

The logo for Viyash, featuring the word "Viyash" in a bold, blue, sans-serif font. Above the letter 'i' is a small circular icon containing a white crosshair symbol. The logo is set against a white, rounded rectangular background.

Viyash

The background of the entire page is a light blue gradient. In the lower half, a hand is shown in a soft, semi-transparent blue tone, with fingers slightly curled. Overlaid on the hand and extending upwards is a complex, three-dimensional molecular structure. The structure consists of numerous blue spheres of varying sizes, connected by thin, metallic-looking rods, creating a lattice-like pattern that suggests scientific or technological innovation.

NURTURING WELLNESS, PIONEERING SUSTAINABILITY

2022-23 ESG REPORT



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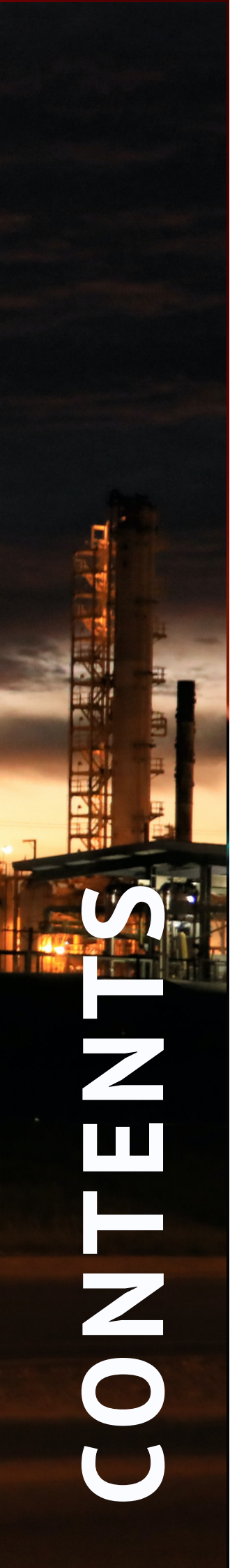


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Message from the CEO

Dear Valued Stakeholders,

I am delighted to present our latest Sustainability Report, showcasing our ongoing dedication to managing and operating our company with an eye toward future generations. Our efforts to publish this report is a testament to our robust environmental, social, and governance (ESG) track record. At Viyash, we firmly believe that sustainable practices are integral to long-term value creation, and our global operations reflect this conviction.

I take immense pride in our employees, who embody our vision of One Team, Global Reach, and Amazing Solutions, consistently delivering substantial value to our customers and shareholders. In 2022, we redoubled our efforts across a wide spectrum of ESG topics, making commendable progress. This includes a heightened focus on design for environment principles and our responsible sourcing framework, reducing carbon emissions across our operations, and reinforcing our existing commitments to fostering a diverse workforce. In anticipation of upcoming reporting requirements, we have also refined our processes for data collection, internal verification, and reporting concerning climate change, as well as for monitoring ESG risks and opportunities.

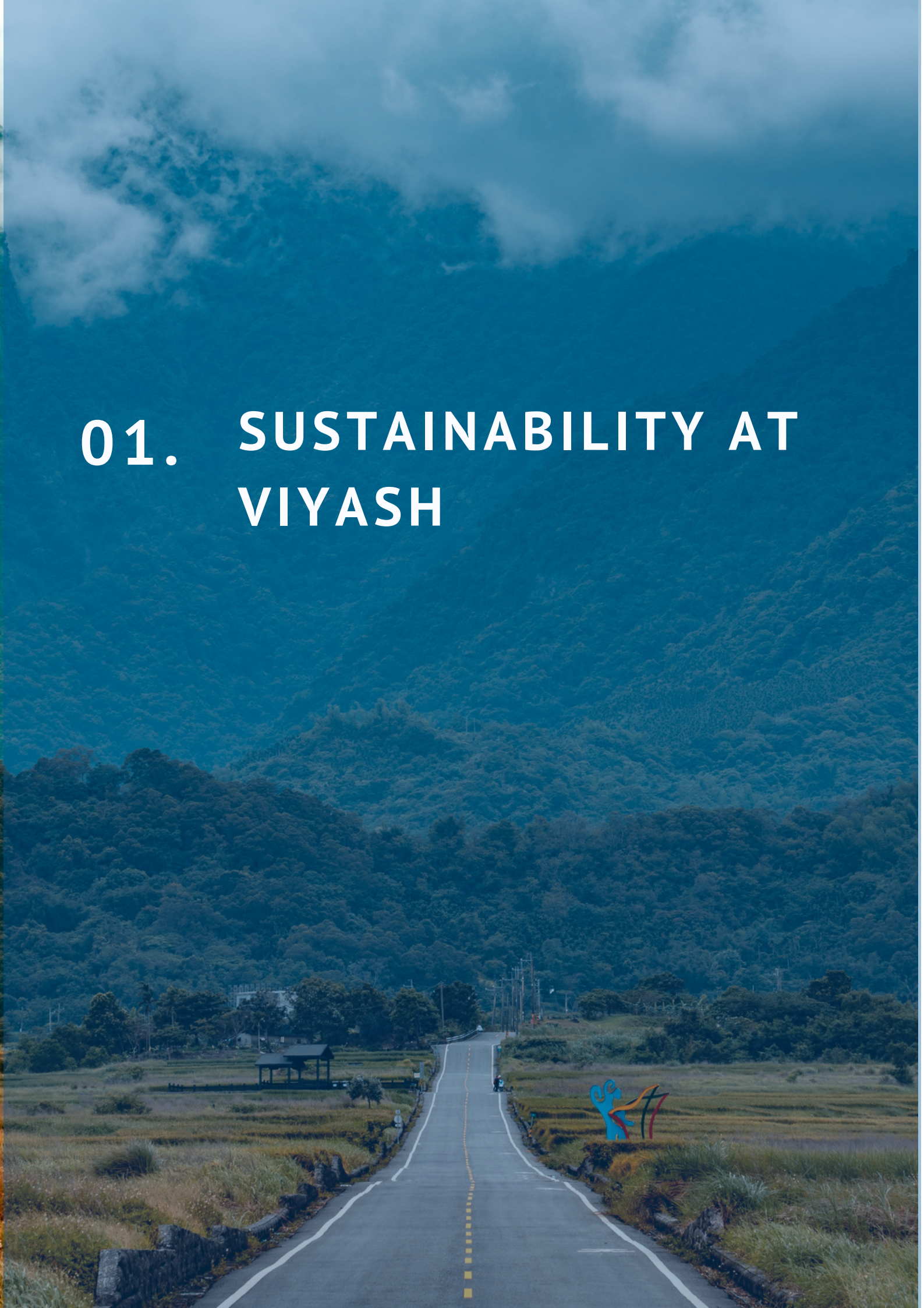


Notably, We remain resolutely committed to continuous enhancements toward our ESG objectives.

