enhance operational efficiency.</li> <li>• Maintained a robust 3 tier quality control system by performing testing during in-coming, in-process and finished goods stages</li> </ul>	
2.	Corporate Governance & Business Ethics	Opportunity	<p>As a medical device company our brand and reputation are invaluable assets. The way we operate, contribute to society, and interact with the world is constantly under scrutiny. Maintaining ethical conduct is crucial to safeguarding our reputation and brands.</p>	<p>We uphold strong values and have clear policies, guidelines, and controls to prevent, detect, and respond to any inappropriate behavior. Our commitment to integrity, transparency, and accountability ensures compliance with regulations, fosters stakeholder trust, and promotes environmental sustainability. Our Code of Conduct governs the behavior of employees, suppliers, distributors, and other third parties, and is communicated throughout the company.</p>	<p><b>Positive:</b> We are dedicated to conducting business with integrity and fostering positive relationships with customers, suppliers, and other third parties. Upholding good governance and ethical practices increases trust among consumers, investors, and stakeholders, while also helping to avoid fines, penalties, and legal implications.</p>

3.	Environmental Impact	<b>Risk</b>	Polymed must continue its environmental management efforts to maximize positive impacts and reduce negative effects by minimizing waste generation, reduce water consumption, ensuring proper disposal, and improving energy efficiency.	We consistently seek opportunities to reduce adverse environmental impacts from our operations. Our initiatives include adopting technology to minimize plastic waste, offering PVC-free products, reusing materials, utilizing renewable energy sources, implementing digital solutions, and complying with waste disposal regulations. Additionally, we closely monitor energy consumption to enhance efficiency and lower our carbon footprint.	<b>Negative:</b> Failing to address increasing environmental expectations could impact access to capital markets and harm reputation.
4.	Climate Change	<b>Risk &amp; Opportunity</b>	<b>Risk:</b> Climate change poses risks such as operational disruptions from extreme weather and water scarcity, increased costs due to regulatory compliance for greenhouse gas emissions, market shifts towards eco-	We are committed to addressing climate change by reducing our carbon footprint through investments in new technologies, digital initiatives, energy-efficient machines, CNG vehicles, PNG gensets, sustainable transportation practices, and renewable energy sources. Additionally, we are actively working to increase our renewable energy footprint at our	<b>Negative:</b> Financial losses from production and supply chain disruptions, higher operational costs for regulatory compliance, increased expenses for product redesign and sustainable materials, and potential rise in capital costs or reduced investment opportunities.

			<p>friendly products requiring costly redesigns, and reduced access to capital due to reputational damage from not meeting environmental standards.</p> <p><b>Opportunity:</b> Opportunities include innovation and market leadership by adopting sustainable practices, cost savings through improved energy efficiency and waste reduction, regulatory advantages from proactive compliance, and enhanced brand reputation by demonstrating a commitment</p>	<p>plant locations.</p>	<p>Positive: Increased market share and premium pricing potential, lower operational costs with improved profitability, reduced risk of fines and penalties with possible incentives, and enhanced brand value with greater customer loyalty.</p>
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			to addressing climate change.		
5.	Water & effluent management	<b>Risk</b>	Water availability could become a concern. As a responsible corporation, must map and manage its water usage across operations, ensuring consumption is both socially equitable and environmentally sustainable.	We have implemented measures to reduce and conserve water across our manufacturing plants. Wastewater treatment and recycling systems have been established to decrease freshwater consumption, and rainwater harvesting is practiced replenishing groundwater. Treated wastewater is used for HVAC purposes, and high-efficiency fixtures and low-flow taps have been installed to further enhance water conservation.	<b>Negative:</b> Water scarcity can disrupt our operations, leading to financial losses. Additionally, inadequate recycling and discharge practices may affect future resource availability and cause environmental harm.
6.	Waste management & circular economy	<b>Risk &amp; Opportunity</b>	<b>Risk &amp; Opportunity:</b> In an era where waste management is a crucial challenge and transitioning to a circular economy offers a viable alternative, it is essential to keep innovating processes to achieve the	As a company in the medical device industry, we generate significant plastic waste alongside other types of waste. We ensure efficient waste segregation, collection, and disposal processes, and we use molds designed to minimize plastic waste. We also promote the reuse of materials within the organization to extend their lifecycle and reduce waste generation. Polymed	<b>Negative:</b> Inefficient waste management can disrupt operations, cause environmental damage and legal liabilities, and lead to resource scarcity, increasing costs and affecting raw material availability  <b>Positive:</b> Adopting circular economy principles can generate cost savings

