

August 26, 2025

National Stock Exchange of India Limited  
Exchange Plaza, Bandra Kurla Complex,  
Bandra (E), Mumbai- 400051

BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street Fort, Mumbai-400001

Symbol: **ORCHPHARMA**

Scrip Code: **524372**

**Subject: Business Responsibility and Sustainability Report ("BRSR") of Orchid Pharma Limited ("the Company") for Financial Year 2024-25**

Dear Sir/Madam,

With reference to the provisions of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, kindly find enclosed the Business Responsibility and Sustainability Report of the Company for the Financial Year 2024-25, which also forms part of the Annual Report of the Company for the same period, submitted to the Stock Exchanges on this same intimation day.

The aforesaid BRSR is also available on the website of the Company at [https://www.orchidpharma.com/invr\\_corporategovernance.html](https://www.orchidpharma.com/invr_corporategovernance.html).

You are requested to take the above intimation on record.

Thanking You,

For **Orchid Pharma Limited**

**KAPIL DAYYA** Digitally signed  
by KAPIL DAYYA  
Date: 2025.08.26  
20:18:22 +05'30'

**Kapil Dayya**  
**Company Secretary & Compliance Officer**  
**M. No: F10698**

*Encl: As above*

## Annexure - II

### Business Responsibility and Sustainability Report

#### SECTION A: GENERAL DISCLOSURES

##### I. Details of the Listed Entity

S. No.	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L24222TN1992PLC022994
2	Name of the Listed Entity	M/s Orchid Pharma Limited
3	Year of incorporation	01-07-1992
4	Registered office address	Plot No. 121-128, 128A-133, 138-151, 159-164, SIDCO Industrial Estate, Alathur, Chengalpattu, Alathur Industrial Estate, Kanchipuram, Chengalpattu, Tamil Nadu – 603110
5	Corporate address	-
6	E-mail	<a href="mailto:cs@orchidpharma.com">cs@orchidpharma.com</a>
7	Telephone	(91)-44- 2744 4471
8	Website	<a href="http://www.orchidpharma.com">www.orchidpharma.com</a>
9	Financial year for which reporting is being done	31 <sup>st</sup> March, 2025
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Ltd. (NSE)
11	Paid-up Capital	Rs. 50,71,91,050
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Kapil Dayya, Company Secretary & Compliance officer, <a href="mailto:cs@orchidpharma.com">cs@orchidpharma.com</a> , (91)-44- 2744 4471
13	Reporting boundary - Are the disclosures	The report is prepared on the standalone basis
14	Name of assurance Provider	NA
15	Type of assurance obtained	NA

##### II. Products/Services

16	Details of business activities (accounting for 90% of the turnover)			
	S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the
1.	Manufacture of Pharmaceuticals	Manufacture and sale of Cephalosporin API & Cephalosporin FDF	98.61 %	
17	Products / Services sold by the entity (accounting for 90% of the entity's Turnover):			
	S. No.	Product/Service	NIC Code	% of total Turnover
1.	Cephalosporin API & Cephalosporin FDF	21002	98.61 %	

##### III. Operations

18	Number of locations where plants and/or operations/offices of the entity are situated:			
	Location	Number of Plants	Number of offices	Total

	<b>National</b>	3	2	5				
	<b>International</b>	Nil	Nil	Nil				
19	Market served by the entity							
	a.	<b>Number of locations</b>						
		<b>Locations</b>	<b>Number</b>					
		<b>National (No. of states)</b>	18					
	<b>International (No. of Countries)</b>	48						
b.	<b>What is the contribution of exports as a percentage of the total turnover of the entity?</b>	80.10%						
c.	<b>A brief on type of customers</b>	The company sells products on a purchase -order basis to the manufacturers of Finished Dosage form drug. They belongs to countries of EUROPE, UK, US, Japan etc. Customer from rest of the world also getting business with different specifications.						
<b>IV. Employees</b>								
20	Details as at the end of Financial Year:							
	a.	<b>Employees and workers (including differently abled):</b>						
		<b>S. No.</b>	<b>Particulars</b>	<b>Total (A)</b>	<b>Male</b>		<b>Female</b>	
					<b>No. (B)</b>	<b>% (B / A)</b>	<b>No. (C)</b>	<b>% (C / A)</b>
		<b>EMPLOYEES</b>						
		1.	Permanent (D)	736	721	97.96%	15	2.03%
		2.	Other than Permanent (E)	315	287	91.11%	28	8.88%
		3.	Total employees (D + E)	1051	1008	96%	43	4%
		<b>WORKERS</b>						
		4.	Permanent (F)	No Workmen				
		5.	Other than Permanent (G)					
		6.	Total workers (F + G)					
		b.	<b>Employees and workers (including differently abled):</b>					
			<b>S. No.</b>	<b>Particulars</b>	<b>Total (A)</b>	<b>Male</b>		<b>Female</b>
<b>No. (B)</b>	<b>% (B / A)</b>					<b>No. (C)</b>	<b>% (C / A)</b>	
<b>DIFFERENTLY ABLED EMPLOYEES</b>								
1.	Permanent (D)		1	1	1%	0	0%	
2.	Other than Permanent (E)		-	-	-			
3.	Total differently abled employees (D + E)		1	1	1%	-	-	
<b>DIFFERENTLY ABLED WORKERS</b>								
4.	Permanent (F)		No Workmen					
5.	Other than permanent (G)							
6.	Total differently abled workers (F + G)							
21	Participation / Inclusion / Representation of women							
			<b>Total (A)</b>	<b>No. and percentage of Females</b>				
		<b>No. (B)</b>		<b>% (B / A)</b>				
	Board of Directors	8	2*	25%				
Key Management Personnel*	4	-	-					

* Company have 2 ID Women Director on Board, Ms. Shubha Singh was appointed w.e.f. 23.05.2024										
22	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in prior to previous FY)			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
	Permanent Employees	18.31%	0.76%	19%	20.80%	25.45%*	20.93%*	20.02%*	24.14	20.15%
Permanent Workers		NA								

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

Name of holding / subsidiary / associate companies / joint ventures				
S. No.	Name of the holding / subsidiaries / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity?
1	Dhanuka Laboratories Ltd. - Incorporated in India	Holding company	69.84%	No
2	Orchid Bio-Pharma Limited - Incorporated in India	Wholly owned subsidiary	100%	No
3	Orchid Pharmaceuticals Inc. - Incorporated in USA	Wholly owned subsidiary	100%	No
4	Orgenus Pharma Inc. - Incorporated in USA	Step-down subsidiary	100%	No
5	Orchid Pharma Inc./ Karalex Pharma LLC, USA	Step-down subsidiary	100%	No
6	Bexel Pharmaceuticals Inc. - Incorporated in USA	Wholly owned subsidiary	100%	No
7	Diakron Pharmaceuticals Inc. - Incorporated in USA	Subsidiary	76.65%	No
8	Orbion Pharmaceuticals Private Limited	Associate	26.00%	No
9	Orchid Pharmaceuticals SA (Proprietary) Limited, South Africa (upto 31.01.2024)	Subsidiary	100%	No

**VI. CSR Details**

24	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii)	Turnover (Rs. in Cr)	921.93
	(iii)	Net worth (Rs. in Cr)	1324.00

**VII. Transparency and Disclosures Compliances**

Stakeholder	Grievance Redressal Mechanism in	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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	group from whom complaint is received	Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	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, <a href="http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf">http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf</a> <a href="http://www.orchidpharma.com/downloads/Environmental,%20Social%20and%20Governance%20Policy.pdf">http://www.orchidpharma.com/downloads/Environmental,%20Social%20and%20Governance%20Policy.pdf</a>	Nil	Nil	Nil	Nil	Nil	Nil
	Investors (other than shareholders)	Yes, <a href="http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf">http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf</a>	Nil	Nil	Nil	8	0	-
	Shareholders	Yes, <a href="https://smartodrin/login">https://smartodrin/login</a>	10	0	-	1	0	-
	Employees and workers	Yes, <a href="http://www.orchidpharma.com/downloads/Policy%20on%20Whistle%20Blower.pdf">http://www.orchidpharma.com/downloads/Policy%20on%20Whistle%20Blower.pdf</a>	Nil	Nil	Nil	Nil	Nil	Nil
	Customers	Yes, <a href="http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf">http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf</a>	4	0		3	0	-

	Value Chain Partners (Including customers)	Yes, <a href="http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf">http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf</a>	Nil	Nil	Nil	Nil	Nil	Nil
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	Risk	Essential to the Company's core focus on pharma, where any compromise can affect consumer safety, brand credibility, and regulatory standing.	Implementation of stringent quality control systems, ISO certifications, regular batch testing, and regulatory compliance protocols.	Negative if not managed — potential for product recalls, regulatory penalties, and reputational loss.			
2	Waste Management (Plastic/Bio)	Risk	Use of plastic packaging and generation of biomedical waste pose environmental and legal risks.	Waste segregation at source, tie-ups with authorized recycling and disposal vendors.	Negative if not addressed — potential legal actions, ESG rating impact, and reputational loss.			
3	Sustainable Business	Opportunity	Increasing consumer and regulatory requirements.	Compliance with the regulatory requirements is core to the business.	Positive — improves brand equity, meets regulatory requirements			
4	R&D	Opportunity	Rising global demand for advanced pharma & diagnostics presents an opportunity to expand market share and product portfolio.	Investments in R&D, collaborations with research institutions, and adoption of cutting-edge technology.	Positive — drives revenue growth, product differentiation, and long-term competitiveness.			