I am eager to provide details about our accomplishments and future plans in this report, and I invite you to review our progress. We take great pride in what we have achieved thus far and look forward with excitement to the opportunities ahead as we persistently prioritise sustainability in our operations.

Sincerely,
Dr. Hari Babu Bodepudi
Wholetime Director & CEO

01. SUSTAINABILITY AT VIYASH



About Viyash

Viyash Life Sciences Private Limited (henceforth stated as Viyash), was established in February 2019 by Dr. Haribabu Bodepudi, a seasoned professional in the pharmaceutical industry, and later joined by Dr Srihari Raju Kalidindi as a co-founder in August 2019, is an integrated pharmaceutical company boasting a robust portfolio of API, Intermediates and specialised formulations. With a network of subsidiaries, Viyash operates 8 API/Intermediate facilities with a collective capacity of approximately 2000 KL, showcasing versatile capabilities spanning small and large volume production, potent and non-potent compounds, and regulated and semi-regulated market offerings. Furthermore, we operate a formulation manufacturing facility located in New Jersey, USA, with a production capacity of approximately 1.2 billion units.

Our dynamic Research and Development (R&D) infrastructure for both APIs and Formulations comprises a talented team of over 200 scientists, offering extensive expertise across various technologies and intricate reactions. This combined knowledge base positions Viyash at the forefront of innovation and development in the pharmaceutical industry.

Distinguished by a diverse product portfolio covering an array of therapeutic areas including Antiretrovirals (ARV), Cardiovascular (CV), Central Nervous System (CNS), Analgesics, Antibiotics, Antihistamines, Diabetes, Gastrointestinal (GI), Anticoagulants, Oncology, and more, Viyash offers a comprehensive range of solutions tailored to meet the evolving needs of global healthcare.

Vision

Improve human lives by facilitating easier access to higher quality medicines at affordable prices.

Mission

Viyash is more than just our nomenclature, it is also our vision. We strive to be the best pharmaceutical leader born out of India and acknowledged around the world for our global quality standards.



Meet the Board of Directors

Anchored by a diverse Board of Directors, collective leadership plays a pivotal role in shaping Viyash's strategic vision, emphasizing sustainable practices and innovation. Guiding Viyash towards responsible business conduct, the Board leverages its multifaceted perspectives gained from leadership roles in various industries. This diversity enriches our company, contributing significantly to our growth trajectory. Viyash attributes its success to the seasoned guidance and extensive expertise of its esteemed Board, exemplifying a harmonious blend of leadership and commitment to excellence.



Dr. Srihari Raju Kalidindi

WHOLETIME DIRECTOR
& COO



Dr. Kamal K. Sharma

INDEPENDENT DIRECTOR



Mr. Sunil Kaul

NOMINEE DIRECTOR



Dr. Haribabu Bodepudi

WHOLETIME DIRECTOR & CEO



Mr. Amit Jain

NOMINEE DIRECTOR



Mrs. Gurveen Singh

INDEPENDENT DIRECTOR



Mr. Neeraj Bharadwaj

NOMINEE DIRECTOR



Mr. Pradip Kanakia

INDEPENDENT
DIRECTOR

Meet the ESG Team

Viyash's commitment to sustainability is exemplified by our ESG team, a group of senior leaders from varied functions working collectively. Covering areas such as Operations, HR, Engineering, SCM, Legal, and Marketing, the team ensures a holistic and aligned approach to environmental, social, and governance initiatives, reflecting our dedication to responsible business practices.



Ramakant Singani
CHIEF FINANCIAL OFFICER



Kiran Varma
HEAD - IT



Srinivas Muncheti
VICE PRESIDENT - HR



Samson Ponselvan
VICE PRESIDENT - EHS



Dr. Haribabu Bodepudi
WHOLETIME DIRECTOR & CEO



Sarat Koneru
VICE PRESIDENT - ENGINEERING AND
PROJECTS



Srinivas Vasireddy
SENIOR VICE PRESIDENT - API
OPERATIONS



Dr. AJ Reddy
SENIOR VICE PRESIDENT - SCM



Janaki S
HEAD - LEGAL AND SECRETARIAL



Sumit Arora
HEAD - API SALES



02. ABOUT THE REPORT

Our Highlights



>50

Commercial products



18

US DMF's



15

Target filings
per year



30+

Products in various
stages of
development



200+

Customers
Globally



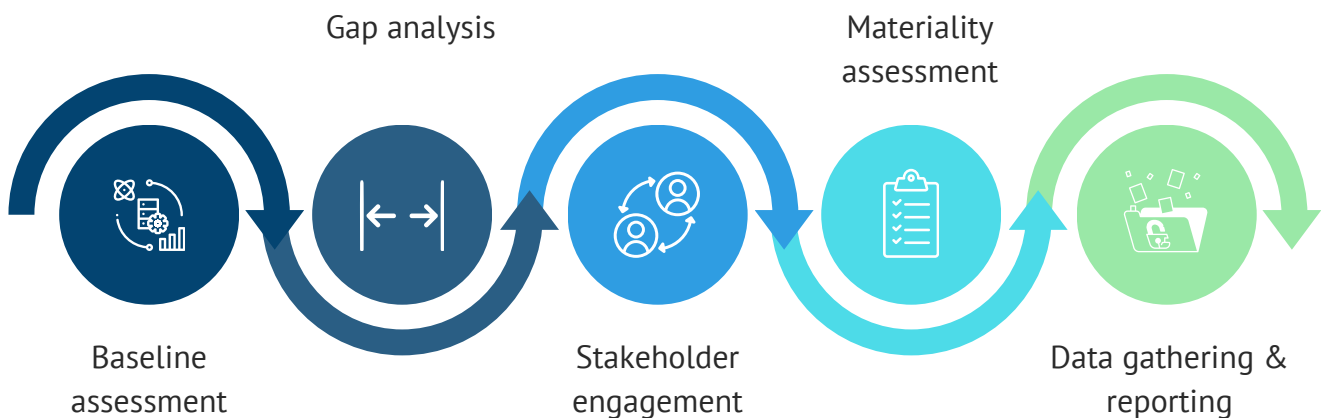
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CEp's