			<p>vision of scaling up material recycling and maximizing circularity throughout the value chain.</p>	<p>adheres to Extended Producer Responsibility (EPR) regulations and is compliant with current EPR rules for the circular economy. We are registered on the CPCB online portal for EPR Credit exchange and ensure timely submissions of our plastic footprint and the purchase of corresponding EPR credits. Additionally, we are exploring investments in R&amp;D to discover sustainable materials that generate less waste.</p>	<p>through efficient waste management and recycling, ensure regulatory compliance, and enhance the company's reputation and market position by appealing to environmentally conscious customers.</p>
7.	Diversity, equity & inclusion	<b>Opportunity</b>	<p>We believe that driving equity, diversity, and inclusion strengthens our business. A diverse workforce enhances performance, boosts innovation, and elevates our reputation. By promoting a progressive workplace that welcomes varied</p>	<p>We are committed to advancing our journey in diversity, equity, and inclusion. Our recruitment process and initiatives, including cultural integration and flexible work arrangements, promote fairness and work-life balance. We focus on gender balance, support career development with tailored programs, and ensure ongoing improvement through regular policy reviews and a zero-tolerance stance on discrimination, fostering a</p>	<p><b>Positive:</b> A culture of diversity and inclusion attracts talent with a wide range of expertise and experiences, creating a workforce that spans nationalities, cultures, genders, abilities, generations, and backgrounds.</p>

			backgrounds and offers growth opportunities, we build a fairer world while driving organizational success.	thriving workplace.	
8.	Health Safety & employee well being	<b>Risk</b>	Employee health and safety are non-negotiable priorities. We are dedicated to providing a working environment that prioritizes the mental and physical well-being of our workforce.	At Polymed, we prioritize employee health and safety and ensure wellness through preventive health checkups, comprehensive insurance, financial security measures, and adherence to labor welfare regulations. Our supportive environment includes programs for physical, mental, and emotional well-being, fostering continuous growth, engagement, and a positive work culture that drives our success.	<b>Negative:</b> Non-compliance with health and safety regulations or workplace accidents can lead to costly legal penalties, reputational damage, and operational inefficiencies due to employee absences, reduced productivity, and higher turnover rates.
9.	Customer satisfaction	<b>Risk</b>	Polymed strives to position itself as a customer-centric organization by offering a diverse range of high-quality medical devices and delivering	At Polymed, we are committed to delivering products and services that fulfill our customers' needs. We ensure consumer satisfaction through strong feedback mechanisms, stringent quality standards, and outstanding customer service. Our investment in	<b>Negative:</b> Poor customer satisfaction can lead to decreased sales as customers turn to competitors, raising operational costs from handling complaints and refunds. Negative feedback can also damage reputation,

			an unmatched experience.	research and development enhances product performance. By valuing and acting on customer feedback, we aim to build trust and loyalty, driving positive social impact.	eroding brand value and customer trust, potentially reducing market share.
10.	Cyber security & data privacy	<b>Risk</b>	Data privacy and cybersecurity are critical concerns due to the increasing frequency and sophistication of cyberattacks. Identifying and addressing these risks is essential for safeguarding organizational integrity and maintaining customer confidence.	Our cybersecurity governance integrates risk management and compliance with business objectives to safeguard our information assets. Polymed proactively addresses threats like phishing and malware with measures such as firewalls, anti-spam systems, VPNs, and updated antivirus software. We manage mobile devices with MDM software, enforce rigorous IT policies, and use network segmentation for control. Our strategy includes ongoing training, regular audits, vulnerability assessments, and robust data privacy practices, including multiple backups and Multi-Factor Authentication.	<b>Negative:</b> Cybersecurity breaches can lead to significant financial losses, including costs for data recovery, legal fees, and fines. They disrupt operations, causing productivity losses and increased downtime. Breaches also damage Polymed's reputation, reducing customer trust and revenue, and may increase costs for cyber insurance and risk management.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes, The Policies have been approved by either Board or Internal authorized person								
c. Web Link of the Policies, if available	Policies are facilitated in two ways: a) Company's office website. b) the Intranet portal for employees of the company								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, Code of conduct and other applicable policies extended to our value chain partners								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015, ISO 13485:2016 and ISO 14001:2015								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are dedicated to optimizing resource use across our global operations by emphasizing energy efficiency, waste reduction, and the implementation of sustainable practices. We cultivate environmental awareness, responsibility, and compliance through comprehensive education and training programs while committing to ongoing efforts to reduce greenhouse gas emissions, air pollutants, and other environmentally harmful substances. Our approach prioritizes sustainable waste management through reuse, recycling, and responsible disposal, alongside optimizing water use with efficient management practices. Additionally, we emphasize eco-design and product development to minimize environmental								