	5	Employee Safety Health	Risk	The Company's factory and laboratory operations involve occupational hazards, requiring proactive safety measures.	Regular health check-ups, mandatory PPE usage, safety drills, and continuous training for all operational staff.	Negative if neglected — may lead to workplace injuries, legal claims, operational disruption, and reputational damage.
	6	Site is in MIDC notified area	Opportunity	The plant is located in a government-notified industrial area, ensuring reliable access to utilities, infrastructure, and support.	-	Positive — facilitates smooth operations and cost efficiency due to centralized resource management.
	7	Competitors	Risk	Competitive market landscape may impact sales and market share.	The Company is among the leading manufacturers of its product category in India, offering superior quality compared to competitors. The company has all necessary certifications and regulatory approvals, minimizing competitive threats.	Positive — well-managed competition strengthens market position and supports sustained growth.
	8	Market Economy	Risk	Finished goods pricing may be influenced by the availability and cost of key raw materials, while fluctuations in the foreign exchange rate can also impact overall pricing and profitability.	1. Pricing imported materials is closely monitored and purchase decision is taken strategically. 2. CFO keeps a close watch on Currency fluctuation.	Negative — may result in financial losses if not carefully managed.
	9	Regulatory issues - compliances and changes in requirements	Risk	Orchid is liable for several regulatory compliances.	A process for determination of regulatory requirements and compliance evaluation is established & the compliance status is evaluated regularly.	Negative — non-compliance may lead to financial penalties, disruptions, and legal consequences.

	10	Resource management	Risk	Adequate monetary, infrastructural, and human resources are essential for uninterrupted plant operations.	All necessary resources—including financial, infrastructural, and human—are sufficiently allocated to ensure smooth and uninterrupted plant operations.	Neutral to negative — if not managed, could lead to operational inefficiencies.
	11	Technology	Opportunity	Appropriate technology and machinery is required for consistent quality output	The current manufacturing technology is adequate enough to take the current requirement.	Positive financial implication
	12	Employee relations	Opportunity	Good employee relations necessary for effective functioning of the plant	Good employee relations exist.	Positive financial implication
	13	Information flow and decision making	Opportunity	Timely decisions will help smooth functioning of the plant	The organization structure is simple and there is quick decision making	Positive financial implication
	14	Surrounding climate	Risk	If we do not carry out our activities in compliance with the legal requirements there is a chance that we will pollute the surrounding climate.	1. All the emission Requirements as per PCB consent are being complied with. 2. Currently there are no climatic threats. 3. There are no complaints received from the neighboring industries.	Positive financial implication

**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.**

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<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	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	<a href="http://www.orchidpharma.com/invr_corporategovernance.html">http://www.orchidpharma.com/invr_corporategovernance.html</a>							

2	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes							
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes							
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO14001:2015, ISO 45001: 2018, USFDA, EUGMP, KFDA & PMDA Certificates																
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company has identified material ESG issues which will help Orchid in setting targets and measures. Orchid strives to become a sustainable company and, in the process, to develop targets.																
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Orchid is committed to formalizing its efforts to enhance sustainability practices by adhering to the guidelines set forth in NGRBC, and is actively work on developing targets and assessing its performance against them.																
<b>Governance, leadership and oversight</b>																		
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	In today's world, ESG is a gateway to new frontiers of transformation. The transition from individual to community has prompted businesses to reconsider their business strategies, and the core of these strategies revolve around innovation, awareness, and sustainable processes. Hence, ESG has become the foundation of our sustainable and long term growth charter. We have embarked on a journey where the nation's sustainable development and its people's comprehensive growth are a big part of our responsibility framework. We remain committed to positively impacting the lives of our consumers and the community at large. As an organization, we have been catering to the needs and reaching the underprivileged who could not access basic medicines. And, we continue to focus on balancing our goals of sustainable profitability and long -term value creation with our overarching commitment to responsible growth, as an organization and as a responsible corporate citizen. We have in place a detailed strategic plan to achieve significant growth in the short, medium, and long term. The key growth drivers would include scaling up the existing products and launching new products and penetrating into newer markets in both API and Formulations business. We also strive to accomplish a strong balance sheet with industry-leading best practices. We, as an organization, are more resolute than ever, to embed our ESG priorities into the DNA of our core operations across people, practices, and processes because real sustainability for us lies in staying committed to responsible growth for all, for now, and tomorrow.																
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of the Company is responsible for the implementation and oversight of the Business Responsibility policy (ies).																
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, Shri Mridul Dhanuka, Whole Time Director, oversees the Business Responsibility and Sustainability initiatives of the Company.																
10	<b>Details of Review of NGRBCs by the Company:</b>																	
	<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</b>									<b>Frequency (Annually/Half yearly/ Quarterly/ Any other – please specify)</b>							
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8
	Performance against above policies and follow up action	As a standard procedure, the Board annually reviews the Company's Business Responsibility policies or when needed. This									Annually							

		assessment includes evaluating the effectiveness of the policies and making necessary adjustments to both policies and procedures.	
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with relevant regulations, and the Managing Director (MD) issues a Statutory Compliance Certificate to the Board of Directors regarding applicable laws.	On-going basis

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No								

If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:										
12	<b>Questions</b>	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	All Principles are covered by the Policies								
	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 programs on any of the Principles during the financial year:			
	<b>Segment</b>	<b>Total number of training and awareness programs held</b>	<b>Topics / principles covered under the training and its impact</b>	<b>Percentage of persons in respective category covered by the awareness programs</b>
	Board of Directors	3	Upon appointment, every Independent Director undergoes an induction session covering Orchid Pharma's vision, mission, business strategy, industry outlook, risk management framework, and governance responsibilities. As part of the familiarization process, factory/site visits are conducted to offer a direct understanding of operational processes and manufacturing capabilities. The Board is regularly updated on key areas such as ESG, Codes of Conduct (including Insider Trading and for Directors/Senior Management), Risk Management, IT & Cybersecurity, and regulatory developments. Independent Directors also meet periodically without non-independent Directors to assess the performance of the Board, its committees, and the Chairman, fostering transparency and accountability. This structured approach ensures that Directors are well-informed and equipped to contribute effectively to the Company's strategic oversight and governance.	100%

	Key Managerial Personnel	3	Orchid's Code of Conduct serves to guide our actions, governed by integrity, honesty, fair dealing, and compliance with applicable laws. Mandatory training ensures employees understand the standards of professional conduct, covering areas such as equal opportunity, data privacy, conflict of interest, insider trading, anti-bribery, compliance, human rights, workplace safety, and POSH. As part of fostering holistic awareness, employees and new leaders are also provided operational exposure through factory/site visits to deepen understanding of Orchid's business and values in practice.	100%		
	Employees other than BoD and KMPs	135	At Orchid, our HR policies are centered on creating an inclusive and growth-oriented workplace that nurtures both professional and personal development. We are committed to upholding ethics, integrity, and our Code of Conduct, while ensuring employee well-being through strong health and safety guidelines. To support continuous learning, we offer tailored training programs using digital tools and a progressive online learning ecosystem. These programs cover a wide range of topics including cGMP-ICH Q7, Data Integrity & GDP, EU Annex-1, Basics of Microbiology, OOS Investigation, Information on Quality, Chemical Safety & SDS, ERCP, Work Permit system, Fire Drill, 4 R Principle, AMR & PIE, Energy Conservation.	94%		
	Workers	-	-	-		
	Any Other	-	-	-		
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 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):					
	<b>Monetary</b>					
		<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
	Penalty/ Fine	Nil				
	Settlement					
	Compounding fee					
	<b>Non-monetary</b>					
		<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>	
	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.					
	<b>Case Details</b>		<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>			
	Nil		Nil			
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 maintains a strict zero-tolerance policy towards bribery, corruption, and unethical practices such as kickbacks, whether by employees, associates, or connected stakeholders. We are committed to conducting all business relationships with professionalism, fairness, and the highest standards of ethics and integrity. Our Anti-Bribery and Anti-Corruption framework is supported by comprehensive guidelines, stringent internal control measures, and clearly defined consequences for non-compliance. These principles are embedded in the Company's Code of			