Leading by example

This marks our first sustainability report, covering the 12-month period ending on March 31, 2023. Viyash (parent company) consisting of 2 units and 3 subsidiaries consisting of 6 units operating within the Group and under management during the reporting period have contributed their environmental data and information. Furthermore, it must be noted that some sections pertaining to employees in the Human Resource sections reflect the data for Viyash in its entirety. The remaining sections include data compiled from all of Viyash's operations, including divisions such as administrative and research and development (R&D). While this report illuminates our priorities, approach, and performance through the lens of Environmental, Social, and Governance (ESG) factors, these elements are inherently interwoven into every facet of our vision and strategy. Opting to unveil a Sustainability Report stems from our belief that comprehending the positive influence we have on our stakeholders lies at the core of our business ethos, serving as the foundation for how we measure and acknowledge our achievements.

In crafting this report, we have taken into account the guidance provided by the Global Reporting Initiative (GRI) in terms of our reporting approach, structure, principles, and indicators.



| Customers

Be a partner of choice by offering diverse, complex, high-quality and cost-efficient products for all

| Society

Focus on social and environmentally sustainable development practices and policies

| Viyash Family

Provide a safe and apolitical work environment offering a merit-based growth trajectory along with the organisation

| Values

We collaborate to enhance the world we inhabit, guided by unyielding principles such as integrity, trust, respect, unity, concentration, responsibility, open communication, and inventive thinking.

| Key Impact & Opportunities

Materiality Assessment and Stakeholder Engagement

Conducting a materiality assessment and engaging with stakeholders is crucial for establishing trust and comprehending their expectations. By integrating their input into our strategy and daily operations, we collaboratively tackle shared challenges and devise enduring solutions.

To pinpoint the most pertinent issues for Viyash, our stakeholders, and society as a whole, and to deliver sustainable value, we undertook a thorough materiality assessment at the corporate level, involving key stakeholders. Our approach to materiality assessment is comprehensive, leveraging our Group Risk Management Process, and all-encompassing, developed in cooperation with colleagues across various functions.

We gathered perspectives from a diverse range of both internal and external stakeholders to identify the critical and urgent concerns that Viyash should address over the next three to five years. We identified 13 material topics, which emerged as highly significant for us and our key stakeholders. To effectively tackle these topics, we have aligned them with our current objectives and are tracking progress through defined indicators.

Our Material Topics



- Environment
- Social
- Governance



03. MATERIAL TOPICS

Material Topics

| Disclosures on material topics

3 - 1 PROCESS TO DETERMINE MATERIAL TOPICS

In the initial phase of the materiality assessment, Viyash Life Sciences diligently identified the key material topics of significance for the organisation. This list of sustainability materiality topics was compiled through a comprehensive review of Viyash Life Sciences' disclosures and external resources. The company also conducted a rigorous examination of industry megatrends to evaluate potential risks and opportunities in the short, medium, and long term, thus identifying relevant issues.

The process involved localized analyses from various Viyash Life Sciences affiliates worldwide, insights from consumers, discussions in the public health domain, topics of interest to ESG investors, considering material issues recommended by prominent international sustainability frameworks like the Sustainability Accounting Standards Board (SASB) and the Morgan Stanley Capital International (MSCI) Index. These diverse references collectively played a pivotal role in ascertaining materiality topics that are particularly relevant to the healthcare and pharmaceuticals sector.

ENVIRONMENT

- Energy Management
- Sustainable Supply Chain
- Water and Effluent
- GHG Emission Management

SOCIAL

- Employee Wellbeing
- Human Rights
- Health & Safety
- Human Capital Development
- Diversity, equity and inclusion
- Community Relations and Social Impact

GOVERNANCE

- Anti-corruption
- Environmental compliance
- Data Security & Privacy

3 -3 MANAGEMENT OF MATERIAL TOPICS

Viyash places significant emphasis on addressing all material issues, giving specific attention to those identified as most critical by stakeholders. The organisation demonstrates its commitment to sustainability by crafting a comprehensive action plan to tackle these material concerns. This involves identifying relevant initiatives, engaging with stakeholders, establishing clear objectives, and implementing a method for assessing the impact of these actions. The management of these material issues is guided by a well-structured and forward-thinking approach.

ENERGY MANAGEMENT

At Viyash, the organisation acknowledges the significance of energy management, particularly the adoption of renewable energy strategies, to reduce emissions from operations and embrace a more cost-efficient and environmentally sustainable energy approach. The primary sources of energy procurement include diesel, natural gas, coal, and on-grid electricity (from both renewable and non-renewable sources). In the fiscal year 2022-23, the organisation's energy consumption amounted to 686,156.69 gigajoules.

GHG EMISSIONS MANAGEMENT

At Viyash, we recognize the present and potential consequences of climate change and uphold a steadfast commitment to mitigate its impacts through emission reduction efforts. The primary sources of emissions at Viyash's facilities stem from the consumption of on-grid electricity and fossil fuels like Diesel, Natural Gas and Coal. In the fiscal year 2022-23, emissions totalled 70,906 metric tonnes of CO2 equivalent, highlighting the notable measures undertaken by Viyash. These measures include a heightened emphasis on procuring renewable energy to meet our electricity demands, reflecting our proactive approach to address the challenges posed by climate change.