	impacts throughout the life cycle of our products and processes.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company periodically reviews performance against its targets and implement corrective actions.
<b>Governance, leadership and oversight</b>	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p><i>As the Director responsible for the Business Responsibility Report, I am pleased to reaffirm our commitment to Environmental, Social, and Governance (ESG) principles. Integrating ESG into our business strategy is vital for long-term success and sustainability. One of our key challenges is balancing growth with environmental stewardship, as we work to manage our carbon footprint, resource consumption, and waste production in alignment with the SDGs.</i></p> <p><i>Additionally, addressing social responsibility, including fair labor practices, fostering diversity, and upholding high corporate governance standards, is complex in a rapidly evolving global environment. To meet these challenges, we are in the process of reducing carbon emissions, increase renewable energy use, achieve zero waste to landfill in key operations, and enhance diversity and employee well-being.</i></p> <p><i>Despite these challenges, we have made progress in reducing our carbon footprint, increasing renewable energy usage, adopting digital initiatives to reduce paper consumption, and improving waste management. We are also strengthening employee welfare, increasing gender diversity in leadership, and enhancing governance practices with greater transparency and ethical conduct. Looking ahead, we remain committed to achieving our ESG targets, believing that prioritizing ESG safeguards our business while contributing positively to society and the environment.</i></p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Himanshu Baid Managing Director DIN: 00014008
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, CSR committee of the Board is responsible for oversight of sustainability related matters.

**Question 10**

Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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 performance is communicated to Directors/Management through review meeting									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The company ensures compliance with all applicable statutory requirements and has established various committees, including an Internal Audit team and a POSH team, to oversee and maintain adherence to these obligations									Periodically								

**Question 11**

Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No, the Company internally reviews the above mentioned policies								

**Question 12**

If answer to question (1) of this section B is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not applicable

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**P1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

### Question E1

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	4	Familiarisation Programmes, Business Strategy, Code of Conduct & Ethics, Regulations, Sustainability initiatives	92
Key Managerial Personnel	4	Familiarisation Programmes, Business Strategy, Code of Conduct & Ethics, Regulations, Sustainability initiatives	100
Employees other than BoD and KMPs	26	CE Requirement, Engg Material, GMP, GDP, FMEA, Inventory Management, Lean, MSA, Packing, Plastic Material, 7 Qc tools, Process, QMS, Safety, SPC, TPM, POSH, SA 8000, EMS, Risk Management, Product related training, Bio	50%

		compatibility, Usability Engg., Quality Management System, SAP Module, Root cause analysis	
Workers	8	Realizing self- potential, Problem solving tools, GMP, GDP, Excel Fundamental, Date trend analysis, High pay of activity, Quality awareness	80%

### Question E2

Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

### Question E3

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
NA	

### Question E4

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

Yes

### Question E5

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0

Workers	0	0
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**Question E6**

Details of complaints with regard to conflict of interest:

Complaints	FY 2023–24 (Current Financial Year)		FY 2022–23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

**Question E7**

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

**Question E8**

Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

	FY 2023–24 (Current Financial Year)	FY 2022–23 (Previous Financial Year)
Number of days of accounts payables	47.41	46.76

**Question E9**

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	3.93%	1.67%
	b. Number of trading houses where purchases are made from	128	21
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	62.41%	94.53%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	92.83%	91.93%
	b. Number of dealers / distributors to whom sales are made	724	659
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	31.41%	33.41%
Share of the RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.09%	1.49%
	b. Sales (Sales to related parties / Total Sales)	2.83%	2.57%



c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	84.65%
d. Investments (Investments in related parties / Total Investments made)	30.29%	32.44%

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**P2: Businesses should provide goods and services in a manner that is sustainable and safe****Question E1**

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 2023–24 (Current Financial year)	FY 2022–23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	–	–	–
Capex	2.68	1.62	The Company through R&D activities works on improving the yields in all process and focuses on reduction of consumption of water and air.

