

SECTION A: GENERAL DISCLOSURES			
I.	Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L24230GJ1984PLC007440	
2	Name of the Listed Entity	Concord Biotech Limited	
3	Date of Incorporation	23-09-1984	
4	Registered office address	1482-1486, Trasad Road, Dholka, Dist. Ahmedabad - 382225, Gujarat	
5	Corporate address	B-1601-1602, B-Wing, Mondeal Heights, Iskcon CrossRoad, S. G. Highway, Ahmedabad - 380015, Gujarat	
6	E-mail	lalitsethi@concordbiotech.com	
7	Telephone	074860 23290	
8	Website	www.concordbiotech.com	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	01-04-2024	31-03-2025
	Previous Financial Year	01-04-2023	31-03-2024
	Prior to Previous Financial year	01-04-2022	31-03-2023
10	Name of the Stock Exchange(s) where shares are listed		
Details of the Stock Exchanges			
Sr. No.	Name of the Stock exchange	Description of other stock exchange	Name of the Country
1	NSE		
2	BSE		
11	Paid-up Capital (In Rs)	104616204.00	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name	Mr. Lalit Sethi	
	Contact	074860 23290	
	E mail	lalitsethi@concordbiotech.com	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis	
14	Whether the company has undertaken assessment or assurance of the BRSR Core?	No	

II.	Products/services		
17	Details of business activities (accounting for 90% of the turnover)		
Details of business activities (accounting for 90% of the turnover)			
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of pharmaceuticals	Research, development, manufacturing and sale of active pharmaceutical ingredients	78.00%
2	Manufacturing of pharmaceuticals	Research, development, manufacturing and sale of finished formulations	22.00%
18	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)		
Products/Services sold by the entity (accounting for 90% of the entity's Turnover)			
Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing of Pharmaceuticals, medicinal chemical and botanical products.	210	78.00%
2	Formulations	210	22.00%
NIC Code list link:		https://www.ncs.gov.in/Documents/NIC_Sector.pdf	
III.	Operations		
19	Number of locations where plants and/or operations/offices of the entity are situated		
	Location	Number of plants	Number of offices
	National	4	1
	International	0	0
20	Markets served by the entity		
A	Number of locations		
	Locations	Number	
	National (No. of States)	28	
	International (No. of Countries)	75	
B	What is the contribution of exports as a percentage of the total turnover of the entity?	45.00%	
C	A brief on types of customers	Concord is a research-driven biopharmaceutical company operating across three strategic verticals: Active Pharmaceutical Ingredients (API), Finished Formulations, and Contract Research & Manufacturing Services (CRAMS). In the API segment, Concord collaborates with global formulation companies to supply high-quality APIs used in therapies such as immunosuppressants, oncology, and anti-infectives, including anti-bacterial and anti-fungal agents. The Finished Formulations division serves international markets including the United States, Latin America, the Middle East, and Southeast Asia. Domestically, Concord operates through both B2B and B2C channels, partnering with government and corporate hospitals to deliver healthcare solutions directly to end patients. In the CRAMS vertical, Concord supports global biopharmaceutical companies in fermentation, semi-synthetic APIs, and finished formulations, undertaking advanced activities such as strain improvement, media and process optimization, and scale-up from R&D to pilot and commercial production. With a robust portfolio catering to over 250 customers across more than 70 countries, Concord has built a reputation for quality, safety, and reliability over the past twenty-five years. Our products continue to play a vital role in enhancing healthcare delivery in both developed and emerging markets.	

IV.	Employees												
21	Details as at the end of Financial Year												
A.	Employees and workers (including differently abled)												
Sr. No.	Particulars	Total (A)	Male		Female		Other						
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)					
EMPLOYEES													
1	Permanent (D)	1571	1466	93.32%	105	6.68%	0	0.00%					
2	Other than permanent (E)	26	26	100.00%	0	0.00%	0	0.00%					
3	Total employees(D + E)	1597	1492	93.43%	105	6.57%	0	0.00%					
WORKERS													
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%					
5	Other than permanent (G)	1185	1166	98.40%	19	1.60%	0	0.00%					
6	Total workers (F + G)	1185	1166	98.40%	19	1.60%	0	0.00%					
B.	Differently abled Employees and workers:												
Sr. No.	Particulars	Total (A)	Male		Female		Other						
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)					
DIFFERENTLY ABLED EMPLOYEES													
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%					
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%					
3	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%					
DIFFERENTLY ABLED WORKERS													
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%					
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%					
6	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%					
22	Participation/Inclusion/Representation of women												
		Total (A)	No. and percentage of Females										
			No. (B)	% (B / A)									
	Board of Directors	9	1	11.11%									
	Key Management Personnel	4	0	0.00%									
23	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)												
		Turnover rate in current FY (2024-25)				Turnover rate in previous FY (2023-24)				Turnover rate in the year prior to the previous FY (2022-23)			
		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
	Permanent Employees	28.97%	28.86%	0.00%	28.99%	14.32%	85.71%	0.00%	16.70%	12.12%	18.18%	0.00%	12.00%
	Permanent Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
V.	Holding, Subsidiary and Associate Companies (including joint ventures)												
24	(a) Names of holding / subsidiary / associate companies / joint ventures												
Holding, Subsidiary and Associate Companies (including joint ventures)													
Sr. No.	Name of the holding / subsidiary/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? (Yes/No)					
1	CONCORD BIOTECH JAPAN KK		Joint Venture			50.00%		No					
2	Clean Max Everglades Private Limited		Associate			26.00%		No					
VI.	CSR Details												
25	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)					Yes							
	(ii) Turnover (in Rs.)					12000869000.00							
	(iii) Net worth (in Rs.)					18126462204.00							

VII.	Transparency and Disclosures Compliances									
26	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct									
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			PY (2023-24)			(If NA, then provide the reason)
				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	No		0	0	0	0	0	0	
	Investors (other than shareholders)	Yes	https://scores.gov.in/scores/Welcome.html	0	0	0	0	0	0	
	Shareholders	Yes	complianceofficer@concordbiotech.com	0	0	0	0	0	0	
	Employees and workers	Yes	https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Whistle-Blower-Policy.pdf	0	0	0	0	0	0	
	Customers	No		0	0	0	0	0	0	
	Value Chain Partners	No		0	0	0	0	0	0	