SUSTAINABLE SUPPLY CHAIN

Viyash endeavours to minimise its environmental footprint, reduce resource consumption, and mitigate adverse impacts on ecosystems and communities by prioritising sustainability across its supply chain. The adoption of sustainable sourcing practices is poised to ensure the ethical procurement of raw materials, promoting fair trade and social responsibility. This approach will also improve transparency and traceability, empowering Viyash to identify and address potential risks and inefficiencies within the supply chain. Furthermore, a sustainable supply chain is expected to cultivate long-term partnerships with suppliers and stakeholders, establishing a resilient network capable of adapting to market changes and disruptions in the long run.

WATER AND EFFLUENTS

Viyash acknowledges the crucial role of responsible water usage in preserving this invaluable resource. The organisation is dedicated to reducing its water consumption, recognising the significance of water as a precious asset. In the fiscal year 2022-2023, Viyash's total water consumption amounted to 257.71 Megalitres. Assessing water management efficiency, a key metric considered is the water intensity per INR Crore of turnover, which measures the volume of water consumed per Crore Indian Rupees in turnover. For the fiscal year 2022-2023, this water intensity figure stood at 213.21 kilolitres per INR Crore, underscoring the company's commitment to water conservation and sustainable practices.

EMPLOYEE WELLBEING

Employee Wellbeing is a foundational pillar of Viyash's commitment to fostering a flourishing and resilient workforce. Recognising the pivotal role of its employees in the company's success, Viyash strategically invests in Employee Wellbeing initiatives to cultivate a workplace culture centered around health, happiness, and individual growth. Through a diverse range of programs, initiatives, and opportunities, Viyash prioritises the holistic welfare of its employees, ensuring their physical, mental, and emotional wellness. This dedication to Employee Wellbeing reflects Viyash's broader mission to create a positive and supportive work environment where each employee can thrive both personally and professionally.

HUMAN RIGHTS

Human Rights are an integral aspect of Viyash's operational ethos, underscoring the company's unwavering commitment to upholding the dignity and rights of every individual. Viyash acknowledges the significance of Human Rights in its global operations and diligently aligns its policies with internationally recognised principles. By fostering a workplace culture that champions inclusivity, equality, and fair treatment, Viyash ensures that Human Rights are not only respected but actively promoted within the organisation. This steadfast commitment reflects Viyash's dedication to ethical practices and responsible corporate citizenship, creating an environment where every member of the workforce is valued and treated with the utmost respect.

DIVERSITY, EQUITY AND INCLUSION

At Viyash, we celebrate diversity, equity, and inclusion as integral elements of our organisational fabric. We foster an environment where every individual is valued, respected, and provided with equal opportunities to contribute their unique perspectives and talents. Our commitment to diversity extends beyond representation to creating an inclusive culture that embraces differences and promotes a sense of belonging for all. By actively cultivating an inclusive workplace, Viyash harnesses the power of diverse voices to drive innovation, collaboration, and sustainable growth.

HUMAN CAPITAL DEVELOPMENT

Human Capital Development stands as the linchpin of Viyash's growth and prosperity, fostering a highly skilled, motivated, and engaged workforce that propels the company's innovation and competitive advantage. Viyash recognises the pivotal role of its employees in its success and acknowledges that strategic investments in Human Capital Development are paramount to cultivating a culture of continuous learning, professional development, and personal growth. Through a diverse array of training programs, skill-enhancement initiatives, and leadership development opportunities, Viyash empowers its employees with the requisite tools and knowledge to excel in their roles and adapt seamlessly to the dynamic pharmaceutical industry landscape. Moreover, Viyash steadfastly upholds the company's policies concerning Human Rights and Diversity, imbuing a layer of integrity into Viyash's operations as it endeavours to foster a healthy and thriving workforce.

EMPLOYEE HEALTH & SAFETY

Employee Health & Safety is paramount at Viyash, where the well-being of every team member is a top priority. The organisation is steadfast in its commitment to providing a safe and secure working environment, adhering to stringent safety protocols and industry standards. Viyash fosters a culture of proactive risk management, ensuring that employees have the necessary training, resources, and support to carry out their responsibilities safely. By regularly assessing and enhancing safety measures, Viyash not only complies with regulatory requirements but goes above and beyond to create a workplace where employees can thrive without compromising their health and safety. This dedication to a secure work environment is fundamental to Viyash's core values and contributes to the overall success and resilience of the organisation.

COMMUNITY RELATIONS AND SOCIAL IMPACT

In its pursuit of corporate social responsibility, Viyash actively engages with communities, aiming to make a positive impact through various initiatives. The organisation recognises its role as a responsible corporate citizen, addressing social challenges and contributing to the overall well-being of communities. By fostering meaningful relationships and investing in projects that uplift and empower, Viyash seeks to create a lasting positive social impact.

ENVIRONMENT COMPLIANCE

Viyash Life Sciences upholds the highest standards of environmental compliance as an integral part of its corporate values. The company places a significant emphasis on adhering to environmental regulations and commitments. Viyash is dedicated to conducting its operations in an environmentally responsible manner, ensuring transparency in its environmental practices, and being accountable for its environmental impact. This commitment spans throughout the organisation, promoting trust and environmentally responsible behaviour in its interactions with stakeholders.

DATA SECURITY & PRIVACY

With a commitment to maintaining the highest standards of data security, Viyash employs robust measures to safeguard sensitive information and leverages digital technologies responsibly. The organisation prioritises the confidentiality and integrity of data, embracing digitalization to enhance operational efficiency, streamline processes, and foster innovation. Viyash upholds stringent data privacy protocols, ensuring the privacy and security of digital assets. This dedication underscores Viyash's commitment to harnessing technology responsibly for the benefit of its stakeholders.

COMMUNITY RELATIONS AND SOCIAL IMPACT

In its pursuit of corporate social responsibility, Viyash actively engages with communities, aiming to make a positive impact through various initiatives. The organisation recognises its role as a responsible corporate citizen, addressing social challenges and contributing to the overall well-being of communities. By fostering meaningful relationships and investing in projects that uplift and empower, Viyash seeks to create a lasting positive social impact.