**Question E2****Sustainable Sourcing**

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

Yes

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

The company strives to implement responsible procurement practices throughout its supply chain. To enhance its environmental and social impact, the Company promotes local sourcing, which strengthens supply chain resilience, reduces risks like currency fluctuations, and shortens supply timelines. Additionally, this approach supports local businesses in improving their capabilities. As the company transitions to sustainably compliant suppliers, it is introducing ESG criteria in vendor audits to better understand supply chain risks and identify necessary remediation efforts.

**Question E3**

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.

- a. **Plastic waste**– The Company segregates all waste into appropriate categories and stores it in designated areas. Additionally, ensures disposal of such waste through authorised vendors.
  - b. **E-waste**– We have an agreement with authorised vendors to dispose off e-waste.
  - c. **Hazardous waste**– The management and transboundary movement of hazardous waste are conducted in compliance with the Hazardous Waste Management Rules, 2016.
  - d. **Battery waste**– We have implemented a buy-back procedure for battery waste in collaboration with an authorized dealer, ensuring the waste is collected and recycled appropriately.
- 

**Question E4**

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

Yes, the EPR obligations were met in accordance with CPCB norms. For FY 23–24, plastic waste disposal was carried out using the End of Life (EOL) method, and the annual return has been filed on the CPCB portal.

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**P3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Question E1**

**Well-being of employees and workers:**

**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)
<b>Permanent employees</b>											
Male	1103	1103	100	1103	100	0	0	0	0	0	0
Female	104	104	100	104	100	104	100	0	0	0	0
<b>Total</b>	<b>1207</b>	<b>1207</b>	<b>100</b>	<b>1207</b>	<b>100</b>	<b>104</b>	<b>8.616</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% 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)
<b>Permanent workers</b>											
Male	365	365	100	365	100	0	0	0	0	0	0
Female	1028	1028	100	1028	100	0	0	0	0	0	0
<b>Total</b>	<b>1393</b>	<b>1393</b>	<b>100</b>	<b>1393</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent workers</b>											
Male	2488	2488	100	2488	100	0	0	0	0	0	0
Female	490	490	100	490	100	0	0	0	0	0	0
<b>Total</b>	<b>2978</b>	<b>2978</b>	<b>100</b>	<b>2978</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.22%	0.18%

### Question E2

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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	5.96	80.42	Y	39.7	94.89	Y
Others – please specify	–	–	–	–	–	–

### Question E3

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

Yes

**Question E4**

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

Yes, the Company offers equal opportunities to all its employees and eligible applicants for employment, without unfair discrimination based on race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category.

**Question E5**

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	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

**Question E6**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The company fosters a culture of open and transparent communication, encouraging employees to raise concerns freely with their HODs or HR. In line with Section 177 of the Companies Act 2013 and Regulation 22 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the company has implemented a vigil mechanism policy. This policy allows

Other than Permanent Workers	directors and employees to report genuine concerns about unethical behaviour, actual or suspected fraud, or any violations, with safeguards in place to prevent victimization. It also provides direct access to the Audit Committee Chairperson in appropriate or exceptional cases.
Permanent Employees	
Other than Permanent Employees	

### Question E7

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

Category	FY 23–24 (Current Financial Year)			FY 22–23 (Previous Financial Year)		
	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	Not Applicable			Not Applicable		
– Male						
– Female						
Total Permanent workers	Not Applicable			Not Applicable		
– Male						
– Female						

**Question E8**

Details of training given to employees and workers:

Category	FY 23-24 (Current Financial Year)					FY 22-23 (Previous Financial Year)*				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
<b>Employees</b>										
Male	1103	1103	100%	1103	100%	1003	485	48.35%	485	48.35%
Female	104	104	100%	104	100%	90	40	44.44%	40	44.44%
Total	1207	1207	100%	1207	100%	1093	525	48.03%	525	48.03%
<b>Workers</b>										
Male	2853	2853	100%	2853	100%	304	304	100%	304	100%
Female	1518	1518	100%	1518	100%	864	864	100%	864	100%
Total	4371	4371	100%	4371	100%	1168	1168	100%	1168	100%

\*In FY 22-23, only permanent workers were considered.