		<p>Conduct and corporate governance practices, which are grounded in honesty, transparency, and full compliance with all applicable legal and regulatory requirements. To strengthen accountability, we encourage prompt reporting of any suspected misconduct or malpractice. A robust Whistleblower mechanism is in place to enable employees and stakeholders to raise concerns without fear of retaliation. Through these measures, we aim to uphold a culture of ethical conduct and ensure that integrity remains a cornerstone of all our operations and partnerships.</p> <p>Code of Conduct for Board of Directors and Senior Management:  <a href="http://www.orchidpharma.com/downloads/codeofconduct/Code%20of%20Conduct%20for%20Board%20of%20Directors%20and%20Senior%20Management%20.pdf">http://www.orchidpharma.com/downloads/codeofconduct/Code%20of%20Conduct%20for%20Board%20of%20Directors%20and%20Senior%20Management%20.pdf</a></p> <p>Code for Independent Directors:  <a href="http://www.orchidpharma.com/downloads/codeofconduct/Code_for_Independent_Directors.pdf">http://www.orchidpharma.com/downloads/codeofconduct/Code_for_Independent_Directors.pdf</a></p> <p>Code of Conduct on Prevention of Insider Trading Regulations:  <a href="http://www.orchidpharma.com/downloads/codeofconduct/Code%20of%20Conduct%20under%20Insider%20Trading%20Regulations_v-2.1.pdf">http://www.orchidpharma.com/downloads/codeofconduct/Code%20of%20Conduct%20under%20Insider%20Trading%20Regulations_v-2.1.pdf</a></p> <p>Whistleblower Policy:  <a href="http://www.orchidpharma.com/downloads/Policy%20on%20Whistle%20Blower.pdf">http://www.orchidpharma.com/downloads/Policy%20on%20Whistle%20Blower.pdf</a></p>			
5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:				
		<b>FY 24-25 (Current Financial Year)</b>		<b>FY 23-24 (Previous Financial Year)</b>	
	<b>Directors</b>	Nil		Nil	
	<b>KMPs</b>	Nil		Nil	
	<b>Employees</b>	Nil		Nil	
	<b>Worker</b>	NA			
6	Details of complaints with regard to conflict of interest:				
		<b>FY 24-25 (Current Financial Year)</b>		<b>FY 23-24 (Previous Financial Year)</b>	
		<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil	
7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.	NA			
8	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:				
		<b>FY 24-25 (Current Financial Year)</b>		<b>FY 23-24 (Previous Financial Year)</b>	
	Number of days of accounts payables	102		135	
9	Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:				
	<b>Parameter</b>	<b>Metrics</b>	<b>FY 24-25 (Current Financial Year)</b>		<b>FY 23-24 (Previous Financial Year)</b>
	<b>Concentration of Purchases</b>	a. Purchases from trading houses as	NA		NA

		% of total purchases		
		b. Number of trading houses where purchases are made from	NA	NA
		c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
	<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	8%	NA
		b. Number of dealers / distributors to whom sales are made	28	NA
		c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	6.86%	NA
	<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	41.79%	37.80%
		b. Sales (Sales to related parties / Total Sales)	1.48%	2.05%
		c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	79%	76.53%
		d. Investments (Investments in related parties / Total Investments made)	21.61%	21.61%
<b>Leadership Indicators</b>				
1	Awareness programs conducted for value chain partners on any of the Principles during the financial year:			
	<b>Total number of awareness programmes held</b>	<b>Topics / principles covered under the training</b>	<b>Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes</b>	

	Nil			
2	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.	Yes, every Director of the Company is required to disclose any interest or concern in the Company or in other entities such as companies, firms, or associations of individuals. This disclosure, which includes shareholding, is made annually or upon any change. Additionally, Directors provide an annual declaration under the Code of Conduct affirming that they will always act in the best interest of the Company and avoid any business or personal association that may result in a conflict of interest with the Company's operations or their role. During Board meetings, Directors abstain from deliberations on matters in which they have a personal interest. To proactively identify and manage such conflicts, the Corporate Secretarial team maintains a database of Directors/KMPs and their related entities. This information is shared with the Finance department to monitor transactions. Furthermore, Senior Management annually confirms that they have not engaged in any material, financial, or commercial activities that may conflict with the Company's interests.		
<b>PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE</b>				
<b>Essential Indicators</b>				
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.			
		<b>FY 24 -25 Current Financial Year</b>	<b>FY 23-24 Previous Financial Year</b>	<b>Details of improvements in environmental and social impacts</b>
	<b>R&amp;D</b>	21.90%	-	As a manufacturer of formulations and APIs, Orchid primarily channels its investments toward strengthening IT infrastructure, minimizing air emissions, enhancing effluent treatment processes, and improving overall energy efficiency.
	<b>Capex</b>	78.10%	-	
2	Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?	Entity has procedures (Yes/No): Yes The company is committed to being a sustainable organization and actively engages with its supply chain partners to reduce their environmental footprint. At a pan-India level, preference is consistently given to sourcing from local suppliers. The company also strives to empower its suppliers by promoting the adoption of responsible practices and contributing to the development of a sustainable and resilient supply chain aligned with environmental and social governance (ESG) principles.		
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.			
	<b>Particulars</b>	<b>Process Description</b>		
	<b>(a) Plastics (including packaging)</b>	Orchid have implemented a process for safe reclaim, recycling, and disposal of plastics in compliance with Extended Producer Responsibility (EPR) requirements.		
	<b>(b) E-waste</b>	E-waste from our unit is disposed of only through authorised recyclers in compliance with the E-Waste (Management) Rules. Annual returns are submitted to TNPCB, and for FY 2024–25, no E-waste was disposed.		
	<b>(c) Hazardous waste</b>	Details of Hazardous waste and disposal method is given below: <ul style="list-style-type: none"> <li>- <b>Used or spent oil</b> - Disposed to authorized hazardous waste recycler(Recyclable)</li> <li>- <b>Wastes or residues containing oil</b> - Disposed of as incinerable waste through authorised TSDF operator M/s Resustainability IWM Solutions Limited in compliance with hazardous waste management regulations.</li> <li>- <b>Spent solvents</b> - Disposed to authorized hazardous waste recycler(Recyclable)</li> <li>- <b>Distillation residue</b> - Disposed of as incinerable waste through authorised</li> </ul>		

		<p>TSDF operator M/s Resustainability IWM Solutions Limited in compliance with hazardous waste management regulations.</p> <ul style="list-style-type: none"> <li>- <b>Process Residue and wastes</b> - Disposed to authorized pre-processors for pre-processing. (Utilizable)</li> <li>- <b>Spent carbon</b> - Generation, collection and Storage with in the premises or shall be disposed as preprocessing for co incineration in cement mills.</li> <li>- <b>Off specification products</b> - Disposed to M/S. Resustainability IWM solution limited. (Landfillabe)</li> <li>- <b>Spent solvents</b> - Disposed to authorized hazardous waste recycler(Recyclable)</li> <li>- <b>Empty barrels/containers /liners contaminated with hazardous chemicals/waste</b> - Disposed to authorized hazardous waste recycler (Utilizable).</li> <li>- <b>Chemical sludge from waste water treatment</b> - Generation, collection and Storage with in the premises. Disposed to authorized preprocessing facility. (Utilizable)</li> </ul>					
	<b>(d) Other waste</b>	Other waste (non-Hazardous waste) such as MS, SS and plastic scrubs is been generated from our unit is been sent to approved recyclers.					
4	<b>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.</b>			Extended Producer Responsibility (EPR) applicable (Yes/No): Yes The company complies with Extended Producer Responsibility (EPR) regulations as mandated by the Central Pollution Control Board (CPCB). It holds valid certifications under both the Brand Owner (BO) and Importer categories. In accordance with its approved EPR plan, the company collects plastic waste, ensures its disposal through authorized recyclers, and submits the required annual reports via the EPR portal.			
<b>Leadership</b>							
1	<b>Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? Pre fill from Products and services Q14</b>						
	<b>NIC Code</b>	<b>Name of Product / Service</b>	<b>% of total Turnover contributed</b>	<b>Boundary for which the Life Cycle Perspective / Assessment was conducted</b>	<b>Whether conducted by independent external agency (Yes/No)</b>	<b>Results communicated in public domain (Yes/No)</b>	
	Nil						
2	<b>If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.</b>						
	<b>Name of the product / service</b>	<b>Description of the risk / concern</b>			<b>Action taken</b>		
	Orchid Pharma remains committed to environmental stewardship, notwithstanding the fact that Life Cycle Assessments (LCA) for its products have not yet been conducted. We acknowledge the significance of evaluating the environmental impacts associated with our products across their entire life cycle. Accordingly, we are proactively initiating plans to undertake LCA studies, which will serve as a critical component of our broader strategy to reduce our carbon footprint and strengthen overall environmental performance.						
3	<b>Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).</b>						
	<b>Indicate input material</b>	<b>Recycled or re-used input material to total material</b>					
		<b>FY 24-25</b>			<b>FY 23-24</b>		
	As a manufacturer of pharmaceutical products, the company operates in strict adherence to industry standards and regulatory requirements. Consequently, to uphold the highest levels of product quality and patient safety, materials used in the production processes are neither reused nor recycled.						
4	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format						
		<b>FY 24-25 Current Financial Year</b>			<b>FY 23-24 Previous Financial Year</b>		
		<b>Reused</b>	<b>Recycled</b>	<b>Safely Disposed</b>	<b>Reused</b>	<b>Recycled</b>	<b>Safely Disposed</b>