27	Overview of the entity’s material responsible business conduct issues				
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					
Sr. 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	R&D and innovation	O	R&D investments drive green innovation, supporting environmental sustainability and strengthening ESG performance. Thoughtful R&D strategies, coupled with transparent disclosures, help stakeholders understand the organisation’s approach and scale of commitment.	0	Positive Implications
2	2. Quality management	R	Quality is of utmost importance in pharmaceutical manufacturing. Any compromise can have adverse effects, while consistently upholding high standards builds customer trust and reinforces reliability.	• A robust system is maintained to consistently ensure product quality and adherence to regulatory requirements • Pharmacovigilance practices are actively implemented to monitor and mitigate product-related risks, supporting ongoing product enhancement • A specialised team handles customer complaints through a dedicated web portal and toll-free number, enabling swift investigation and resolution • All employees undergo mandatory pharmacovigilance training, reinforcing the organisation’s commitment to safety and quality	Negative Implications
3	Supply chain disruption Risk	R	Maintaining a stable supply chain is crucial for business continuity in the pharmaceutical industry. Hence, it is essential to implement proactive measures to anticipate, prevent, and mitigate potential disruptions.	A well-integrated supply chain ensures uninterrupted global access to medicines • Focus on cost-efficient and sustainable logistics, spanning from raw material sourcing to final product distribution • Environmental compliance is upheld through mandatory audits for key vendors • Providing guidance to partners on legal, regulatory, and ethical standards through a well-defined Supplier Code of Conduct.	Negative Implications
4	Business conduct & ethics	R	Engaging in unethical behaviour and neglecting ethical standards can severely harm our reputation.	• Adhering to the core values of integrity, transparency, accountability, and ethical conduct • Forming professional management teams and independent boards to strengthen governance • Adopting global best practices in corporate governance and risk management • Consistently safeguarding and creating long-term value across the Group	Negative Implications
5	GHG emissions Risk	R	GHG emissions present regulatory, market, physical, reputational, and financial risks. Key concerns include compliance expenses, declining demand, infrastructure damage, reputational harm, and potential investor pushback. Implementing mitigation strategies is essential to managing these risks and promoting long-term sustainability.	Shifting to natural gas for steam generation • Offsetting emissions through tree plantation initiatives • Installing energy-efficient boilers and equipment, including LED lighting and solar-powered systems	Negative Implications
6	Water management	O	Water is a critical yet limited resource, and our processes require significant usage. To ensure responsible consumption, we have adopted Effluent Treatment Plants equipped with Zero Liquid Discharge (ZLD) systems.	0	Positive Implications
7	Inclusion and diversity	O	Concord is committed to cultivating a workplace culture that upholds diversity and inclusivity, reflected in its approach to recruitment, promotions, and leadership development at all levels of the organisation. The Company strongly values building a workforce that welcomes diverse perspectives and inclusive practices, spanning from entrylevel positions to senior management.	0	Positive Implications
8	Community engagement	O	We view it as our duty to support and care for the communities surrounding our operational areas.	0	Positive Implications
9	Data privacy & cybersecurity Risk	R	Data breaches, along with unauthorised access to intellectual property and R&D data, can pose serious threats to Concord’s operations.	Investing in the development of a strong digital infrastructure that enables data platforms across all functions.	Negative Implications
10	Employee health & safety	R	Failure to maintain a safe working environment can lead to legal liabilities. Workplace accidents and health issues may result in decreased productivity, while unsafe conditions can negatively affect employee morale, job satisfaction, and engagement.	• Maintaining a safe and healthy workplace by implementing welldefined protocols focused on employee wellbeing and safety • Creating a work environment that attracts and retains talent by offering empowerment, growth opportunities, flexibility, competitive compensation, and a strong sense of purpose • Enforcing stringent safety procedures and driving continuous process improvements across all locations to cultivate a zero-incident safety culture • Providing employee training and strictly enforcing protocols to prevent, report, and address misconduct, including sexual harassment and discrimination	Negative Implications
11	End-user health & safety Risk	R	Products that fail to meet quality standards can pose health risks to consumers, potentially leading to product recalls, financial losses, and reputational damage for the organisation. Such incidents may also result in litigation risks and diminished consumer trust.	Conducting regular inspections of raw materials and finished products to detect any impurities or variations in composition.	Negative Implications
12	Waste management Risk	R	Improper handling and disposal of waste can lead to environmental pollution, legal liabilities, and risks to human health.	•Complying with regulatory requirements for waste management • Ensuring responsible treatment of generated waste • Implementing proper methods for waste disposal	Negative Implications

			Regulatory violations may trigger increased scrutiny and cleanup obligations, which can disrupt operations and result in financial losses and reputational harm.		
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Disclosure Questions				
Disclosure Questions	P1	P2	P3	P4
Policy and management processes				
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	1. Insider Trading Policy: https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Insider-Trading-Policy.pdf 2. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information: https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Code-of-Practises-Fair-Disclosure-of-UPSI.pdf 3. Code of Conduct for Board of Directors and Senior Management Personnel : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Code-of-Conduct-for-BoD-and-SMPs.pdf 4. Policy for Familiarisation Programmes for Independent Directors : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Policy-for-Familiarisation-Programme-for-Independent-Directors.pdf 5. Policy for Evaluation of the Performance of the Board of Directors : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-POLICY-FOR-EVALUATION-OF-THE-PERFORMANCE-OF-THE-BOARD-OF-DIRECTORS.pdf	NA	6. Whistle Blower Policy : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Whistle-Blower-Policy.pdf 8. Nomination & Remuneration Policy : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Nomination-and-Remuneration-Policy.pdf	2 U c I V h F h
2. Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	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.			ISO 45001	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. Increase in recycling of treated waste water 2. Supplier assessment on ESG parameters as per BRSR 3. Scope 1 & 2 emissions' measurement 4. Reach the target of zero LTA 5. 100% statutory compliance 6. External EHS audit with no major NC 7. 100% implementation of ISO 14001 and ISO 45001	1. Increase in recycling of treated waste water 2. Supplier assessment on ESG parameters as per BRSR 3. Scope 1 & 2 emissions' measurement 4. Reach the target of zero LTA 5. 100% statutory compliance 6. External EHS audit with no major NC 7. 100% implementation of ISO 14001 and ISO 45001	1. Increase in recycling of treated waste water 2. Supplier assessment on ESG parameters as per BRSR 3. Scope 1 & 2 emissions' measurement 4. Reach the target of zero LTA 5. 100% statutory compliance 6. External EHS audit with no major NC 7. 100% implementation of ISO 14001 and ISO 45001	1 a e l r 4
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	• 2 of our units are ISO14001 & ISO 45001 certified • Our facilities have Effluent Treatment Plants (ETPs) and ETP sludge dewatering systems. With these facilities, we have reduced 90% of the sludge volume in our dewatering system, thereby contributing towards Zero Liquid Discharge.	• 2 of our units are ISO14001 & ISO 45001 certified • Our facilities have Effluent Treatment Plants (ETPs) and ETP sludge	• 2 of our units are ISO14001 & ISO 45001 certified • Our facilities have Effluent Treatment Plants (ETPs) and ETP sludge dewatering systems. With these facilities, we have reduced 90% of the sludge volume in our dewatering system, thereby contributing towards Zero Liquid Discharge.	• f s r s I

		dewatering systems. With these facilities, we have reduced 90% of the sludge volume in our dewatering system, thereby contributing towards Zero Liquid Discharge.	
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Governance, leadership and oversight	
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)	As we celebrate Concord Biotech's 25th anniversary, we remain committed to embedding ESG principles into our growth strategy. During the year, we addressed challenges such as evolving global regulations, trade policy changes, and the need for sustainable, resource-efficient operations. Our targets include expanding precision fermentation capabilities, commissioning over 10 new products in the next 5–7 years, and strengthening global and domestic market presence. Key achievements include US FDA approval for Teriflunomide Tablets, strategic investments and collaborations to enhance global reach, and advancements in injectable formulations and sustainable manufacturing. We continue to innovate, collaborate, and operate responsibly to create long-term value for all stakeholders.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Chairman, the Chief Executive Officer and the KMPs broadly manage the Business Responsibility (BR) policies.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	Yes
If yes, provide details.	CSR Committee