**Question E9**

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1103	1103	100%	1003	1003	100%
Female	104	104	100%	90	90	100%
Total	1207	1207	100%	1093	1093	100%
<b>Workers</b>						
Male	2853	2853	100%	2885	2885	100%
Female	1518	1518	100%	1409	1409	100%
Total	4371	4371	100%	4294	4294	100%



**Question E10**

Health and safety management system:

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

Yes

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

Safety audits by CFT

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

Yes, safety committee meetings occur monthly and follows the Kaizen approach.

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

Yes

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**Question E11**

Details of safety related incidents, in the following format: \*Including in the contract workforce

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

No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work- related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

### Question E12

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

The Company has implemented several measures to ensure a safe and healthy workplace, including conducting regular safety audits, providing training and awareness programs, issuing detailed work instructions, incorporating Poka-Yoke mechanisms on machines, organizing medical check-ups, providing personal protective equipment, and maintaining ongoing monitoring processes.

### Question E13

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

	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

**Question E14**

Assessments for the year:

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

**Question E15**

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.

Polymed has rigorously adhered to safety protocols in line with regulations, upholding high hygiene standards. As a result of these efforts, no safety incidents were reported throughout the year.

**P4: Businesses should respect the interests of and be responsive to all its stakeholders****Question E1**

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

We maintain regular engagement with a diverse range of stakeholders, including employees, shareholders, investors, value chain partners, suppliers, government entities, industry associations, non-profit organizations, and communities. Key stakeholder groups are identified based on our industry dynamics, business model, and their influence and impact on our operations.

**Question E2**

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly /others– please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Internal meetings</li> <li>• Senior leadership engagements</li> <li>• Wellness sessions</li> <li>• Training programs &amp; onboarding sessions</li> <li>• Survey</li> <li>• Performance appraisal</li> </ul>	Ongoing, Need based	<ul style="list-style-type: none"> <li>• To understand employee needs and opinions.</li> <li>• To keep employees informed about the organisation's plans and procedures</li> <li>• Performance appraisal &amp; rewards</li> <li>• Diversity &amp; equal opportunity</li> <li>• Employee well</li> </ul>

				being <ul style="list-style-type: none"> <li>• Skill upgradation</li> </ul>
Shareholders / Investors	No	<ul style="list-style-type: none"> <li>• Annual General Meetings,</li> <li>• Announcement through Stock</li> <li>• Stock / Company website,</li> <li>• Investors/ Analyst calls</li> <li>• Stock exchange intimations,</li> <li>• Quarterly and Annual Financial results</li> </ul>	Annually, Quarterly, Need based	<ul style="list-style-type: none"> <li>• To keep investors updated about the organisations performance and other corporate developments,</li> <li>• Collate queries and feedback from investors to understand their requirements.</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Phone calls</li> <li>• Exhibitions</li> <li>• Meetings</li> <li>• Feedback forms<sup>1</sup></li> </ul>	Annually, Monthly, Need based	<ul style="list-style-type: none"> <li>• To ensure timely supply of products</li> <li>• To address customer queries, take suggestions and feedbacks.</li> <li>• To understand the requirement of customers.</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Audits</li> <li>• Meetings</li> <li>• Emails</li> <li>• Telephonic communication</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>• To help ensure business continuity.</li> <li>• To identify and close gaps, if any,</li> <li>• To address any feedback/querie</li> </ul>

				s related to the Product/ services
Government s	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Meetings</li> <li>• Letter representation</li> <li>• Public Consultation through</li> <li>• industry associations</li> </ul>	Need-based including calendar-based compliances	<ul style="list-style-type: none"> <li>• To ensure compliance and seek approval wherever necessary</li> </ul>
Community	Yes	<ul style="list-style-type: none"> <li>• Newspaper advertisement</li> <li>• Digital Platform including social media</li> <li>• Engagement through NGO Partner</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>• To develop and improve the standard of society /community through the</li> <li>• Corporate Social Responsibility</li> </ul>

**P5: Businesses should respect and promote human rights****Question E1**

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

Category	FY 23-24			FY 22-23		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	0	0	0	0	0	0
Other permanent than	0	0	0	0	0	0
<b>Total Employees</b>	0	0	0	0	0	0
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other permanent than	0	0	0	0	0	0
<b>Total Workers</b>	0	0	0	0	0	0