	Plastics (including packaging)	NA	NA	NA	NA	NA	NA	NA	NA
	E-waste	NA	NA	NA	NA	NA	NA	NA	NA
	Hazardous waste	NA	NA	NA	NA	NA	NA	NA	NA
	Other	NA	NA	NA	NA	NA	NA	NA	NA

5	<b>Reclaimed products and their packaging materials (as percentage of products sold) for each product category.</b>									
	<b>Indicate product category</b>					<b>Reclaimed products and their packaging materials as % of total products sold in respective category</b>				
	NA					NA				

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**Essential Indicators**

1	<b>Details of measures for the well-being of employees:</b>												
	<b>a.</b>	<b>Category</b>	<b>Total</b>	<b>% of employees covered by</b>								<b>Day Care Facilities</b>	
				<b>Health Insurance</b>		<b>Accident Insurance</b>		<b>Maternity Benefits</b>		<b>Paternity Benefits</b>		<b>Number (F)</b>	<b>% (F / A)</b>
				<b>Number (B)</b>	<b>% (B / A)</b>	<b>Number (C)</b>	<b>% (C / A)</b>	<b>Number (D)</b>	<b>% (D / A)</b>	<b>Number (E)</b>	<b>% (E / A)</b>		
	<b>Permanent Employees</b>												
		<b>Male</b>	721	721	98%	721	98%	0	0	30	4%	-	0
		<b>Female</b>	15	15	2%	15	2%	2	13.33	0	0	-	0
		<b>Total</b>	736	736	100%	736	100%	2	13.33	30	4%	-	0
	<b>Other Permanent Employees</b>												
		<b>Male</b>	287	287	91%	287	91%	0	0	0	0	0	0
		<b>Female</b>	28	28	9%	28	9%	0	0	0	0	0	0
		<b>Total</b>	315	315	100%	315	100%	0	0	0	0	0	0
	<b>Details of measures for the well-being of workers:</b>												
	<b>b.</b>	<b>Category</b>	<b>Total</b>	<b>% of workers covered by</b>								<b>Day Care Facilities</b>	
				<b>Health Insurance</b>		<b>Accident Insurance</b>		<b>Maternity Benefits</b>		<b>Paternity Benefits</b>		<b>Number (F)</b>	<b>% (F / A)</b>
				<b>Number (B)</b>	<b>% (B / A)</b>	<b>Number (C)</b>	<b>% (C / A)</b>	<b>Number (D)</b>	<b>% (D / A)</b>	<b>Number (E)</b>	<b>% (E / A)</b>		
	<b>Permanent workers</b>												
		<b>Male</b>	NA										
		<b>Female</b>											
	<b>Total</b>												
<b>Other Permanent Employees</b>													
	<b>Male</b>	NA											
	<b>Female</b>												
	<b>Total</b>												
<b>c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format</b>													
				<b>FY 24-25 Current Financial Year</b>				<b>FY 23-24 Previous Financial Year</b>					

	Cost incurred on wellbeing measures as a % of total revenue of the company	9.36%			4%		
2	Details of retirement benefits, for Current FY and Previous Financial Year						
	Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (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%	NA	Y	100%	NA	Y
	Gratuity	100%	NA	Y	100%	NA	Y
ESI	100%	NA	Y	23%	NA	Y	
Others - PLs specify	-	-	-	-	-	-	
3	Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.			Yes, as a principle the Company through its Equal Employment Opportunity policy prohibits any kind of discrimination against any person with a disability in any matter related to employment as per the Right of Person with Disabilities Act, 2016, and Transgender persons (Protection of Rights) Act 2019. Various corporate offices and sites of Orchid have ramps for easy movement of differently -abled people and wheelchair accessible restrooms are available.			
4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.			Yes, Orchid Pharma Limited has adopted an Equal Employment Opportunity and Non-Discrimination Policy in accordance with the Rights of Persons with Disabilities Act, 2016. This policy provides a framework committed to the empowerment of persons with disabilities. Website Link: <a href="https://orchidpharma.com/downloads/Equal%20Opportunity%20Policy.pdf">https://orchidpharma.com/downloads/Equal%20Opportunity%20Policy.pdf</a>			
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	Nil	Nil	NA			
	Female	Nil	Nil				
Total	Nil	Nil					
6	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.						
		Yes/No (If yes, then give details of the mechanism in brief)					
	Permanent Workers	Orchid Pharma Limited strives to create a fair, open, and transparent culture where employees can freely express their views. The company transparently communicates its policies and practices, including compensation, performance metrics, career development, compliance, and more. Orchid promotes a work environment free from prejudice, gender discrimination, and harassment, with a zero-tolerance policy for non-compliance. To support this, Orchid has implemented a comprehensive grievance mechanism, including its Whistle-blower Policy and Prevention of Sexual Harassment (POSH) framework. These systems allow employees to raise concerns confidentially and anonymously, without fear of retaliation. The company takes all reports seriously, following a rigorous process to address issues promptly and effectively, ensuring all employees have a safe avenue to voice concerns.					
	Other than Permanent Workers						
Permanent Employees							
Other than Permanent Employees							
7	Membership of employees and worker in association(s) or Unions recognized by the listed entity:						

Category	FY 24-25 Current Financial Year			FY 23-24 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)				
<b>Total Permanent Employees</b>	Orchid Pharma's employees are currently not part of any employee association or Union.									
Male										
Female										
<b>Total Permanent Workers</b>										
Male										
Female										
Details of training given to employees and workers:										
Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (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	882	152	17.23 %	500	57 %	896	510	57%	0	0%
Female	12	10	83.33 %	9	64 %	27	2	7%	0	0%
<b>Total</b>	<b>894</b>	<b>162</b>	<b>18 %</b>	<b>509</b>	<b>57 %</b>	<b>923</b>	<b>512</b>	<b>55%</b>	<b>0</b>	<b>0%</b>
<b>Workers</b>										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	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>
Details of performance and career development reviews of employees and worker:										
Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)						
	Total (A)	No. (B)	% (B / A)	Total (c)	No. (D)	% (D / C)				
<b>Employees</b>										
Male	1062	766	72.13%	896	747	83%				
Female	50	19	38.00%	27	20	74%				
<b>Total</b>	<b>1112</b>	<b>785</b>	<b>70.59%</b>	<b>923</b>	<b>767</b>	<b>83%</b>				
<b>Workers</b>										
Male	0	0	0	0	0	0%				
Female	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>				
10	Health and safety management system:									
	a. Whether an occupational health and safety management system has been implemented			Yes, Orchid's manufacturing sites and all locations have an Occupational Health and Safety management system						

	by the entity? (Yes/ No). If yes, the coverage such system?	in place, aligned with ISO 45001, OHSAS 18001 standards, and legal requirements such as the Factories Act and the Environment Protection Act. The company has also ingrained the DuPont Safety Culture, which includes the implementation of a Work Permit System, enforcement of safety standards, assessment of near-miss incidents, corrective actions (CAPA), display of Material Safety Data Sheets (MSDS), and the mandatory use of personal protective equipment (PPE). These measures ensure a comprehensive approach to maintaining a safe and compliant workplace for all employees.		
	b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Orchid is committed to provide a safe and healthy workplace by minimizing the risk of accidents, injury and exposure to health risks and it complies with applicable laws and regulations with respect to safety at workplace. Orchid has taken an initiative to frame a comprehensive policy with respect to health and safety management system such as Process Hazard Analysis, Pre start-up safety review, Plant safety audit, Job safety analysis, Work Permit system, What if study, Work place monitoring, Noise monitoring, Illumination monitoring. Various facilities are available at Orchid manufacturing sites and Corporate Offices and its subsidiaries corporate offices premises such as proper ventilation, hygiene & sanitation, yearly safety audit, emergency exits, first aid box etc.		
	c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes, Work related Hazards are being identified and addressed through a daily plant round and cross functional Behaviour Safety Observation rounds.		
	d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, Orchid has insured its employees under group term insurance, health insurance and accidental insurance policies.		
11	Details of safety related incidents, in the following format:			
	<b>Safety Incident/Number</b>	<b>Category</b>	<b>FY 24-25 (Current Financial Year)</b>	<b>FY 23-24 (Previous Financial Year)</b>
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
		Worker	Nil	Nil
	Total recordable work-related injuries	Employees	Nil	Nil
		Worker	Nil	Nil
	No. of fatalities	Employees	Nil	Nil
		Worker	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil	
	Worker	Nil	Nil	
12	Describe the measures taken by the entity to ensure a safe and healthy workplace.	<ul style="list-style-type: none"> <li>- Familiarization with operating procedures and matters to be taken care of.</li> <li>- Use of Personal Protective Equipment (PPE) as per PPE matrix.</li> <li>- Conduct of Refresher classroom Training Safety and Induction Training</li> <li>- Application of Work Permit system and Safety Data Sheet maintenance.</li> <li>- Examination Pre employment Skin &amp; ENT screening</li> <li>- Environment monitoring</li> <li>- Regular preventive maintenance program, Plant safety audits and Safety Observation Audit</li> </ul>		
13	Number of Complaints on the following made by employees and workers:			
	<b>Category</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>	

