

Corporate-Social-Responsibility-Policy

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We are in the business of developing, manufacturing and marketing of Active Pharmaceutical Ingredients and Pharmaceutical Formulations.

We believe that business should be profitable and beneficial to society. We conduct our business ethically in a socially responsible manner. We believe in supporting communities, culture and the environment within which we work.

We have endeavoured to grow responsibly. While our core values reflect the way we conduct business, they also reflect the way we conduct ourselves. Outlined by one of our values - Responsibility, we are constantly reshaping ourselves as responsible corporate citizens of a changing world.

A. CSR activities include but are not limited to:

Projects or Programs relating to activities undertaken by the Board of Directors of the Company in pursuance of the recommendation of the CSR Committee of the Board as per the CSR Policy of the Company and as per the direction issued by the Ministry of Corporate Affairs, Government of India, broadly covers activities specified in below:

1. Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water;
2. Promoting education, including special education and employment enhancing vocation skills, especially among children, women, elderly and the differently abled and livelihood enhancement projects;
3. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, daycare centres and other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
4. Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining the quality of soil, air and water;

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5. Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts;
6. Measures for the benefit of armed forces veterans, war widows and their dependents;
7. Training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports;
8. Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women;
9. Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
10. Rural development projects;
11. Contribution to the NGOs and Charitable Organizations, inter-alia, engaged in the above activities; and
12. Such other matters may be prescribed by the Government of India's Ministry of Corporate Affairs from time to time.

B. Monitoring and Evaluation:

The CSR Committee must periodically update the Board on the status of all programmes and projects. The CSR Committee must be updated on the status of all programmes and projects by implementing partners. The Company will develop a thorough monitoring system to make sure the CSR process operates as required by the Act and the Rules, making sure all programmes and initiatives are properly completed within the allocated budget and timeframes. On the basis of the following, this will be done:

- a) Installation of an MIS that will function to provide strict oversight of expenditures and the effective execution of operations as planned.

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- b) Regular field visits to program/project sites by designated staff or teams will be part of the monitoring system developed by the company.
- c) Thorough documentation/collection of field reports, including visual monitoring using photos and videos.
- d) Ensuring that funds are used in a timely manner to carry out programmes and projects as budgeted; any other action that the CSR Committee may judge necessary in the overall interest of its CSR activities.

C. Employee Social Service (ESS)

1. We encourage our employees to take part in social activities.
2. We shall support and encourage our employees to help local community organizations and activities in the local region and selected specified areas.
3. We will have a de-centralised operation and workplace, with employee participation both in decision-making and implementation.
4. More locally, we are open to greater community involvement and have links with local Universities and educational institutions, social organizations, medical fraternity, community groups, NGOs and society at large.

D. Impact Assessment :

The Company shall have one or more independent agencies conduct Impact Assessments of its CSR projects as required by Section 135 of the Company's Act, 2013 and the CSR Rules adopted thereunder.

E. Accounts and Audit :

For all programmes and projects, programmatic and financial accounting must be done. Accounting and auditing rules must be followed in accordance with those imposed/approved by the Ministry of Corporate Affairs, Government of India, or as may be required by the relevant Competent Authority, Government of India.

Date : 07th November, 2023

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