**Question E2**

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

Category	FY 23-24					FY 22-23				
	Current Financial Year					Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<i>Permanent</i>	1207	0	0	1207	100%	1093	0	0	1093	100%
Male	1103	0	0	1103	100%	1003	0	0	1003	100%
Female	104	0	0	104	100%	90	0	0	90	100%
<i>Other than</i>	0	0	0	0	0	0	0	0	0	0

<b>Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>	1393	479	34.38%	914	65.61%	1168	542	46.40%	626	53.59%
Male	365	0	0	365	100	304	0	0	304	100
Female	1028	479	46.59%	549	53.40%	864	542	62.73%	322	37.26%
<b>Other than Permanent</b>	2978	0	0	2978	100%	3126	0	0	3126	100%
Male	2488	0	0	2488	100%	2581	0	0	2581	100%
Female	490	0	0	490	100%	545	0	0	545	100%

### Question E3

#### Details of remuneration/salary/wages

##### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	10	1475000	2	1437500
Key Managerial Personnel	3	156978	0	0
Employees other than BoD and KMP	891	39316	70	41324
Workers	314	34449	681	12840



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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	24.70%	25.96%

#### Question E4

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

Yes

#### Question E5

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

Each unit operates under certified standing orders that include a defined grievance redressal mechanism, applicable to human rights issues as well. Additionally, all our units are committed to upholding the human rights of our workforce.

#### Question E6

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during theyear	Pending resolutionat the end ofyear	Remarks	Filed during the year	Pending resolutionat the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0

Other human rights related issue	0	0	0	0	0	0
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**Question E7**

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total complaints reported under Sexual Harassment on of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

**Question E8**

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

A Whistleblower Policy is in place

**Question E9**

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

Yes

**Question E10**

Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100

Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	

### Question E11

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

Not applicable

**P6: Businesses should respect and make efforts to protect and restore the environment****Question E1**

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Unit of reporting
<b>For renewable sources</b>			
Total electricity consumption (A)	5012	8088	Gigajoules
Total fuel consumption (B)	0	0	Gigajoules
Energy consumption through other sources (C)	0	0	Gigajoules
Total energy consumed from renewable sources (A+B+C)	5012	8088	Gigajoules
<b>From non-renewable sources</b>			
Total electricity consumption (D)	164807	151998	Gigajoules
Total fuel consumption (E)	16483	17582	Gigajoules
Energy consumption through other sources (F)	0	0	Gigajoules
Total energy consumed from nonrenewable sources (D+E+F)	181290	169580	Gigajoules
Total energy consumed (A+B+C+D+E+F)	186302	177668	Gigajoules
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000014	0.000016	GJ/Rupee

Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)			
Energy intensity in terms of physical output			
Energy intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

### Question E2

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.

No

### Question E3

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Unit
<b>Water withdrawal by source (in kilolitres)</b>			
i) Surface water	0		
ii) Ground water	0		
iii) Third party water	48831	41194	KL
iv) Seawater / desalinated water			
v) Others	5494		KL

Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	54325	41194	KL
Total volume of water consumption (in kilolitres)	54325	41194	KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000415	0.0000039	KL/Rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)			
Water intensity in terms of physical output			
Water intensity (optional) - the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

#### Question E4

Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Specify the level of treatment for with treatment discharge
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) To Surface water	0	0	0
No treatment			
With treatment			

(ii) To Groundwater	0	0	0
No treatment			
With treatment			
(iii) To Seawater	0	0	0
No treatment			
With treatment			
(iv) Sent to third-parties	0	0	0
No treatment			
With treatment			
(v) Others	0	0	0
No treatment			
With treatment			
Total water discharged (in kilolitres)	0	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

### Question E5

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

No, we treat wastewater in our in-house STP and recycle the treated water for plant operations.

### Question E6

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

Parameter	Please specify the unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	µg/m <sup>3</sup>	24	34
SOx	µg/m <sup>3</sup>	25	18

Particulate Matter	µg/m <sup>3</sup>	88.7	89
Persistent organic pollutants (POPs)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others - please specify	-	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

#### Question E7

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

Parameter	Please specify the unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2319.85	3114.94
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	33962.28	30230.62
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent/ Rs.	0.0000027	0.0000031



Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

#### Question E8

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

We prioritize energy management through renewable energy adoption, such as solar power, and optimize energy use with efficient lighting and HVAC systems. By monitoring consumption and embracing emission-reducing technologies like CNC machines, CNG vehicles, and PNG gensets, we minimize environmental impact. Sustainable transportation practices, such as shipment consolidation, further reduce GHG emissions. Additionally, digital initiatives, including paperless processes and automation, align with SDG 7 (Affordable and Clean Energy) and SDG 15 (Life on Land), reducing approximately 45 tCO<sub>2</sub>e.