		(Current Financial Year)			(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 Condition	Nil	Nil	Nil	Nil	Nil	Nil
	Health and Safety	Nil	Nil	Nil	Nil	Nil	Nil
14	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%					
	Working Conditions	100%					
15	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.				Nil		
<b>Leadership Indicators</b>							
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, Orchid Pharma has a scheme in place to provide financial assistance to the legal dependents of permanent employees in the event of death while in service. Additionally, employees are covered under the Group Personal Accident (GPA) Insurance for further protection. Workers - No			
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.			<p>To ensure that statutory dues are properly deducted and deposited by the Company's value chain partners, we implement the following measures:</p> <ul style="list-style-type: none"> <li>- Compliance Monitoring: We actively monitor and track compliance related to statutory dues by our contractors and third-party resource suppliers, ensuring all deductions and deposits are made in line with applicable laws and regulations.</li> <li>- Regular Audits and Checks: As part of our routine invoice processing, we conduct thorough reviews to validate the deduction and deposit of statutory dues by our value chain partners, enabling us to promptly identify and address any discrepancies or non-compliance.</li> <li>- Contractual Obligations: Our agreements with value chain partners clearly define their responsibility to deduct and deposit statutory dues, ensuring these obligations are communicated and understood by all parties involved.</li> <li>- Collaboration and Communication: We maintain open communication with our value chain partners, offering guidance and support to ensure accurate compliance with statutory requirements. This collaborative approach keeps all stakeholders well-informed and aligned.</li> <li>- Continuous Improvement: We regularly review and refine our processes to enhance compliance and efficiency, ensuring that any changes in regulatory requirements are promptly integrated.</li> <li>- Training and Awareness: We provide ongoing training and awareness programs for our partners to ensure they are up-to-date with the latest legal requirements, minimizing the risk of non-compliance.</li> </ul>			
3	Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:						
		Total no. of affected employees/workers			No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable		

		employment			
		FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
		Employees	1	1	NIL
Workers	NA	NA	NA	NA	
4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)	Yes, the company provides the skill training time to time which enable the employees to pursue employment post retirement or termination.			
5	Details on assessment of value chain partners:				
	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>				
	Health and safety practices	Nil	Nil	Nil	Nil
	Working Conditions	Nil	Nil	Nil	Nil
6	Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year:				
	<b>Sr. No.</b>	<b>Category</b>	<b>No of complaints filed during the financial year</b>	<b>No of complaints pending as on the end of financial year</b>	
	1	Child labour/forced labour/ involuntary labour	0	0	
	2	Sexual harassment	0	0	
	3	Discriminatory employment	0	0	
<b>PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS</b>					
<b>Essential Indicators</b>					
1	Describe the processes for identifying key stakeholder groups of the entity.	The Company identifies individuals or groups impacted by its activities and recognizes their significance in adding value to its business chain, both presently and in the future. Accordingly, key stakeholders identified by the Company include customers, investors, government entities, shareholders, regulators, value chain partners, and employees. Orchid acknowledges the impact of its policies, decisions, products, services, and operations on these stakeholders. Aligned with its policies, practices, and procedures, Orchid actively engages with its stakeholders to address differences in a just, fair, equitable, and consistent manner, and implements corrective actions when necessary. The Company also collaborates with relevant stakeholders to enhance sustainable and responsible business practices.			
2	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
	<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
	Shareholders & Investors	No	Annual General Meeting, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual reports, quarterly results, media releases and Company's website.	Ongoing	Share price movement, dividends, profitability and financial stability, climate change risks, cyber risks and growth prospects etc.

	Employees	No	Senior leaders' communication/talk /forum, Employee Communication (CEO Online), goal setting and performance appraisal meetings/ review, arbitration, wellness initiatives, engagement survey, email, intranet, websites, poster campaigns, circulars, a quarterly publication, and newsletters	Ongoing	Operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives
	Customers	No	Website, complaints management, helpdesk, conferences, customer surveys, face-to face meetings, E-mail, Customer feedbacks	Ongoing	Customers form a vital part of the Company's stakeholder engagement group to ensure quality services. The key areas of interest for customers are new products and regulations.
	Suppliers/Value Chain Partners	No	Vendor meets, Virtual modes such as e-mail, telephonically	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behavior), ISO and OHSAS standards, collaboration and digitalization opportunities
	Governments	No	Advocacy meetings with local/state/ national government and ministries, seminars, media releases, conferences.	Ongoing	Helps and guides in terms of connecting with Govt. Schemes in the same area for increased effectiveness, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement.

**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.	At Orchid, the stakeholder engagement mechanism is a key driving force towards strengthening and diversifying the stakeholder relationship, which further facilitates the identification of key material issues impacting the Company's growth. The stakeholder engagement and materiality assessment exercise conducted in FY 2024 -25 led to the prioritization of material issues, mapping of the risks relevant to each material topic, and development of consequent risk mitigation steps. The primary outcome of the stakeholder engagement exercise resulted in the identification and prioritization of material issues relevant to environmental, social, governance, and economic aspects. The identified material issues were presented to the highest governing member and the Board for their feedback and guidance on strategizing the sustainable growth model of the Company. As part of the Company's efforts to continually engage with internal and external stakeholder groups for the identification of key material issues impacting them, the stakeholder engagement exercise undergoes periodic review.
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, Orchid has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.
3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.	Not applicable

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### Essential Indicators

Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format											
1	Category	FY 24-25 Current Financial Year				FY 23-24 Previous Financial Year					
		Total (A)	No. employee's workers covered (B)		% (B/A)	Total (C)	No. employee's workers covered (D)		% (D/C)		
	<b>Employees</b>										
	Permanent	NIL									
	Other than permanent										
	<b>Total</b>										
	<b>Workers</b>										
	Permanent	NA									
	Other than permanent										
	<b>Total</b>										
	Details of minimum wages paid to employees and workers, in the following format										
	2	Category	FY 24-25 Current Financial Year				FY 23-24 Previous Financial Year				
			Total (A)	Equal to Minimum Wages		More than minimum wages		Total (D)	Equal to Minimum Wages		More than minimum wages
			Nos (B)	%(B/A)	Nos (C)	%(B/A)		Nos (E)	%(E/D)	Nos (F)	%(F/D)
<b>Employees</b>											
<b>Permanent</b>						-	-				

	Male	721	3	0.29%	718	99.58%	846	-	-	846	100%
	Female	15	-	-	15	100%	25	-	-	25	100%
	<b>Other than permanent</b>	<b>315</b>			<b>254</b>		52	<b>52</b>	100%	-	-
	Male	287	60	20.91%	227	79.09%	50	50	100%	-	-
	Female	28	1	3.57%	27	96.43%	2	2	100%	-	-
<b>Workers</b>											
	<b>Permanent</b>	No Workmen									
	Male										
	Female										
	<b>Other than permanent</b>										
	Male										
	Female										
3	Details of remuneration/salary/wages, in the following format:										
	<b>a. Median remuneration / wages:</b>										
		Male					Female				
		Number	Median remuneration / salary / wages of respective category			Number	Median remuneration/ salary/ wages of respective category				
		Board of Directors (BoD)	2	3,85,29,838			0	NA			
		Key Managerial Personnel (KMP)	2	3662913			0	NA			
		Employees other than BoD and KMP	1004	85,039			43	1,14,100			
	<b>b. Gross wages paid to females as % of total wages paid by the entity, in the following format:</b>										
		FY 24-25 Current Financial Year					FY 23-24 Previous Financial Year				
	Gross wages paid to females as % of total wages	3.27%					2.15%				
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)	The Company has established a Grievance Redressal process in the Employee Manual, which outlines that employees may raise their complaints or grievances with the Human Resources department or Senior Management. No retaliation or reprisals will be taken against any employee or associate who raises concerns in accordance with this policy. A committee may be formed or appointed to investigate the reported issues. This committee is responsible for evaluating the concerns and ensuring they are addressed and resolved. In collaboration with senior management, the committee may also recommend appropriate resolutions.									
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	Orchid understands the importance of human rights and is dedicated to upholding the human rights of its employees, communities, and suppliers. Orchid has Whistle -Blower Policy in place to cater to all the complaints regarding human rights and the employees/ affiliates address their complaints or grievances or report instances to the Vigilance and Ethics Officer of the Company. No reprisal or retaliatory action is taken against any employee/ affiliate for raising concerns									

		under this policy.					
6	Number of Complaints on the following made by employees and workers:						
		FY 24-25 Current Financial Year			FY 23-24 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
	Sexual Harassment	Nil	Nil	-	Nil	Nil	-
	Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
	Child Labour	Nil	Nil	-	Nil	Nil	-
	Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
	Wages	Nil	Nil	-	Nil	Nil	-
	Other human rights related issues	Nil	Nil	-	Nil	Nil	-
7	Complaints filed under the Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
		FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil			Nil		
	Complaints on POSH as a % of female employees / workers	Nil			Nil		
	Complaints on POSH upheld	Nil			Nil		
8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.			<p>The Company condemns all forms of discrimination, harassment, victimization, and unfair employment practices. It is committed to providing complete protection to complainants and whistleblowers. In line with its POSH Policy, the Company has established mechanisms to safeguard individuals who report incidents of discrimination or harassment, ensuring they are protected from any unfair treatment.</p> <p>The Company's Whistleblower Policy further ensures that no unfair treatment will be directed at a whistleblower for making a Protected Disclosure. The Company takes a strong stance against retaliation, including but not limited to, threats, intimidation, suspension, termination, demotion, transfer, refusal of promotion, or any action that obstructs the complainant's ability to continue performing their duties. Any direct or indirect use of authority to penalize or obstruct the complainant's rights will not be tolerated.</p>			
9	Do human rights requirements form part of your business agreements and contracts? (Yes/No)			No, but Orchid Pharma ensures that the suppliers adhere to companies code of conduct.			
10	Assessments for the year:						
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
	Child labour	Nil					
	Forced/involuntary labour	Nil					
	Sexual harassment	Nil					
	Discrimination at workplace	Nil					
	Wages	Nil					