10. Details of Review of NGRBCs by the Company									
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									
Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No
If Yes, Provide name of the agency									
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									
Notes									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE				
This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.				
PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.				
Essential Indicators				
1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:				
Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes	
Board of Directors	5	Overview of Business Units, Building Strategies, and Business Modelling.	100.00%	
Key Managerial Personnel	7	Talent Development for Customised Development.	100.00%	
Employees other than BoD and KMPs	90	Quality Management System, GMP GLP, Good Documents Practices, Data integrity	100.00%	
Workers	60	Operations, cleaning and handling of Equipment, Dust collection and disposal, skills upgradation	100.00%	
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):				
Monetary				
Non- Monetary				
4. Does the entity have anti-corruption or anti-bribery policy?		Yes		
If Yes, provide details in brief		Yes, We have established Anti-Fraud, Anti-Corruption, and Anti-Money Laundering policies to prevent, detect, and address instances of fraud, corruption, and money laundering within the organisation. These policies require all team members to act with honesty and integrity, strictly prohibiting any participation in fraudulent activities. They also set out clear procedures for reporting suspected incidents, detail the investigation process, and define disciplinary actions for policy violations. Adherence to these policies is mandatory for all employees and contractors, reinforcing our commitment to ethical conduct and responsible business practices. Link is https://www.concordbiotech.com/public/assets/pdf/anti-fraud-and-anti-corruption-policy.pdf		
Provide a web-link if the entity has anti-corruption or anti-bribery policy		https://www.concordbiotech.com/public/assets/pdf/anti-fraud-and-anti-corruption-policy.pdf		
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:				
	FY (2024-25)		PY (2023-24)	
Directors	0		0	
KMPs	0		0	
Employees	0		0	
Workers	0		0	
6. Details of complaints with regard to conflict of interest:				
	FY (2024-25)		PY (2023-24)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to	0	0	0	0

issues of Conflict of Interest of the KMPs				
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.				During the reporting period, there were no instances of corruption or conflicts of interest that resulted in fines, penalties, or actions by regulators, law enforcement agencies, or judicial institutions. Consequently, no corrective actions were required. The organisation remains committed to ethical conduct and compliance with all applicable laws and regulations.
8. Number of days of accounts payables				
	FY (2024-25)	PY (2023-24)		
i) Accounts payable x 365 days	4125953.00	3446885.00		
ii) Cost of goods/services procured	30551.31	22919.81		
iii) Number of days of accounts payables	135	150		
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				
Parameter	Metrics	FY (2024-25)	PY (2023-24)	
Concentration of Purchases	a. i) Purchases from trading houses	160.83	156.02	
	ii) Total purchases	320.30	241.27	
	iii) Purchases from trading houses as % of total purchases	50.21%	64.67%	
	b. Number of trading houses where purchases are made	137	110	
	c. i) Purchases from top 10 trading houses	105.48	84.40	
	ii) Total purchases from trading houses	160.83	156.02	
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	65.58%	54.10%	
Parameter	Metrics	FY (2024-25)	PY (2023-24)	
Concentration of Sales	a. i) Sales to dealer / distributors	167.59	167.85	
	ii) Total Sales	1200.08	1016.93	
	iii) Sales to dealer / distributors as % of total sales	13.96%	16.51%	
	b. Number of dealers / distributors to whom sales are made	367	327	
	c. i) Sales to top 10 dealers / distributors	80.73	96.56	
	ii) Total Sales to dealer / distributors	167.59	167.85	
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	48.17%	57.53%	
Parameter	Metrics	FY (2024-25)	PY (2023-24)	
Share of RPTs in	a. i) Purchases (Purchases with related parties)	0.00	0.00	
	ii) Total Purchases	0.00	0.00	

		iii) Purchases (Purchases with related parties as % of Total Purchases)		
		b. i) . Sales (Sales to related parties)	30.35	43.06
		ii) Total Sales	1200.09	1016.93
		iii) Sales (Sales to related parties as % of Total Sales)	2.53%	4.23%
		c. i) Loans & advances given to related parties	0.00	0.00
		ii) Total loans & advances	0.00	0.00
		iii) Loans & advances given to related parties as % of Total loans & advances		
		d. i) Investments in related parties	0.00	0.00
		ii) Total Investments made	6.09	0.00
		iii) Investments in related parties as % of Total Investments made	0.00%	
Leadership Indicators				
1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year				
Awareness programmes conducted for value chain partners on any of the Principles during the financial year				
Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes	
1	5	Environmental:- Waste Management, energy Efficiency, Water usage & conservation and sustainable sourcing Social Responsibility:- Occupational health & safety, Human rights & Labour practices, Community engagement Value chain specific:- ESG data collection & report, suppliers code of conduct, risk management and resilience, understanding BRSR core KPI	80.00%	
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?		Yes		
If Yes, provide details of the same.		Yes. Concord acknowledges the significance of preventing and addressing conflicts of interest among Board members to ensure transparency, integrity, and ethical conduct throughout the organisation. To this end, the Company has put in place a dedicated policy to manage such situations. The policy requires both the Board of Directors and Senior Management Personnel to avoid any business, relationship, or activity that could conflict with the interests of Concord or negatively impact its reputation. Any scenario where personal interests may be at odds with those of the Company or its stakeholders is strictly forbidden. In instances where a potential conflict arises, necessary approvals are obtained from the Board, excluding members with a vested interest. https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Code-of-Conduct-for-BoD-and-SMPs.pdf		
Notes				