04. GOVERNANCE

Governance

The organisation & its reporting practices

ORGANISATIONAL DETAILS

(GRI 1 - 2.1)

Viyash Life Sciences, headquartered at Plot No. 290, Srivalli's Corporate, Road No. 6, Kakatiya Hills, is an integrated pharmaceutical company known for its robust portfolio of APIs, intermediates, and specialised formulations. Viyash's production facilities are equipped to handle a diverse range of production requirements, accommodating both small and large-volume production, dealing with potent and non-potent compounds, and servicing both regulated and semi-regulated markets. The majority of its facilities are located in India, complemented by an additional facility in New Jersey, USA, specialising in Formulation operations.

ENTITIES INCLUDED IN THE ORGANISATION'S SUSTAINABILITY REPORTING

(GRI 1 - 2.2)

For this report, we have included Indian Subsidiaries:

1. Symed Labs Limited
2. Vindhya Organics Private Limited
3. S.V.Labs Private Limited

REPORTING PERIOD, FREQUENCY AND CONTACT POINT

(GRI 1 - 2.3)

This marks Viyash's first-ever sustainability report, covering the period from April 1, 2022, to March 31, 2023. The report has been released on [21/12/2023](#), and envelopes all the aforementioned entities. For further details please contact - esg@viyash.com.

RESTATEMENTS OF INFORMATION

(GRI 1 - 2.4)

As this is Viyash's first year of sustainability reporting, there have been no revisions or restatements of information.

EXTERNAL ASSURANCE

(GRI 1 - 2.5)

The company has no external assurance for the reporting period

Activities and workers

ACTIVITIES, VALUE CHAIN & OTHER BUSINESS RELATIONSHIPS

(GRI 1 - 2.6)

Viyash Life Sciences operates within the pharmaceutical sector, specifically specialising in the manufacturing of APIs, intermediates, and specialised formulations. Our primary focus lies in the development, production, and supply of high-quality APIs & intermediates to meet the needs of the pharmaceutical industry.

Our commitment to excellence in the pharmaceutical sector drives our efforts to provide essential medicines and healthcare solutions to improve the well-being of individuals and communities. Our activities are deeply rooted in this sector, and we continually strive to contribute positively to healthcare worldwide.

At Viyash Life Sciences, we believe in transparency and sustainability throughout our value chain. Here's an overview of our value chain:



1. OUR ACTIVITIES, PRODUCTS, SERVICES, AND MARKETS SERVED:

Viyash Life Sciences is an API & intermediates manufacturing company. Our core activities involve the research, development, and production of high-quality APIs and Intermediates that serve the pharmaceutical industry. Our products support the manufacturing of various pharmaceutical formulations, including tablets, capsules, and injectables. We serve markets globally, supplying APIs & intermediates to pharmaceutical companies that cater to a wide range of therapeutic areas and patient needs.

2. OUR SUPPLY CHAIN:

Our supply chain is a critical component of our operations. It encompasses the sourcing of raw materials, chemicals, and ingredients needed for our production. We foster positive relationships with reliable suppliers who uphold quality and sustainability standards. Our supply chain processes are designed to ensure the timely and reliable delivery of materials to support our manufacturing activities.

3. ENTITIES DOWNSTREAM FROM VIYASH LIFE SCIENCES AND THEIR ACTIVITIES:

Entities downstream from Viyash Life Sciences include pharmaceutical manufacturers, formulators, and distributors. These downstream entities take our APIs & intermediates and use them as essential ingredients in the production of finished pharmaceutical products. Their activities involve formulation development, regulatory compliance, quality control, and distribution to healthcare providers, pharmacies, and ultimately, patients. We recognise the importance of these downstream entities in bringing safe and effective medications to the market.

Our commitment to sustainability and responsible business practices extends across our entire value chain. We work collaboratively with our supply chain partners and downstream entities to ensure that our products contribute to better health outcomes while minimising environmental impact.

EMPLOYEES

(GRI 1 - 2.7)

The information presented is derived from data gathered on a headcount basis as of the end of March 2023. This dataset serves as the foundation for the analysis and insights provided.

Sl. No	Employee Category	Total	Male	Male %	Female	Female %
1	Permanent Employee	1492	1382	92.63 %	110	7.37 %
2	Temporary Employee	795	717	90.19 %	78	9.81 %
3	Total	2287	2099	91.78 %	188	8.22 %

Of the total 2287 employees, the majority, 1492, are permanent employees, while 795 are temporary. Among permanent employees, 92.63% are male, whereas 7.37% are female. In the case of temporary employees, 90.19% are male, and 9.81% are female.

WORKERS WHO ARE NOT EMPLOYEES

(GRI 1 - 2.8)

All individuals at Viyash are classified as employees. Consequently, there isn't a separate count for individuals on the facilities' floor; rather, they are included in the overall employee count, as outlined in GRI 2-7.

| Governance

GOVERNANCE STRUCTURE AND COMPOSITION

(GRI 1 - 2.9)

At Viyash Life Sciences, our governance structure is designed to ensure transparency, accountability, and effective decision-making. We believe that a robust governance framework is vital for sustaining ethical business practices and aligning with the interests of our stakeholders.

Our highest governance body is the Board of Directors, responsible for setting our strategic direction and overseeing the overall management of the company. The Board consists of experienced professionals who bring diverse expertise and perspectives to the table. Furthermore the Board of Directors supervise the various committees, helping it make better strategies and decisions.

ESG COMMITTEE

S.No.	Department	Person Responsible	Role
1	EHS and ESG	Samson JK	EHS and ESG Management
2	Operations	Srinivas Vasireddy	Operations Management
3	HR	Srinivas Muncheti	HR, Labour and Ethics
4	Engineering	Sarat Koneru	Water, Fuel Efficiency & Energy Management
5	SCM	Dr. AJ Reddy	Sustainable procurement
6	Company Legal	Janaki S	Company/board related requirements & legal aspects
7	Marketing	Sumit Arora	ESG in marketing, Customer interphase for Ecovadis

NOMINATION AND SELECTION OF HIGHEST GOVERNANCE BODY

(GRI 1 - 2.10)

In the pursuit of identifying candidates for Viyash's highest governance body, including the Board of Directors and its various committees, we employ a comprehensive approach. Internal recommendations hold a central role, drawing upon the wealth of knowledge and experience within the organization. External searches broaden our perspective, reaching beyond our immediate sphere to access a diverse talent pool. Professional networks are integral, facilitating connections within the industry and offering valuable leads on potential candidates.