11	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	Not applicable as Orchid Pharma operates in the employee/worker friendly manner. Based on internal assessments, no practice detrimental to the well-being of the employees was identified. Therefore, there was no requirement for the corrective action, hence, no corrective action is underway.
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**Leadership Indicators**

1	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	Not applicable as Orchid Pharma has not received any human rights grievance / complaint.
2	Details of the scope and coverage of any Human rights due-diligence conducted.	The Company has not conducted any Human rights due diligence during the FY 2024-25
3	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes, most of the locations of Orchid Pharma are accessible to differently abled persons in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. Areas, including entrances, restrooms, and common spaces, have been designed to accommodate the needs of differently-abled individuals. The organization has implemented necessary measures such as ramps, elevators, and other assistive facilities to ensure equal access and inclusion for all visitors.

Details on assessment of value chain partners:		
		<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
4	Sexual Harassment	During the FY 2024-25, the Company has not performed any assessment of value chain partners with respect to the following points.
	Discrimination at workplace	
	Child Labour	
	Forced Labour/Involuntary Labour	
	Wages	
	Others – please specify	

5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	<i>Not Applicable</i>
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**PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

**Essential Indicators**

Details of total consumption (in Joules or multiples) and energy intensity, in the following format:				
	<b>Parameter</b>	<b>FY 24-25 Current Financial Year</b>	<b>FY 23-24 Previous Financial year</b>	
<b>For Renewable Resources</b>				
1	Total electricity consumption (A)	1,35,466	1,41,792	
	Total fuel consumption (B)	-	-	
	Energy consumption through other sources (C)	-	-	
	Total energy consumption (A+B+C)	1,35,466	1,41,792	
	<b>For Non-renewable Resources</b>			
	Total electricity consumption (D)	8,249	12,474	
	Total fuel consumption (E)	4,85,272	4,31,478	
	Energy consumption through other sources (F)	80,290.73	55,293.148	
	Total energy consumed from non-renewable sources (D+E+F)	5,73,811.73	4,99,245.148	
	<b>Total energy consumed</b>	<b>7,09,277.73</b>	<b>6,41,037.148</b>	

	<b>(A+B+C+D+E+F)</b>		
	<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.000076935	0.000078235
	<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.000521141	0.001790029219
	<b>Energy intensity in terms of physical output</b>	1.14298977	1.20886811
	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.		Assurance has been carried out (Yes/No) : No Name of external agency: Not applicable
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.	Have sites? (Yes/No) : No Targets achieved? (Yes/No) : No	
	Provide details of the following disclosures related to water, in the following format:		
	<b>Parameter</b>	<b>FY 24-25 (Current Financial Year)</b>	<b>FY 23-24 (Previous Financial Year)</b>
	<b>Water withdrawal by source (in kiloliters)</b>		
	(i) Surface water	0	0
	(ii) Ground water	179945	0
	(iii) Third party water	0	170089
	(iv) Seawater / desalinated water	0	0
	(v) Others	0	0
3	<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	179945	170089
	<b>Total volume of water consumption (in kiloliters)</b>	179945	170089
	<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.0000195183799	0.00002075850959
	<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.00040341	7433.95979
	<b>Water intensity in terms of physical output</b>	289.978502802	328.7887574
	<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity		
	<b>Note:</b> 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, ISO 14001 audit.	
	Provide the following details related to water discharged:		
4	<b>Parameter</b>	<b>FY 24-25 (Current Financial Year)</b>	<b>FY 23-24 (Previous Financial Year)</b>
	<b>Water discharge by destination and level of treatment (in kiloliters)</b>	0	0

	(i) Surface water		0	0
	- No treatment		0	0
	- With treatment – please specify level of treatment		0	0
	(ii) Groundwater		0	0
	- No treatment		0	0
	- With treatment – please specify level of treatment		0	0
	(iii) Third party water		0	0
	- No treatment		0	0
	- With treatment – please specify level of treatment		0	0
	(iv) Seawater / desalinated water		0	0
	- No treatment		0	0
	- With treatment – please specify level of treatment		0	0
	(v) Others		0	0
	- No treatment		0	0
	- With treatment – please specify level of treatment		0	0
	<b>Total water discharged (in kiloliters)</b>		0	0
	<b>Note:</b> 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, ISO 14001 audit.		
5	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	<p>Yes, Orchid Pharma has implemented a Zero Liquid Discharge (ZLD) system across 100% of its operational unit, making it a pioneer in adopting sustainable wastewater management practices. The company has established a comprehensive Effluent Treatment Plant (ETP) designed to ensure complete elimination of liquid waste discharge, in full compliance with stringent environmental regulations.</p> <p>The ZLD system is implemented through a multi-stage treatment process:</p> <p>Primary Treatment involves the collection, neutralization, and clarification of effluents to remove large particulates and stabilize pH levels.</p> <p>Secondary (Biological) Treatment utilizes activated sludge processes to biologically degrade organic pollutants.</p> <p>Tertiary Treatment includes advanced technologies such as ultrafiltration, reverse osmosis (RO), evaporators, and Agitated Thin Film Driers (ATFD) to further purify the water.</p> <p>All treated water is fully recycled back into the operational processes, achieving total reuse and maintaining a true Zero Liquid Discharge status. This initiative not only minimizes the facility's environmental footprint but also demonstrates Orchid Pharma's commitment to responsible and sustainable industrial practices.</p>		
6	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	<b>Parameter</b>	<b>Please specify unit</b>	<b>FY 24-25 (Current Financial Year)</b>	<b>FY 23-24 (Previous Financial Year)</b>
	NOx	Ton/annum	110.55	117.53
	SOx	Ton/annum	142.4	66.79

	Particulate Matter (PM)	Ton/annum	6.92	48.18
	Persistent Organic Pollutants (POP)	Ton/annum	-	-
	Volatile Organic Compounds (VOC)	Ton/annum	-	-
	Hazardous Air Pollutants (HAP)	Ton/annum	-	-
	Others – please specify	Ton/annum	-	-
	<b>Note:</b> 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	
	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
	<b>Parameter</b>	<b>Unit</b>	<b>FY 24-25 (Current Financial Year)</b>	<b>FY 23-24 (Previous Financial Year)</b>
	<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	74800.3	339.9385083
	<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	16621.4	41557.47901
	<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000000991638265	0.000005113369725
7	<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00020495470558331	1831.180836
	<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		147.3246141	80.98936348
	<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity			
	<b>Note:</b> Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No	
8	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.		<p>Yes, Orchid Pharma has implemented comprehensive projects to reduce greenhouse gas emissions across manufacturing operations. We focus on energy efficiency, renewable energy adoption.</p> <p>Electrical Energy</p> <p>Orchid consumes both renewable and non-renewable energy to fulfil the requirement of electrical energy. Initially the total requirement of electrical energy was from only non-renewable sources.</p> <p>Since the year 2021, we started using renewable energy from solar &amp; wind to improve our environment sustainability by reducing the carbon emission.</p> <p>Renewable energy is purchased from the service providers by entering into an agreement and the non-renewable energy is supplied by the state Government body (Tamil Nadu Electricity Board (TNEB)).</p>	