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe									
Essential Indicators									
1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.									
	FY (2024-25)			PY (2023-24)			Details of improvements in environmental and social impacts		
R&D	0.00%			0.00%			NA		
Capex	0.04%			0.49%			Expenditure in ETP		
2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)						Yes			
b. If yes, what percentage of inputs were sourced sustainably?						100.00%			
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)		Concord ensures responsible handling of plastic waste, particularly HDPE bags used in operations. These bags are reused in-house to fill ETP (Effluent Treatment Plant) sludge and MEE (Multiple Effect Evaporator) salt. Any surplus HDPE bags are sold to authorized plastic recyclers in compliance with statutory recycling norms. This dual approach supports both reuse and recycling, reducing plastic waste disposal							
(b) E-waste		All electronic waste generated is sent to registered e-waste recyclers authorized by the relevant pollution control boards. The process is fully compliant with the E-Waste Management Rules, ensuring safe and environmentally sound disposal or recycling of obsolete electronic equipment							
(c) Hazardous waste		Concord follows stringent procedures to manage hazardous waste. Depending on the nature of the waste, it is: • Reused within operations where feasible, • Recycled through registered recyclers, • Co-processed in cement kilns, or • Safely disposed of at authorized TSDFs (Treatment, Storage and Disposal Facilities). ETP sludge, categorized as hazardous, is dried using paddle dryers to reduce moisture content by up to 90%, making it safer for disposal. Biomedical waste, where applicable, is sent to registered incineration facilities for environmentally sound treatment.							
(d) other waste		In addition to the above, Concord manages non-hazardous operational waste in line with environmental regulations. Waste minimization and resource recovery are prioritized, and the company actively engages with stakeholders to promote a circular economy across its value chain. Efforts are ongoing to reduce waste generation and improve resource efficiency through continuous innovation and compliance-driven stewardship.							
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).						Yes			
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?						Yes			
If not, provide steps taken to address the same.									
Leadership Indicators									
1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?						Yes			
If yes, provide details									
The entity conducted Life Cycle Perspective/Assessments (LCA)									
Sr. No.	NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.		
1	21001	API	0.00%	Manufacturing facility	No	No			
2	21002	Formulation	0.00%	Manufacturing facility	No	No			
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:									
	FY (2024-25)			PY (2023-24)					
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed			
Plastics (including packaging)	7.09	4.81	0.00	346.43	0.00	9.66			
E waste	0.00	0.16	0.00	0.00	0.00	0.47			
Hazardous waste	0.00	377.02	2668.21	0.00	0.00	6.88			
Other waste									
Details of other waste									
Sr. No.	Name Of Other Waste	FY (2024-25)			PY (2023-24)				
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed		
1	Other waste-Spent solvent	0.00	0.00	602.23	0.00	0.00	0.00		
Notes		Currently, Concord does not reclaim products and their packaging materials; however, the Company is actively exploring sustainable practices and initiatives to enhance product stewardship and reduce environmental impact across its product categories.							

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains											
Essential Indicators											
1. a. Details of measures for the well-being of employees:											
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1466	0	0.00%	1466	100.00%			0	0.00%	0	0.00%
Female	105	0	0.00%	105	100.00%	105	100.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1571	0	0.00%	1571	100.00%	105	6.68%	0	0.00%	0	0.00%
Other than permanent employees											
Male	26	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	26	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
b. Details of measures for the well-being of workers:											
Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	1166	0	0.00%	1166	100.00%			0	0.00%	0	0.00%
Female	19	0	0.00%	19	100.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1185	0	0.00%	1185	100.00%	0	0.00%	0	0.00%	0	0.00%
C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:											
	FY (2024-25)						PY (2023-24)				
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	20066000.00						19321845.69				
ii) Total revenue of the company	12000868947.00						10169392470.00				
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.17%						0.19%				
2. Details of retirement benefits											
Benefits	FY (2024-25)						PY (2023-24)				

	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	100.00%	100.00%	Yes	99.86%	0.00%	Yes
Gratuity	99.00%	100.00%	Yes	99.06%	0.00%	Yes
ESI	0.00%	0.00%	Yes	0.01%	0.00%	Yes

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?	No	
If not, whether any steps are being taken by the entity in this regard.	Concord consistently strives to enhance the accessibility of its workplace for all employees. This involves providing ramps, elevators, and other essential infrastructure across its manufacturing units, administrative offices, and corporate headquarters to ensure convenient access for individuals with disabilities	
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes	
If so, provide a web-link to the policy.	Concord is an equal opportunity employer and is committed to providing equal access to education, employment, leadership positions, and other opportunities to individuals of all genders. The Company follows a non-discriminatory approach, irrespective of gender, caste, or nationality, in line with the principles of the Rights of Persons with Disabilities Act, 2016	

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	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?	Yes
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If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	No	
Other than Permanent Workers	Yes	The Company has an Employees' Grievance Redressal Policy that enables any aggrieved employee to report concerns to their Department Head for resolution. If the issue remains unresolved, the matter can be escalated to the HR Head, followed by the Grievance Committee, and ultimately to the CEO for final resolution.
Permanent Employees	Yes	The Company has an Employees' Grievance Redressal Policy that enables any aggrieved employee to report concerns to their Department Head for resolution. If the issue remains unresolved, the matter can be escalated to the HR Head, followed by the Grievance Committee, and ultimately to the CEO for final resolution.
Other than Permanent Employees	No	

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

Category	FY (2024-25)			PY (2023-24)		
	Total employees/workers in respective category (A)	No.of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No.of employees /workers in respective category,who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1571	0	0.00%	0	0	0.00%
Male	1466	0	0.00%	0	0	0.00%
Female	105	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	0	0	0.00%	0	0	0.00%
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	FY (2024-25)						PY (2023-24)			
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1466	1466	100.00%	1466	100.00%	1288	1288	100.00%	1288	100.00%
Female	105	105	100.00%	105	100.00%	89	89	100.00%	89	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	1571	1571	100.00%	1571	100.00%	1377	1377	100.00%	1377	100.00%
Workers										
Male	1166	1166	100.00%	0	0.00%	1011	1011	100.00%	0	0.00%
Female	19	19	100.00%	0	0.00%	13	13	100.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	1185	1185	100.00%	0	0.00%	1024	1024	100.00%	0	0.00%

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

Category	FY (2024-25)			PY (2023-24)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	1466	1466	100.00%	1288	1288	100.00%
Female	105	105	100.00%	89	89	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	1571	1571	100.00%	1377	1377	100.00%
Workers						
Male	1166	0	0.00%	1011	1011	100.00%
Female	19	0	0.00%	13	13	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	1185	0	0.00%	1024	1024	100.00%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).	Yes	
If yes, the coverage such system?	Concord's EHS department leads multiple initiatives aimed at cultivating a safety-first culture across the organization. Its core objective is to eliminate any adverse impact on individuals, operations, or the environment. This is achieved through the implementation of a comprehensive, 360-degree EHS management system that spans all business activities. The EHS team ensures full compliance with relevant legal and regulatory standards related to pollution control, workplace and plant safety, and the health of employees and contractors. By proactively identifying and mitigating risks, and by delivering thorough training to both management and staff, Concord significantly minimizes incidents and occupational health risks. Regular training programs not only support operational efficiency and productivity but also help maintain the highest standards of compliance related to quality and safety. The Company's API manufacturing units in Dholka and Limbasi, Gujarat, are certified under ISO 14001 and ISO 45001. The system offers 100% coverage, encompassing all internal and external stakeholders at the manufacturing sites, including employees, suppliers, and contractors, under its health and safety framework.	
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company has implemented a robust risk management policy designed to proactively identify and address potential threats. Our risk management framework is structured to safeguard the organisation from a wide range of risks through timely and appropriate actions. It is built to anticipate, evaluate, and mitigate risks effectively, thereby reducing their potential impact on business operations. Concord systematically identifies and documents all risks that could affect its operations and embeds them into its broader management systems to ensure informed decision-making. Routine process safety risk assessments are conducted to address workplace hazards, supported by the necessary permits for both routine and non-routine activities. The Company employs integrated process safety management systems to evaluate existing operations and new developments for associated risks. Various process safety studies—such as process hazard analysis, equipment safety evaluations using HAZOP, HIRA, EAI, PSSR, scenario analysis, and risk assessment matrices—are conducted by cross-functional teams. In addition, regular risk-based assessments and thorough audits are carried out to continuously monitor and enhance Concord's health and safety performance at the site level. https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Risk-Management-Policy.pdf	
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?	Yes	