Our commitment to stakeholder perspectives is evident in our governance nomination process. We incorporate stakeholder views and feedback to select individuals with expertise in navigating the intricacies of our industry and addressing our operational impacts. Diversity is a key priority, and we do not consider factors such as gender, ethnicity, or age when selecting governing body members. Independence is also emphasized, ensuring decisions are made free from external influence or conflicts of interest.

Our nomination and selection procedures aim to appoint individuals who contribute to the sustainable growth and responsible governance of Viyash Life Sciences. We consistently review and refine these processes to align with our values and meet stakeholder expectations.

CHAIR OF THE HIGHEST GOVERNANCE BODY

(GRI 1 - 2.11)

Dr. Hari Babu Bodepudi, the founder and CEO of Viyash, serves as the Chairman of the organisation's highest governance body. In this role, he provides regular oversight of the company's operations, with a particular focus on the efficiency and alignment of the various ESG initiatives with the organisation's mission and vision.

Given his dual role as the highest authority within the company, Dr. Bodepudi possesses a macro-level perspective on the company's impacts and operations. This unique vantage point allows him to make decisions at a company-wide level, ensuring optimal outcomes for the company's operations.

ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS

(GRI 1 - 2.12)

The members of the highest governance body report directly to the company's CEO, and their roles encompass crucial responsibilities such as overseeing business development, approving significant business decisions, and formulating strategies, policies, and business plans to achieve the company's goals. These goals are designed to promote continuous improvement and progress toward sustainable development objectives. Throughout these efforts, the governance body ensures that all activities align with the organisation's purpose, values, vision, and mission statements.

At Viyash, adhering to the highest ethical standards is of paramount importance. The members of the highest governance body, as they engage with various stakeholders in the company's operations, prioritise principles of integrity, transparency, and accountability. This approach fosters strong and trustworthy relationships with all stakeholders involved in Viyash's business journey. The highest governance body also assumes responsibility for reviewing findings, recommendations, and assessments related to the company's economic, environmental, and social impacts.

Furthermore, committee members regularly assess the outcomes of meetings with diverse stakeholders through ongoing dialogues, consultations, and feedback mechanisms. This process is complemented by providing recommended actions for the continual improvement of business processes. This unwavering commitment to ethical governance and stakeholder engagement underscores Viyash's dedication to responsible and sustainable business practices.



DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS

(GRI 1 - 2.13)

The highest governance body has taken a proactive step by nominating Senior Leadership Team at the functional heads level within the company to form an ESG Committee. This committee convenes at regular intervals to delve into and evaluate the organisation's effects on various aspects of its operations, specifically focusing on the economy, the environment, and its impact on people.

The ESG Committee convenes on a quarterly basis, signifying a commitment to ongoing scrutiny and accountability. During these meetings, they meticulously review and discuss the organisation's performance and its various impacts, considering both the positive and potentially negative aspects. Through this systematic assessment, the committee ensures that the company's activities remain aligned with the principles of sustainable and responsible business practices.

Importantly, reports summarizing the discussions and assessments are presented to the highest governance body of the company after each meeting. This collaborative and transparent approach enhances the organisation's commitment to responsible and sustainable business practices, benefiting all stakeholders involved.

ROLE OF HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING

(GRI 1 - 2.14)

The highest governance body assumes a pivotal responsibility in the comprehensive evaluation and approval of all content contained within the sustainability reporting, including the organisation's material topics. This process involves active participation from every department within the company, with each department contributing their specific data and information. The governance body members play a crucial role in this process, as they meticulously review and assess the data provided by each department. In cases where they deem it necessary, the information may also undergo additional audits or assessments to ensure accuracy and credibility.

By subjecting the data to such a thorough and multi-layered review process, the organisation demonstrates its dedication to providing stakeholders with reliable information about its sustainability efforts. This approach not only enhances the trustworthiness of the reporting but also reinforces the organisation's commitment to responsible and sustainable business practices.

CONFLICTS OF INTEREST

(GRI 1 - 2.15)

In order to prevent conflicts of interest, the organisation rigorously monitors all its activities, and any raised concerns undergo an investigation, fully complying with both local and national government regulations. The highest governance body is entrusted with the responsibility of ensuring that all departments strictly adhere to the company's anti-corruption policies, thus maintaining an environment free from unethical practices.

In cases where conflicts of interest do surface, Viyash promptly informs the relevant stakeholders while also exercising discretion to protect the company's privacy and the parties involved, as dictated by the specific circumstances. The company's unwavering commitment to transparency and ethical conduct remains steadfast, nurturing trust and accountability in all its interactions with stakeholders.

COMMUNICATION OF CRITICAL CONCERNS

(GRI 1 - 2.16)

Our communication process for critical concerns involves the following key steps:

Any critical concerns that arise within Viyash are promptly reported to the highest governance body, ensuring swift action. Subsequently, these concerns are communicated to the relevant departments, accompanied by appropriate recommendations or guidance for their effective resolution. The organisation employs various mechanisms for this purpose, including formal reporting procedures, confidential channels for reporting, and direct communication with board members.

It is worth noting that during the fiscal year 2022-23, no critical concerns emerged that required communication with the highest governing body. This highlights the company's unwavering commitment to proactive risk management and adherence to robust policies and procedures. As Viyash upholds its core principles of transparency and timely responsiveness, it remains vigilant in addressing any potential issues that may arise in the future.

COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY

(GRI 1 - 2.17)

Members of Viyash's highest governance body are actively encouraged to participate in educational events aimed at enhancing their knowledge and skills in sustainable development. These opportunities empower the company's leaders to stay informed about the latest advancements and best practices in the field of sustainability.

Furthermore, Viyash places a strong emphasis on maintaining open and effective communication with the highest governing body. The company promptly shares any new guidelines or directives introduced by local and international authorities. In cases where specialised training is necessary, it is conducted to ensure that the leadership is well-prepared to implement and adhere to these new guidelines. This steadfast commitment to continuous learning and adaptability equips the organisation to effectively navigate the ever-evolving landscape of sustainable development, enabling it to make a positive impact on its stakeholders and the broader community.

EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY

(GRI 1 - 2.18)

The performance evaluation of the highest governance body is conducted independently by the chair of the body, with a dedicated focus on their performance. This method ensures a fair and unbiased assessment, fostering accountability and transparency within the leadership of the organisation. The performance evaluation of the highest governance body is subject to quarterly reviews.

REMUNERATION POLICIES

(GRI 1 - 2.19)

Remuneration of the members of the highest governance body and senior executives are as per the rules and regulations of the company and are confidential thus details are not being made public.

PROCESS TO DETERMINE THE REMUNERATION

(GRI 1 - 2.20)

The Board of Directors is responsible for determining the salaries of Directors. The compensation for senior-level employees beyond that is determined by assessing individual performance, taking into account market data, experience, and previous compensation packages.

Components	Viyash
i. fixed pay and variable pay;	Yes
ii. sign-on bonuses or recruitment incentive payments	Case to case basis
iii. termination payments;	Leave Encashment, Payment in lieu of notice, gratuity
iv. clawbacks;	Advances, any unserved notice period
v. retirement benefits;	Provident Fund as per act, Gratuity as per the act, Leave Encashment

ANNUAL TOTAL COMPENSATION RATIO

(GRI 1 - 2.21)

Viyash's compensation strategy is centered on cultivating and promoting employee excellence and commitment. The company is deeply committed to ensuring that its employees receive fair and appropriate salaries and compensation packages. The ratio between the highest and average base salary at Viyash stands at 32:1.

Strategy, Policy & Practices

STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY

(GRI 1 - 2.22)

Viyash Life Sciences is dedicated towards the improvement of the quality of the built environment and implementing environmental protection measures, health and safety practices, community engagement initiatives, responsible sourcing, and committing to continuous improvement. It strives for a world where circular economy principles like recycling and innovatively reusing existing materials will become ingrained in all industries. This is one of the prime ways in which we can separate consumption from economic growth and bring into existence a truly sustainable planet.

POLICY COMMITMENTS

(GRI 1 - 2.23)

At Viyash Life Sciences, our unwavering commitment to upholding human rights is ingrained in our corporate values and operational principles. Our explicit policy on human rights aligns closely with the internationally recognised standards established by the Pharmaceutical Supply Chain Initiative (PSCI).

We acknowledge and address human rights across various stakeholder categories:

Employees: Our dedication to creating a safe and inclusive workplace underscores our commitment to preserving the rights and dignity of our employees. This entails ensuring equitable employment practices, non-discrimination, and establishing mechanisms for reporting and addressing grievances.

Local Communities: We hold the rights and well-being of the communities in which we operate in high regard. We engage in open dialogues with these communities to comprehend their needs and concerns, working collaboratively to find solutions.

Supply Chain Partners: We expect our supply chain partners to adhere to similar human rights principles and actively collaborate with them to ensure responsible sourcing and ethical business practices.

To ensure comprehensive understanding and alignment with our policies, these commitments are communicated throughout all levels of our organisation. For our employees, we incorporate discussions on our policy commitments into our induction programs for new hires. This covers various critical topics, including environmental sustainability, workplace safety, diversity and inclusion, and ethical business conduct. This allows new employees to gain a deep understanding of our expectations and values from the outset.

In addition to our internal communication efforts, we have established a Suppliers Code of Conduct for our business partners, including suppliers and contractors. This comprehensive code outlines our expectations related to ethical behaviour, environmental responsibility, Labour practices, and compliance with relevant laws and regulations. It serves as a guideline for our partners, reinforcing our commitment to ethical and responsible business practices throughout our supply chain.

EMBEDDING POLICY COMMITMENTS

(GRI 1 - 2.24)

Our policy commitments at Viyash Life Sciences are intricately woven into the fabric of our organisation, extending across various levels and relationships. Directors bear the significant responsibility of acting in the company's best interests while meticulously avoiding conflicts of interest. Independent Directors are held to the highest ethical standards, expected to exercise impartial judgment, safeguard stakeholder interests, and champion principles of good governance.

These exacting ethical standards also apply to our Senior Management Personnel, who are obligated to maintain confidentiality and refrain from activities that could tarnish the company's reputation. Our employees, likewise, are bound by these principles, conducting business with unwavering integrity, adhering to all legal obligations, and promptly reporting any violations. At Viyash Life Sciences, we take violations seriously and foster a culture where employees can report concerns without fear of retaliation.

Our policy commitments are seamlessly integrated into our organisational strategies, operational policies, and procedures, constituting fundamental elements of our corporate strategy. Every operational policy and procedure underscores our commitment to responsible business conduct, ensuring that each employee comprehends their role in upholding these commitments.

We also extend these policy commitments to our business relationships. In our partnerships, we explicitly communicate our expectations regarding responsible business conduct, engaging in dialogues with suppliers, contractors, and partners. This collaborative approach ensures alignment with our values and commitments, cultivating a shared responsibility for responsible conduct.

At Viyash Life Sciences, we place great importance on providing comprehensive training programs to employees at all levels. These programs underscore the significance of implementing our policy commitments and further reinforce our commitment to ethical and responsible business practices.

PROCESSES TO REMEDIATE NEGATIVE IMPACTS

(GRI 1 - 2.25)

At Viyash Life Sciences, we wholeheartedly embrace the responsibility for the environmental and social impacts of our operations. Our commitment extends to the diligent identification and mitigation of any negative impacts that may have resulted from our operations. We firmly stand by the principle of rectifying and cooperating in the remediation of such impacts.

Our Commitments:

- **Identifying Negative Impacts:** We have established robust monitoring and assessment processes to identify any adverse effects that our operations may have on the environment, communities, or other stakeholders.
- **Taking Responsibility:** When we detect negative impacts arising from our actions, we assume full responsibility for them. We acknowledge our role in these issues and pledge to find effective solutions.
- **Remediation and Cooperation:** We actively engage with relevant stakeholders, including affected communities, regulatory authorities, and other organisations, to collaboratively develop and execute remediation plans. These plans are designed to alleviate or rectify the negative impacts, promote sustainability, and uphold principles of fairness and justice.
- **Continuous Improvement:** We consider these commitments as an ongoing journey of learning and enhancement. We continually evaluate and adjust our policies and actions to prevent negative impacts in the future.