	<p>Presently we are using 69% of our total energy from renewable sources by investing 60 million INR and we are continually improving in the usage of renewable energy to achieve our goal of more than 95 % in the year 2045.</p> <p>Total renewable energy consumption Orchid started using renewable energy from solar &amp; wind to improve our environment sustainability by reducing the carbon emission. Renewable energy is purchased from the service providers by entering into an agreement. Presently we are using 69% of our total energy from renewable sources by investing 60 million INR, in which 42% is from solar &amp; wind and 26.6% from waste heat recovery. We are continually improving in the usage of renewable energy to achieve our goal of more than 95 % in the year 2045.</p>
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Provide details related to waste management by the entity, in the following format:		
Parameter	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	21	0
E-waste (B)	0	0
Bio-medical waste (C)	2.822	0.12
Construction and demolition waste (D)	0	0
Battery waste (E)	1324	182.35
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1157.44	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	33.7	11.36
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>2539.0</b>	<b>193.83</b>
9 <b>Waste intensity per rupee of turnover</b> (Total Waste generated/Revenue from operations) MT/Turnover	0.000000275401743	0.00000002365597959
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Waste generated/Revenue from operations adjusted for PPP)	0.000005692084018	8.471590909
<b>Waste intensity in terms of physical output waste</b> (MT/ MT of Production)	4.09155807949773	0.3746810485
<b>Waste intensity (optional)</b> -the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1324	89.61
(ii) Re-used	1157.439	0
(iii) Other recovery operations	-	0
<b>Total</b>	<b>2481.4</b>	<b>89.61</b>

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)					
Category of waste					
(i) Incineration		0		68.52	
(ii) Landfilling		0		1176.37	
(iii) Other disposal operations		0		0	
<b>Total</b>		0		1244.89	
<b>Note:</b> 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, ISO 14001 Audit	
10	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.			<p>Yes, Orchid is following 4R principles such as Reduce, Reuse, Reclaim and Recycle to reduce internal wastes.</p> <p>We have dedicated team to identify and implement energy and resources conservation activities. Our manufacturing processes are continuously improved in various aspects such as quantity, quality, reduction of resources etc. which reduces the quantity of waste generation. The following are some of the activities carried out to reduce the waste generation by eliminating / reducing the raw material.</p> <p>Liquid waste streams generated from our process are segregated as per in-house specification, treated in Zero Liquid Discharge (ZLD) facility and recycled back in the cooling tower as make up water. To minimise Fresh water consumption.</p> <p>Solid waste generated from the process are collected, segregated, stored in a protected storage area and disposed as per the authorization obtained from the statutory authority (State Pollution Control Board).</p>	
11	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:				
	<b>S. No.</b>	<b>Location of operations/offices</b>	<b>Type of operations</b>	<b>Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.</b>	
	NA				
12	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:				
	<b>Name and brief details of project</b>	<b>EIA Notification No.</b>	<b>Date</b>	<b>Whether conducted by independent external agency (Yes/No)</b>	<b>Results communicated in public domain (Yes/No)</b>
	No EIA project was undertaken during the current FY				
13	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:			<p>Yes, Orchid Pharma is fully compliant with all applicable environmental laws, regulations, and guidelines in India. This includes Consent to Operate (CTO) under water act, validity up to 31.03.2026</p> <p>Consent to Operate (CTO) under water act, validity up to 31.03.2026</p> <p>Authorization under Hazardous and Other Waste Management Rules, validity up to 31.03.2028</p>	
	<b>Sr. no.</b>	<b>Specify the law / regulation / guidelines which was not complied with</b>	<b>Provide details of the non-compliance</b>	<b>Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts</b>	<b>Corrective action taken, if any</b>
	-	-	-	-	-

**Leadership Indicators**

Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):				
1	<b>(i) Name of the area:</b>	Well water is purchased from third party		
	<b>(ii) Nature of operations:</b>			
<b>(iii) Water withdrawal, consumption and discharge in the following format:</b>				
	<b>Parameter</b>	<b>FY 24-25 (Current Financial Year)</b>	<b>FY 23-24 (Previous Financial Year)</b>	
	<b>Water withdrawal by source (in kiloliters)</b>			
	(i) Surface water	0	0	
	(ii) Groundwater	179945	0	
	(iii) Third party water	0	170089	
	(iv) Seawater / desalinated water	0	0	
	(v) Others	0	0	
	<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	179945	170089	
	<b>Total volume of water consumption (in kiloliters)</b>	179945	170089	
	<b>Water intensity per rupee of turnover (Total water consumption / turnover)</b>	0.00000195183799	0.00002075850959	
	<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity			
	<b>Water discharge by destination and level of treatment (in kiloliters)</b>			
	(i) Into Surface water			
	- No treatment	0	0	
	- With treatment – please specify level of treatment	0	0	
	(ii) Into Groundwater			
	- No treatment	0	0	
	- With treatment – please specify level of treatment	0	0	
	(iii) Into Third party water			
	- No treatment	0	0	
	- With treatment – please specify level of treatment	0	0	
	(iv) Into Seawater / desalinated water			
	- No treatment	0	0	
	- With treatment – please specify level of treatment	0	0	
	(v) Others			
	- No treatment	0	0	
	- With treatment – please specify level of treatment	0	0	
	<b>Total water discharged (in kiloliters)</b>	0	0	
	<b>Note:</b> 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, ISO 14001 Audit		
2	Please provide details of total Scope 3 emissions & its intensity, in the following format:			
	<b>Parameter</b>	<b>Unit</b>	<b>FY 24-25 (Current Financial Year)</b>	<b>FY 23-24 (Previous Financial Year)</b>

	<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1968317	1040873
	<b>Total Scope 3 emissions per rupee of turnover</b>		-	-
	<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent	3433.6	1548.9
	<b>Note:</b> 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	
3	With respect to the ecologically sensitive areas reported at Question 11 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.		NA	
	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:			
	<b>S. No.</b>	<b>Initiative undertaken</b>	<b>Details of the initiative (Web-link, if any, may be provided along with summary)</b>	<b>Outcome of the initiative</b>
4	1	Utilization of Renewable energy to reduce GHG emission.	<p>Since the year 2021, we started using renewable energy from solar &amp; wind to improve our environment sustainability by reducing the carbon emission.</p> <p>Renewable energy is purchased form the service providers by entering into an agreement and the non-renewable energy is supplied by the state Government body (Tamil Nadu Electricity Board (TNEB)).</p> <p>Presently we are using 69% of our total energy from renewable sources by investing 60 million INR and we are continually improving in the usage of renewable energy to achieve our goal of more than 95 % in the year 2045.</p> <p>Total renewable energy consumption Orchid started using renewable energy from solar &amp; wind to improve our environment sustainability by reducing the carbon emission. Renewable energy is purchased form the service providers by entering into an agreement. Presently we are using 69% of our total energy from renewable sources by investing 60 million INR, in which 42% is from solar &amp; wind and 26.6% from waste heat recovery. We are continually improving in the usage of renewable energy to achieve our goal of more than 95 % in the year 2045.</p>	47081 Tons of CO2 emission reduced.
	2	Implemented Zero Liquid Discharge facility to treat wastewater.	<p>Yes, Orchid Pharma has implemented a Zero Liquid Discharge (ZLD) system across 100% of its operational unit, making it a pioneer in adopting sustainable wastewater management practices. The company has established a comprehensive Effluent Treatment Plant (ETP) designed to ensure complete elimination of liquid waste discharge, in full compliance with stringent environmental regulations.</p> <p>The ZLD system is implemented through a multi-stage treatment process: Primary Treatment involves the collection, neutralization, and clarification of effluents to remove large particulates and stabilize pH levels.</p>	128845 Liters of fresh water consumption reduced.

		<p>Secondary (Biological) Treatment utilizes activated sludge processes to biologically degrade organic pollutants.</p> <p>Tertiary Treatment includes advanced technologies such as ultrafiltration, reverse osmosis (RO), evaporators, and Agitated Thin Film Driers (ATFD) to further purify the water.</p> <p>All treated water is fully recycled back into the operational processes, achieving total reuse and maintaining a true Zero Liquid Discharge status.</p> <p>This initiative not only minimizes the facility's environmental footprint but also demonstrates Orchid Pharma's commitment to responsible and sustainable industrial practices.</p>	
5	<p>Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.</p>	<p>Orchid Pharma Ltd., developed business continuity plan for the purpose to develop its own effective business continuity plans. This also aims to provide a common basis and understanding for identifying key assets, assessing the risks and their impacts and following the development of these plans to test, implement and maintain them. A framework of management tasks for undertaking the necessary planning processes towards developing organisation-wide business continuity plans is set out in this document both in summary and detail.</p> <p>Within the development of business continuity plans, it is vital that they contain both contingency and recovery components, defining the organisation's arrangements for achieving acceptable interim levels of service and for how full services will be resumed. Orchid Pharma Ltd., needs to ensure that there are adequate and robust plans developed to meet differing contingencies and core service requirements. Plans shall address acceptable and sustainable service levels, options for fall back, systems recovery and co-ordination arrangements covering three main business areas:</p> <ul style="list-style-type: none"> <li>a) Service Continuity: Ensuring that at all times and in all circumstances, Orchid Pharma Ltd can continue to operate its core services to at least a minimum pre-determined level.</li> <li>b) IM&amp;T Continuity: Ensuring the continuity or recovery of Orchid Pharma Ltd., IM&amp;T systems within required time-scales, following interruption to or failure of critical processes.</li> <li>c) Major Incidents: These have a high impact on the services, systems and business processes. Such plans are the subject of separate detailed guidance. They are included in summary form within this document because of similarities in the approach and the occasional difficulty in identifying the boundaries between them.</li> </ul> <p>To be effective Orchid Pharma Ltd., shall take an integrated approach towards Business Continuity Planning, addressing all three business areas. Wherever possible this shall draw work already undertaken in these areas and capitalise upon existing continuity plans.</p> <p>All potentially affected employees shall be aware of their own roles and responsibilities and what actions they are expected to take in the event of interruptions to their business activities. To achieve this, orchid Pharma Ltd., shall provide adequate skills training and awareness.</p> <p>Business Continuity Planning also presents the opportunity for Orchid Pharma Ltd., to review its business approach, examine processes, improve procedures and practices and thereby improve the company's resilience to loss of, or interruption to their services and systems, as well as reducing the probability of any disruption. However, changes in risk profiles are likely to affect the vulnerability the company and therefore plans shall be tested, reviewed and updated at regular intervals, on an annual basis. Any change to business continuity plans shall take place under formal change control procedures.</p> <p><b>Emergency Response and Crisis Management Plan</b></p>	