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?		Yes				
11. Details of safety related incidents, in the following format:						
Safety Incident/Number	Category*	FY (2024-25)		PY (2023-24)		
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00		0.00		
	Workers	0.00		0.00		
Total recordable work-related injuries	Employees	0		0		
	Workers	0		0		
No. of fatalities	Employees	0		0		
	Workers	0		0		
High consequence work related injury or ill-health (excluding fatalities)	Employees	0		0		
	Workers	0		0		
12. Describe the measures taken by the entity to ensure a safe and healthy work place.		As part of Concord's continued commitment to ensuring a safe and healthy workplace, we have undertaken a comprehensive range of initiatives, including: • Complying with all applicable legal and regulatory requirements related to pollution control, workplace safety, and the health of employees and contractors • Carrying out regular risk assessments to proactively identify and mitigate potential hazards • Implementing well-defined safety policies and procedures, delivering ongoing training on safety protocols and emergency preparedness, and providing employees with appropriate safety equipment and infrastructure • Operating robust fire protection and prevention systems across all manufacturing sites • Maintaining ISO 14001 and ISO 45001 certifications at our production facilities in Dholka and Limbasi • Welcoming regular inspections by Indian regulatory bodies and international agencies such as the USFDA, EU-GMP, PMDA (Japan), ANVISA (Brazil), SFDA (Middle east region) and MFDS (Korea). These initiatives reflect Concord's ongoing efforts to create a secure, compliant, and supportive work environment for all its employees.				
13. Number of Complaints on the following made by employees and workers:						
	FY (2024-25)			PY (2023-24)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	
14. Assessments for the year:						
			% of your plants and offices that were assessed (by entity or statutory authorities or third parties)			
Health and safety practices			100.00%			
Working Conditions			100.00%			
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.			NA. During the reporting period, there were no safety-related incidents or significant risks identified from assessments of health and safety practices or working conditions that required corrective action. The Company continues to maintain a strong focus on proactive safety measures and a safe working environment across all its operations			
Leadership Indicators						
1. Does the entity extend any life insurance or any compensatory package in the event of death of						
(A) Employees (Y/N)					Yes	
(B) Workers (Y/N).					Yes	
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.			Concord ensures that all statutory dues arising from its transactions with value chain partners are properly deducted and deposited in compliance with applicable laws and regulations. These processes are regularly monitored and verified through routine audits. The Company also systematically obtains relevant certificates and documentation from contractors, including proof of statutory payments such as Provident Fund (PF) contributions for contractual employees and workers. Additionally, Concord expects its value chain partners to maintain high ethical standards and conduct all business activities with integrity			
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)	PY (2023-24)	FY (2024-25)	PY (2023-24)		
Employees	0	0	0	0		
Workers	0	0	0	0		
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/ NA)					No	
5. Details on assessment of value chain partners:						
			% of value chain partners (by value of business done with such partners) that were assessed			
Health and safety practices			0.00%			

Working Conditions	0.00%
6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.	NA. Vendor qualification processes, including both physical and virtual audits, form an essential part of the Quality Assurance department's oversight for our key raw material suppliers.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders							
Essential Indicators							
1. Describe the processes for identifying key stakeholder groups of the entity.			A structured approach was adopted for stakeholder consultation across the organisation, involving the use of questionnaires and interviews. Internal stakeholders, particularly senior management and functional heads, identified Concord’s key sustainability priorities. Consultations with external stakeholders were also carried out to assess the impact and effectiveness of our sustainability efforts. Subsequently, sustainability reports of industry peers were reviewed, and relevant government regulations were examined to incorporate the perspectives of customers and regulators. The gathered data was consolidated, considering the relative significance of each stakeholder. Stakeholders were then prioritised based on the extent to which they could influence the Company’s performance and the impact the Company’s performance could have on them.				
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.							
List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.							
Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Healthcare Professionals	No	Other	Individual meetings focused on recent developments and best practices in scientific research related to emerging therapies.	Others – please specify	Half yearly and needbased	Concord engages with healthcare professionals to keep them informed about its products and innovations, with key areas of focus being product quality and availability.
2	Customers	No	Other	customer surveys, review meetings, phone calls, emails, as well as physical and virtual meetings	Others – please specify	Half yearly and need based	Ensuring timely delivery of products and services, responding to customer queries and grievances, gathering feedback, understanding customer needs, and keeping customers informed about its offerings. Key topics of concern include access, affordability, availability, product quality, and resolution of consumer grievances.
3	Suppliers	No	Other	Scheduled meetings, weekly e-mail briefings, regular phone calls, and e-mails	Others – please specify	Half yearly and need based	Ensuring smooth business operations through timely availability of materials and services, maintaining quality and quantity of supplies, and identifying potential supply chain issues. Key topics of concern include material pricing and sustaining long-term contracts.
4	Regulators	No	Other	One-on-one meetings, periodical regulatory filings, periodic audits, e-mails, letters.	Others – please specify	Periodic and needbased	Engagement focuses on compliance, adherence to guidelines, and seeking technical guidance. Key topics of concern include changes in laws and regulations, regulatory compliance, and timely disclosures.
5	NGO’s/ communities	Yes	Other	Direct engagement at facility and project sites, dedicated CSR-team-led engagement, visits and camps.	Others – please specify	Continuous and needbased	Engagement involves CSR initiatives, advancing environmental sustainability, and promoting science education among students. Key topics of concern include CSR efforts focused on livelihood development and improving access to education and healthcare.
6	Investors and leadership	No	Other	Annual reports and quarterly results, email, Stock Exchange intimations, analysts meet/ conference calls, Annual General Meeting, media releases, performance and business update calls, investor meetings, and newspaper advertisements.	Others – please specify	Quarterly, annual and needbased	Engagement focuses on maintaining business performance, formulating future growth strategies, addressing shareholder queries and suggestions, and understanding their expectations. Key topics of concern include business profitability and growth, the Company’s reputation, and corporate governance.
7	Employees	No	Other	Review meets, festive events, welfare events, out bound training programmes, e-mails, website, notice boards, meetings, one-on-one discussions, and townhalls	Others – please specify	Ongoing and needbased	Engagement centres on employee well-being, gathering feedback, and providing training and career development opportunities. Key topics of concern include employee welfare, career advancement, and capacity building.
Leadership Indicators							
1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated,			The Relevant business and functional heads engage in consultations with their respective stakeholders. Any feedback obtained through these interactions is subsequently shared with senior management and/or the Board, as appropriate				