#### Question E9

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

Parameter	FY 2023–24 (Current Financial Year)	FY 2022–23 (Previous Financial Year)	Unit of reporting
<b>Total Waste generated (in metric tonnes)</b>			
Plastic waste (A)	996.92	761.3	MT
E-waste (B)	0	0.989	MT

Bio-medical waste (C)	0.0548	0.0396	MT
Construction and demolition waste (D)			
Battery waste (E)			
Radioactive waste (F)			
Other Hazardous waste. Please specify, if any. (G)	6.5	6.5	MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)			
Total (A + B + C + D + E + F + G + H)	1003.475	768.829	MT
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000076	0.000000072	MT/Rupee
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)			
Waste intensity in terms of physical output			
Waste intensity (optional) – the relevant metric may be selected by the entity			

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Unit of reporting
Total Waste generated (in metric tonnes)			
(i) Recycled	1003.42	768.789	MT
(ii) Re-used			
(iii) Other recovery operations			
Total	1003.42	768.789	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration			
(ii) Landfilling			
(iii) Other disposal operations			
Total	0	0	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

### Question E10

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.

Waste is generated and disposed of responsibly, adhering to the regulatory norms established by the State Pollution Control Board (SPCB) and the Central Pollution Control Board (CPCB).

**Question E11**

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.
Not applicable			

**Question E12**

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					

**Question E13**

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

S. No.	Specify the law/ regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Company adheres to all relevant laws and regulations at all operational sites.				

**P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

### Question E1

#### Trade Affiliations

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

5

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industry (CII)	National
2.	Federation of Chambers of Commerce & Industry	National
3.	PHD Chamber of Commerce and Industry	National
4.	Faridabad Industrial Association	State
5.	Healthcare Federation of India	National

### Question E2

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

Name of Authority	Brief of the case	Corrective Action Taken
None	Not Applicable	Not Applicable

**P8: Businesses should promote inclusive growth and equitable development****Question E1**

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

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

**Question E2**

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 INR)
Not Applicable						

**Question E3**

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

Communities can report their concerns to [info@polymedicure.com](mailto:info@polymedicure.com). The company will review the issue and forward it to the appropriate department head at the relevant site. The concerned department will then contact the stakeholder, address the issue, and work towards a prompt resolution.

**Question E4**

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

	<b>FY 2023-24</b> <b>(Current Financial Year)</b>	<b>FY 2022-23</b> <b>(Previous Financial Year)</b>
Directly sourced from MSMEs / small producers	23.78	28.05
Directly from within India	40.85	53.41

**Question E5**

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

<b>Location</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Rural	-	-
Semi- Rural	-	-
Urban	-	-
Metropolitan	100%	100%

**P9: Businesses should engage with and provide value to their consumers in a responsible manner**

**Question E1**

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

We have established a procedure for receiving, processing, recording, and acting upon written, electronic (e-mail) or verbal product/customer complaints. These procedures are designed to ensure timely handling of complaints in accordance with current regulatory requirements.

Customer complaints regarding product quality or dispatches are communicated to the relevant Marketing team, either directly by the customer or through dealers/agents, along with details such as batch numbers and invoices. These complaints are given top priority and are escalated to the appropriate team—either the QC team at the plant for product quality issues or the sales Logistics team for dispatch-related concerns. For quality-related complaints, QC team members may visit the customer site, depending on the severity of the issue, to suggest corrective actions, either directly on-site or by analyzing samples of the affected material in our lab.

**Question E2**

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

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

**Question E3**

Number of consumer complaints in respect of the following:

	FY 2023–24 (Current Financial Year)		Remarks	FY 2022–23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	



Advertising	0	0		0	0	
Cyber- security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade	0	0		0	0	
Unfair Trade Practices	0	0		0	0	

#### Question E4

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

Type of recalls	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

#### Question E5

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, web link: <https://www.polymedicure.com/wp-content/uploads/2023/09/PML-Privacy-policy.pdf>

#### Question E6

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.

No incidents related to the mentioned topics have been reported.

#### Question E7

Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Nil

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c. Impact, if any, of the data breaches

Nil

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