		<p>This onsite emergency plan is made with a view to control the emergency situation effectively and to achieve the above said objectives. An emergency, if not controlled may cause a disaster and a disaster may create a catastrophe. Hence advance planning and proper training to each and every employee in this emergency function is very essential to prevent any misunderstanding and disorder during and emergency.</p> <p>Keeping above in view, this plan titled "Onsite emergency plan". Outlines the basic course of action to be followed by ORCHID PHARMA LTD, employees in case of any emergency situation arises such as major fire or explosion, chemical spills, release of toxic, flammable or hazardous chemicals or any other similar condition which may occur either in or around the plant premises.</p> <p>The highest-ranking technical person present in the plant at the time of the emergency will have the overall responsibility of supervising and coordinating the course of action to be taken to tackle the emergency. Everyone concerned should be thoroughly familiar with his responsibilities as mentioned in this plan.</p>
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6	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?	No significant adverse impact has been observed from the value chain, pertaining to environment. As an adaptation measure, we assess the critical vendors based on ESG parameters and have implemented vendor engagement programs to improve their capabilities, wherever required.
7	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	<b>100%</b>
8	How the Green Credits have been generated and procured:	
	a. By the listed entity	Nil
	b. By the top ten (in terms of purchase and sales respectively) value chain partners	Nil

**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	<b>a. Number of affiliations with trade and industry chambers/ associations.</b>		Nil, During the financial year ended 31st March 2025, the Company was not associated with any industry chambers/associations
	<b>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.</b>		
	S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
<b>NA</b>			
2	Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.		
	Name of authority	Brief of the case	Corrective action taken
	Nil		

**Leadership Indicators**

1	Details of public policy positions advocated by the entity:				
S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others – please specify)	Web Link, if available
<b>NIL</b>					

**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.						
	<b>Name and brief details of project</b>	<b>SIA Notification No.</b>	<b>Date of notification</b>	<b>Whether conducted by independent external agency (Yes /No)</b>	<b>Results communicated in public domain (Yes / No)</b>	<b>Relevant Web link</b>	
No SIA taken							
2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:						
	<b>S. No.</b>	<b>Name of Project for which R&amp;R is ongoing</b>	<b>State</b>	<b>District</b>	<b>No. of Project Affected Families (PAFs)</b>	<b>% of PAFs covered by R&amp;R</b>	<b>Amount paid to PAFs in the FY (In INR)</b>
	NA						
3	Describe the mechanisms to receive and redress grievances of the community.			The company visits the nearby communities periodically to engage with them and redress their concerns and grievances. All community issues are adequately monitored and resolved on time.			
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:						
			<b>FY 24-25 Current Financial Year</b>		<b>FY 23-24 Previous Financial Year</b>		
	Directly sourced from MSMEs/ small producers		11.20%		23.59%		
	Sourced directly from within the district and neighboring districts		52.41%		52.25%		
5	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost						
		<b>Location</b>	<b>FY 24-25 Current Financial Year</b>		<b>FY 23-24 Previous Financial Year</b>		
		Rural	90.88%		46%		
		Semi Urban	NA		22%		
		Urban	9.116%		20%		
	Metropolitan	NA		12%			
<b>Leadership Indicators</b>							
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):						
	<b>Details of negative social impact identified</b>			<b>Corrective action taken</b>			
NA							
2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:						
	<b>S. No.</b>	<b>State</b>	<b>Aspirational District</b>	<b>Amount spent (In INR)</b>			
NIL							
3	a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)			No, the Company does not have any preferential procurement policy focusing on suppliers from marginalized / vulnerable groups.			
	b. From which marginalized /vulnerable groups do you procure?			Not Applicable			
	c. What percentage of total procurement (by value) does it constitute?			Not Applicable			
4	Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:						
	<b>S. No.</b>	<b>Intellectual Property based on traditional knowledge</b>	<b>Owned/ Acquired (Yes/No)</b>	<b>Benefit shared (Yes / No)</b>	<b>Basis of calculating benefit share</b>		
	1.	Orchid currently maintains an active patent	Yes, Out of the 24	Yes. The benefits derived from	Benefits are calculated		

	portfolio comprising 24 patents, including those related to processes and New Chemical Entities (NCEs), across various national and international patent offices.	patents, 22 have been granted and 2 patent applications have been published as of April 22, 2025	the intellectual property include an improved process for the preparation of Avibactam Sodium (IN202341066970) and an improved process for the preparation of Avibactam Sodium Crystalline Form-B (IN202441036615). These developments are aimed at facilitating the launch of the product in the US market by overcoming existing patents and patent publications. We are also planning to launch the product globally. Additionally, we have applied for a license from the State FDA and CDSCO for Enmetazobactam (IN255172B) to enable its launch in the Indian market.	based on: - Ongoing regulatory filings are in progress to support the launch of the Ceftazidime + Avibactam combination product in international markets. The launch strategy is being driven by customer interest and demand from various regions.
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5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.		
	Name of authority	Brief of the Case	Corrective action taken
	No. There is no dispute with regard to Intellectual Property.	Nil	Nil

6	Details of beneficiaries of CSR Projects:			
	S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	<p>CSR projects undertaken by the company are focused on reaching out to and helping those in need. Company has undertaken CSR initiatives for the local community around the manufacturing unit. Initiatives are listed below:</p> <ul style="list-style-type: none"> <li>- De clogging of water during Monsoon season with the help of JCBs,</li> <li>- Food Distribution for underprivileged communities,</li> <li>- Funeral expenses support to the locals near manufacturing unit</li> </ul> <p>Company is not able to estimate the no. of beneficiaries.</p>			

**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.	The Company delivers world-class products while prioritizing customer safety through a robust, multi-channel feedback system. Customers can connect via email, phone, website, social media, or feedback forms for prompt complaint resolution. This structured grievance mechanism reflects our commitment to quality, transparency, and continuous improvement in serving all stakeholders.
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2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:	
	Parameters	As a percentage to total turnover
	Environmental and social parameters relevant to the product	NA
	Safe and responsible usage	100 %
	Recycling and/or safe disposal	NA

3	Number of consumer complaints in respect of the following:						
		FY 2024-25			FY 2023-24		
		Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remark
	Data privacy	Nil	Nil	Nil	Nil	NA	NA
Advertising	Nil	Nil	Nil	Nil	NA	NA	

	Cyber-security	Nil	Nil	Nil	Nil	NA	NA
	Quality of Products	4	0	NA	3	0	NA
	Delivery of essential services	Nil	Nil	Nil	Nil	NA	NA
	Restrictive Trade Practices	Nil	Nil	Nil	Nil	NA	NA
	Unfair Trade Practices	Nil	Nil	Nil	Nil	NA	NA
	Other	Nil	Nil	Nil	Nil	NA	NA
4	Details of instances of product recalls on account of safety issues:						
		<b>Number</b>		<b>Reasons for recall</b>			
	Voluntary recalls	No such instances		No such instances			
	Forced recalls	No such instances		No such instances			
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 Internal Cyber Security Policy. From governance perspective, cyber risks are monitored and mitigated through the Risk Management framework stated in Risk Management Policy. Web-link of policy: <a href="http://www.orchidpharma.com/downloads/RMC%20Policy.pdf">http://www.orchidpharma.com/downloads/RMC%20Policy.pdf</a>			
6	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.			NA			
7	Provide the following information relating to data breaches:						
	a.	Number of instances of data breaches		NIL			
	b.	Percentage of data breaches involving personally identifiable information of customers		NIL			
	c.	Impact, if any, of the data breaches		NIL			
<b>Leadership Skills</b>							
1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).			The Company's website provides detailed information on the products sold region - wise. Website: <a href="http://www.orchidpharma.com/index.html">http://www.orchidpharma.com/index.html</a>			
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.			The company provides all the important and relevant information on the label of the product and adhere to regulatory guidelines.			
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.			The company inform the customers and relevant stakeholders, months prior of discontinuation on any scheduled closure through press release and on the company website.			
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 / bourservices of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)			No			