how is feedback from such consultations provided to the Board.	
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.	Yes
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, Concord has carried out a comprehensive materiality assessment based on data and insights gathered from relevant stakeholders. This assessment thoroughly examined environmental, social, governance, and economic factors essential to the organisation's long-term sustainability and viability. As a result, key issues critical to our business sustainability were identified and prioritised, and corresponding goals were set to achieve our sustainability targets, thereby driving long-term value creation.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	We place strong emphasis on the welfare of communities surrounding our manufacturing facilities, recognising them as a vulnerable or marginalised stakeholder group. To support their needs, we have implemented several initiatives, such as offering healthcare services, funding education and scholarships, promoting sports, and contributing to Army welfare programs
Notes	

PRINCIPLE 5 Businesses should respect and promote human rights										
Essential Indicators										
1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:										
Category	FY (2024-25)					PY (2023-24)				
	Total (A)	No. of employees/workers covered (B)			% (B / A)	Total (C)	No. of employees/workers covered (D)			% (D / C)
Employees										
Permanent	1571	1571			100.00%	1377	1377			100.00%
Other than permanent	26	26			100.00%	0	0			0.00%
Total Employees	1597	1597			100.00%	1377	1377			100.00%
Workers										
Permanent	0	0			0.00%	0	0			0.00%
Other than permanent	1185	0			0.00%	0	0			0.00%
Total Workers	1185	0			0.00%	0	0			0.00%
2. Details of minimum wages paid to employees and workers, in the following format:										
Category	FY (2024-25)					PY (2023-24)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent	1571	0	0.00%	1571	100.00%	1377	0	0.00%	1377	100.00%
Male	1466	0	0.00%	1466	100.00%	1288	0	0.00%	1288	100.00%
Female	105	0	0.00%	105	100.00%	89	0	0.00%	89	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	26	0	0.00%	26	100.00%	0	0	0.00%	0	0.00%
Male	26	0	0.00%	26	100.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	1185	0	0.00%	1185	100.00%	1024	0	0.00%	0	0.00%
Male	1166	0	0.00%	1166	100.00%	1011	0	0.00%	0	0.00%
Female	19	0	0.00%	19	100.00%	13	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
3. Details of remuneration/salary/wages, in the following format:										
a. Median remuneration / wages:										
	Male			Female			Other			
	Number	Median remuneration/ salary/ wages of respective category		Number	Median remuneration/ salary/ wages of respective category		Number	Median remuneration/ salary/ wages of respective category		
Board of Directors (BoD)	2	4,87,85,500		0	0		0	0		
Key Managerial Personnel	2	56,97,747		0	0		0	0		
Employees other than BoD and KMP	1462	5,49,744		105	3,40,116		0	0		
Workers	1185	1,84,952		19	1,87,966		0	0		
b. Gross wages paid to females:										
				FY (2024-25)				PY (2023-24)		
Gross wages paid to females				3571359.00				0.00		
Total wages				222740000.00				0.00		

Gross wages paid to females (Gross wages paid to females as % of total wages)	1.60%					
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					
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	Our POSH and Whistle Blower policies enable employees to report any grievances. Additionally, concerns can be directly communicated to the Human Resources team via email.					
6. Number of Complaints on the following made by employees and workers:						
	FY (2024-25)			PY (2023-24)		
	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	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	
7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
			FY (2024-25)		PY (2023-24)	
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)			0		0	
ii) Average number of female employees/workers at the beginning of the year and as at end of the year			113		96	
iii) Complaints on POSH as a % of female employees / workers			0.00%		0.00%	
iv) Complaints on POSH upheld			0		0	

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	Our Whistle Blower Policy ensures protection for individuals raising concerns in good faith, particularly in cases of discrimination and harassment. It strictly prohibits any form of harassment or retaliation against whistle blowers and prescribes disciplinary action, including termination, for supervisors or managers found engaging in such behaviour. The Policy emphasizes confidentiality, allowing whistle blowers to make anonymous disclosures, and guarantees fair treatment and comprehensive investigation of all complaints. Link to the policy: https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Whistle-Blower-Policy.pdf	
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	Yes	
10. Assessments for the year:		
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100.00%	
Forced/involuntary labour	100.00%	
Sexual harassment	100.00%	
Discrimination at workplace	100.00%	
Wages	100.00%	
11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.		
	NA	
Leadership Indicators		
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	NA	
2. Details of the scope and coverage of any Human rights due-diligence conducted	None	
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	
4. Details on assessment of value chain partners:		
	% of value chain partners (by value of business done with such partners) that were assessed	
Sexual harassment	0.00%	
Discrimination at workplace	0.00%	
Child Labour	0.00%	
Forced Labour/Involuntary Labour	0.00%	
Wages	0.00%	
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.		
	NA	
Notes		

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment			
Essential Indicators			
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:			
Whether total energy consumption and energy intensity is applicable to the company?	Yes		
Revenue from operations (in Rs.)	FY (2024-25)	PY (2023-24)	
	12000868947.00	10169392470.00	
Parameter	Units	FY (2024-25)	PY (2023-24)
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	0.00	0.00
Total fuel consumption (B)	Gigajoule (GJ)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	0.00	0.00
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	300866.84	212048.38
Total fuel consumption (E)	Gigajoule (GJ)	676971.61	280971.46
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	977838.45	493019.84
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	977838.45	493019.84
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Rs.	0.0000814806	0.0000484808
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / Rs.	0.00168	0.00013
Energy intensity in terms of physical Output	Gigajoule (GJ)	2734.33	205.34
Energy intensity (optional) – the relevant metric may be selected by the entity	Gigajoule (GJ)	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No		
If yes, name of the external agency.			
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?	No		
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.			
3. Provide details of the following disclosures related to water, in the following format:			
Parameter	FY (2024-25)	PY (2023-24)	
Water withdrawal by source (in kilolitres)			
(i) Surface water	0.00	0.00	
(ii) Groundwater	385410.00	357436.50	
(iii) Third party water	0.00	0.00	
(iv) Seawater / desalinated water	0.00	0.00	
(v) Others	0.00	0.00	

Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	385410.00	357436.50
Total volume of water consumption (in kilolitres)	385410.00	357436.50
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000321152	0.0000351483
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000663	0.00001
Water intensity in terms of physical output	0.001915	148.87
Water intensity (optional) – the relevant metric may be selected by the entity		
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	Yes	
If yes, name of the external agency.	Yes, according to Notification S.O. 3289 (E), the Ministry of Jal Shakti has issued guidelines to regulate groundwater extraction in India. Moreover, our Industry Unit 1 and Unit 3 undergo audits.	
4. Provide the following details related to water discharged:		
Parameter	FY (2024-25)	PY (2023-24)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	120335.00	0.00
No treatment	23397.00	0.00
With treatment – please specify level of treatment	96938.00	0.00
(iii) To Seawater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others	132832.00	181193.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	132832.00	181193.00
Total water discharged (in kilolitres)	253167.00	181193.00
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)	No	
If yes, name of the external agency.		
5. Has the entity implemented a mechanism for Zero Liquid Discharge?	Yes	
If yes, provide details of its coverage and implementation.	<p>Yes. Every Concord facility is equipped with Effluent Treatment Plants (ETPs) designed to achieve Zero Liquid Discharge. These facilities treat wastewater generated from various sources including washing operations, utility blowdowns, restroom facilities, and cafeterias using cutting-edge technology. The comprehensive treatment process involves multiple stages - ETP, reverse osmosis (RO), multiple effect evaporators (MEE), and agitated thin film dryers (ATFD). Once treated to meet regulatory standards, the processed water is recycled for irrigation, utility operations, and chemical preparation within the ETP system. Our innovative Zero Liquid Discharge approach has achieved a remarkable 90% reduction in sludge volume through our dewatering systems. This commitment to environmental stewardship positions us as a key contributor to creating a sustainable future with minimized ecological impact for upcoming generations. Beyond waste reduction, Concord's advanced treatment technologies enhance overall water quality while significantly lowering chemical oxygen demand (COD) levels. This dual benefit reduces our dependence on freshwater resources, ultimately increasing the availability of clean water for broader community use.</p>	
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:		

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?	Yes		
Parameter	Please specify unit	FY (2024-25)	PY (2023-24)
NOx	Kg/Year	2068.87	4804.04
SOx	Kg/Year	1077.36	7617.50
Particulate matter (PM)	Kg/Year	1675.60	6302.76
Persistent organic pollutants (POP)	Kg/Year	0.00	0.00
Volatile organic compounds (VOC)	Kg/Year	0.00	0.00
Hazardous air pollutants (HAP)	Kg/Year	0.00	0.00
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)	Yes		
If yes, name of the external agency.	Yes, an independent assessment has been carried out by a NABL-approved external agency, Excel Envirotech		
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?	Yes		
Parameter	Unit	FY (2024-25)	PY (2023-24)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MtCO ₂ e	12.51	14340.18
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MtCO ₂ e	0.02	42409.68
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e / Rs.	0.000000001	0.0000055805
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCO ₂ e / Rs.	0.0000000215	0.000002
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO ₂ e	0.0000000622	23.64
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)	Yes		
If yes, name of the external agency.	The data related to Scope 1 and Scope 2 greenhouse gas emissions and its intensity has been independently assessed by DQS, a recognized certifying agency. DQS has reviewed the submitted information and issued a letter of conformance, validating the accuracy and reliability of the reported data		
8. Does the entity have any project related to reducing Green House Gas emission?	Yes		
If Yes, then provide details.	Yes, we have several initiatives in place to reduce our GHG emissions • Switching to natural gas to produce steam, in place of using furnace oil • Implementing energy efficient boilers to reduce fuel consumption • Implementing measures to improve transportation efficiency can reduce emissions from vehicles and logistics operations. This may involve optimising delivery routes, promoting carpooling or use of public transportation for employees • Implementing sustainable manufacturing practices such as waste reduction, recycling, and using agricultural materials and petrochemicals can help lower GHG emissions associated with production processes • Conducting tree plantation drives on a regular basis to offset GHG emissions generated through the Company's facilities Some examples for energy efficient measures adopted by Concord include: • Installation of energy efficient centrifugal air compressors and water chillers • Implementation of LED lighting to replace fluorescent lamps • Installation of a waste steam recovery system • Installation of requirement-based insulation and smart thermostats • Upgrading HVAC systems,		

		implementing energy management systems, upgrading windows, and incorporating energy efficient design principles all contribute to lowering energy consumption and emissions in buildings
9. Provide details related to waste management by the entity, in the following format:		
Parameter	FY (2024-25)	PY (2023-24)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4.64	408.21
E-waste (B)	4.16	0.35
Bio-medical waste (C)	11.61	10.21
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	2857.16	0.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	3357.21
Total (A+B + C + D + E + F + G + H)	2877.57	3775.98
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000002398	0.0000003713
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000495	0.0000001
Waste intensity in terms of physical output	0.000014	1.57
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	602.577	36.06
(ii) Re-used	4058.928	373.25
(iii) Other recovery operations	0.00	0.00
Total	4661.505	409.31
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	11.605	10.21
(ii) Landfilling	1149.765	2283.71
(iii) Other disposal operations	2081.197	920.18
Total	3242.567	3214.10
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes	
If yes, name of the external agency.	Yes. The facilities undergo an annual audit in compliance with the Hon'ble High Court order dated 20th December 1996, for the Environmental Audit Scheme. The scheme was subsequently modified with significant changes outlined in Officer Order No. GPCB/EAS-C-28/301928 dated 23rd January 2015.	
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.	Concord has implemented a comprehensive waste management strategy focused on reducing hazardous and toxic waste, ensuring regulatory compliance, and promoting environmental sustainability across its operations. To minimise hazardous waste generation, Concord uses fermentation-based API production processes instead of conventional chemical synthesis, significantly reducing reliance on toxic chemicals and raw materials. The company strictly adheres to Indian environmental laws and regulations, including the Environment Protection Act, 1986, Bio-Medical Waste Management Rules, 2016, and Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. Our waste management approach is guided by the principles of reduce, reuse, and recycle, with an emphasis on fostering circular resource use within the communities we serve. Concord's Environment, Health, and Safety (EHS) policy governs our environmentally responsible waste practices. Standard operating procedures are in place for categorising, segregating, minimising, handling, transporting, and disposing of various waste types. These procedures ensure safe disposal through authorised channels, including TSDFs (Treatment, Storage, and Disposal Facilities), CHWIFs (Common Hazardous Waste Incineration Facilities), and certified recyclers. Waste generation and disposal activities are tracked through monthly reports, ensuring proper segregation, secure storage, and environmentally sound disposal via authorised waste handlers. Concord has also invested in a robust effluent treatment plant featuring physio-chemical, biological, and advanced treatment systems to ensure safe treatment of liquid waste. Treated effluent is reused for gardening and is discharged safely within the factory premises.	
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,	Yes	

Environment protection act and rules thereunder (Y/N/NA).				
If not, provide details of all such non-compliances, in the following format:				
Leadership Indicators				
1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):				
For each facility / plant located in areas of water stress, provide the following information:				
Details For each facility / plant located in areas of water stress				
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No			
If yes, name of the external agency.				
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:				
Whether total Scope 3 emissions & its intensity is applicable to the company?	No			
Parameter	Unit	FY (2024-25)	PY (2023-24)	
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)				
Total Scope 3 emissions per rupee of turnover				
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity				
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)				
If yes, name of the external agency.				
3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.	NA			
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:				
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				
Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Use of energy efficient appliances	The Company's facilities are equipped with energy-efficient LED lighting, centrifugal air, compressors, water chillers, and motors	Reduction in electricity consumption, leading to lower electricity bills and a corresponding decrease in GHG emissions.	NA
2	Zero liquid discharge	Concord's manufacturing facilities have ZLD where the treated effluents are recycled.	• Reduction in water footprints • Judicious use of the available water resources	NA
5. Does the entity have a business continuity and disaster management plan?		Yes		
Details of entity at which business continuity and disaster management plan is placed or weblink.		Concord's disaster management plan covers both natural disasters (like earthquakes and floods) and man-made threats (such as bomb threats), with mitigation strategies in place. Responsibilities are assigned to key personnel including the site controller and incident controller. In case of a bomb threat, measures from the onsite emergency plan are activated. The IT team has implemented a disaster recovery system to restore critical infrastructure swiftly. Routine inspections and regular employee training are conducted to ensure preparedness. Additionally, Concord has adopted an ERP system to enhance efficiency in material management, sales, and distribution.		
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 environmental impact incidents were reported within the supply chain during the reporting period.		

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	
8. How many Green Credits have been generated or procured:	
a. By the listed entity	0
b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners	0
Notes	

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.		5
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to		
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Indian Drug Manufacturers Association	National
2	Confederation of Indian Industries	National
3	Gujarat Chamber of Commerce	State
4	Pharmaceuticals Export Promotion council of India	National
5	Federation of Indian Export Organisation	National
6		
7		
8		
9		
10		

Leadership Indicators

Notes	The Company has not undertaken any advocacy or taken a public position on government policies during the financial year.
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PRINCIPLE 8 Businesses should promote inclusive growth and equitable development			
Essential Indicators			
3. Describe the mechanisms to receive and redress grievances of the community.		Concord’s Code of Conduct includes clear mechanisms for raising concerns related to misconduct. It is accessible on the Company’s website and outlines structured procedures for addressing and resolving grievances.	
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:		FY (2024-25)	PY (2023-24)
Directly sourced from MSMEs/ small producers		26.76%	32.16%
Sourced directly from within the district and neighbouring districts		74.15%	60.26%
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:			
	FY (2024-25)	PY (2023-24)	
1. Rural			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		222740244.00	0.00
ii) Total Wage Cost		1389336254.00	0.00
iii) % of Job creation in Rural areas		16.03%	
2. Semi-urban			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		0.00	0.00
ii) Total Wage Cost		0.00	0.00
iii) % of Job creation in Semi-Urban areas			
3. Urban			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		1166596010.00	0.00
ii) Total Wage Cost		1389336254.00	0.00
iii) % of Job creation in Urban areas		83.97%	
4. Metropolitan			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		0.00	0.00
ii) Total Wage Cost		0.00	0.00
iii) % of of Job creation in Metropolitan area			
Leadership Indicators			
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)		No	
(b) From which marginalized /vulnerable groups do you procure?			0
(c) What percentage of total procurement (by value) does it constitute?			0.00%
6. Details of beneficiaries of CSR Projects:			
Details of beneficiaries of CSR Projects			
Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	EDUCATIONAL: GYANJYOT – Smart Classes in Rural Schools, Stem on Wheels, Science Safari, Spreading awareness sessions and seminars	4100	100.00%
2	HEALTHCARE: Mobile Medical Units, Vision Centres (Blind Peoples Association), Patient Care Program, Morning Nutrition Program	50000	100.00%
3	RURAL DEVELOPMENT: Promotion of Sports as development, Primary Health Centre Upgradation and others	12000	100.00%
4	SPORTS: Scholarship for aspiring sports personnel, Project Udaan	500	100.00%
5	ENVIRONMENTAL: Say No to Plastic- Jute Bag distribution, Environmental Green Project, Doctors’ Day- Plant	18000	100.00%
6	CULTURAL: Protection of national heritage	7000	100.00%
7	SUPPORTING VETERANS: ECHSSupporting with medical van, Air Force Association	2000	100.00%
Notes			

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.			Concord has established a robust Product Quality Management System to ensure prompt and effective handling of consumer complaints related to product quality. Consumers can register complaints through multiple channels, including written, electronic, or oral communication via our landline number, email at sales@concordbiotech.com, or by post. These complaints may relate to the quality, identity, reliability, safety, or efficacy of a product after distribution. Our complaint resolution process is aligned with health authority guidelines and regulatory compliance requirements to ensure timely responses and optimal customer satisfaction. Furthermore, Concord’s global pharmacovigilance policy, overseen by a dedicated Product Safety Committee, reinforces our ongoing commitment to patient safety.			
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about			As a percentage to total turnover			
Environmental and social parameters relevant to the product			0.00%			
Safe and responsible usage			100.00%			
Recycling and/or safe disposal			0.00%			
3. Number of consumer complaints in respect of the following	FY (2024-25)		Remark	PY (2023-24)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0
4. Details of instances of product recalls on account of safety issues	Number	Reasons for recall				
Voluntary recalls	0	0				
Forced recalls	0	0				
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?			Yes			
If available, provide a web-link of the policy			Not available on website			
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.			No IT-related issues have been reported to date.			
7. Provide the following information relating to data breaches:						
a. Number of instances of data breaches along-with impact			0			
b. Percentage of data breaches involving personally identifiable information of customers			0.00%			
c. Impact, if any, of the data breaches			NA, The Company’s proactive approach to cybersecurity has ensured zero data breaches to date.			
Leadership Indicators						
1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).			https://www.concordbiotech.com/product-overview			
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services			Each of our products carries a label that informs consumers about its composition, ingredients, recommended storage conditions, manufacturing and expiry dates, as well as safe usage guidelines.			
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.			Concord manufactures Active Pharmaceutical Ingredients (APIs) and API intermediates, which are supplied to customers for further processing into finished drug products. Although we do not directly serve end consumers, we prioritise transparent and timely communication with our customers, including prompt notification of any potential supply disruptions or product discontinuations in line with our contractual obligations.			
4. Does the entity display product information on the product over and above what is mandated as per local laws?			Yes			
If yes, provide details in brief.			Yes, product labels provide comprehensive information, including the product name, grade (USP/EP/BP/IP), batch number, manufacturing date, retest date, quantity, manufacturing site address, license details, and storage or handling instructions. Each label is reviewed, signed, and approved by the Quality Department to ensure accuracy and compliance. The Company			

	also conducts regular customer satisfaction surveys to evaluate feedback on its products and services, helping to drive continuous improvement.	
Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?		
Notes		