Our Approach to Identifying Grievances:

- **Open Communication Channels:** We maintain transparent and open channels of communication for all stakeholders, including employees, customers, suppliers, and the communities in which we operate. These channels facilitate the expression of concerns, feedback, or grievances.
- **Dedicated Contact Points:** Within our organisation, we have designated contact points responsible for receiving and documenting grievances. These contact points are easily accessible through various communication channels, such as email, phone, and in-person meetings.
- **Grievance Mechanisms:** Our internal grievance handling process ensures the systematic documentation, investigation, and swift resolution of grievances. Our employees are encouraged to use this mechanism to report workplace concerns.
- **Supplier Engagement:** We actively engage with our suppliers to address any concerns they may have. This collaborative approach strengthens our relationships and ensures a smooth and well-managed supply chain.

MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS (GRI 1 - 2.26)

At Viyash Life Sciences, we prioritise and value the reporting of concerns related to any facet of our business conduct. We are fully committed to addressing these concerns in a responsible and responsive manner. Our reporting mechanisms encompass:

- **Whistleblower Policy:** Viyash Life Sciences has established a robust whistleblower policy, providing a comprehensive framework for reporting any instances of unethical behaviour, misconduct, or concerns. This policy enables both employees and other stakeholders to report such matters without the fear of facing any form of retaliation.
- Reports can be submitted anonymously through a secure and confidential reporting channel. All Protected Disclosures should be addressed to the Compliance Officer in a sealed envelope marked as "Whistle Blower - Private & Confidential" or emailed to the Compliance Officer at compliance@viyash.com. In exceptional cases, where the Whistle Blower is not satisfied with the outcome of the investigation or the Protected Disclosures are against the Compliance Officer herself/himself, she/he can directly approach the Chief Executive Officer of the Company.
- **Open Communication Channels:** We maintain transparent and easily accessible communication channels to encourage individuals to come forward with their concerns. Our employees are actively encouraged to engage in open discussions with their supervisors, managers, or the human resources department, ensuring that concerns are promptly and confidentially addressed.

COMPLIANCE WITH LAWS AND REGULATIONS (GRI 1 - 2.27)

The management team at Viyash holds the responsibility for ensuring the company's adherence to Viyash's policies as well as pertinent national and international laws and regulations. Throughout the reporting period, all members of the management team reaffirmed their dedication to leading with the highest standards of integrity. Furthermore, to further emphasise our commitment to transparent and ethical business conduct, there were no instances of non-compliance with any national or international laws and regulations.

MEMBERSHIP ASSOCIATIONS (GRI 1 - 2.28)

We are proud to be affiliated with BDMAI and have established valuable partnerships with both Ramky Enviro Engineers Private Limited and the Jeedimetla Effluent Treatment Plant and also with Earthbox Ventures private limited as our authorised e-waste Handler. These collaborations exemplify our commitment to industry engagement and responsible environmental practices, reinforcing our dedication to sustainable operations.

Stakeholders engagement

APPROACH TO STAKEHOLDER ENGAGEMENT

(GRI 1 - 2.29)

While the company regularly engages with its various stakeholders as needed, there are no established guidelines and mechanisms for communication. Nevertheless, every stakeholder is approached in a manner tailored to their specific needs, and the communication process strictly adheres to the highest ethical standards as outlined in the code of conduct and the suppliers' code of conduct.

COLLECTIVE BARGAINING AGREEMENTS

(GRI 1 - 2.30)

At Viyash, every employee is afforded complete eligibility to partake in collective bargaining processes. This inclusive approach ensures that each eligible employee can actively engage in these negotiations, fostering an environment of open dialogue and collaboration across our workforce.





05. ECONOMIC PERFORMANCE

Economic Performance

GRI 201 : Economic Performance

TOPIC MANAGEMENT DISCLOSURES

01 EMPLOYEE BENEFITS AND LIABILITIES MANAGEMENT:

Viyash actively participates in the Central Provident Fund, a program administered by the Central Government. Contributions are made at a rate of 12% of the employee's basic salary, in strict adherence to regulatory guidelines. Viyash fulfils both its and the employee's obligations by depositing the requisite funds with the Regional Provident Fund Commissioner in Hyderabad. As a result, there exists no outstanding liability related to provident fund in Viyash's financial records.

02 EMPLOYEE GRATUITY TRUST:

Viyash has established the "Viyash Group Employee Gratuity Fund Trust," demonstrating its commitment to providing robust employee benefits. The company complies with the Payment of Gratuity Act, 1972, ensuring eligible employees receive gratuity. Those in continuous service for a period of five years are entitled to this benefit. The gratuity amount, payable upon retirement or termination, is calculated based on the employee's last drawn basic salary, prorated for 15 days, and multiplied by the years of service.

03 LIABILITIES AND ASSET ALLOCATION:

As of March 31, 2023, Viyash's total liabilities amount to Rs. 787.99 Lakhs, with a funded portion of Rs. 267.61 Lakhs and an unfunded portion of Rs. 520.38 Lakhs. Notably, 34% of these liabilities are covered by specifically allocated assets. An independent Actuary evaluates the liability of employee benefits, including gratuity and leave encashment, on an annual basis. Based on this actuarial valuation, the corresponding liabilities are accounted for in the company's financial records. Furthermore, each year in April/May, gratuity and leave benefits are computed for all employees, as of the last day of the financial year, following a similar actuarial assessment.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

(GRI 201 - 1)

In the fiscal year 2022-2023, Viyash successfully generated a direct economic value of 1205.8 Cr INR through the sale of its API, Intermediaries and specialised formulations catering to a diverse customer base comprising formulations companies. The distribution of Viyash's direct economic value is characterized by a significant allocation to employee wages and benefits, with over 2,000 employees contributing to various aspects of the company's operations.

Additionally, Viyash prioritises payments to providers of capital, including shareholders and lenders, enabling the funding of its operations and the exploration of new growth opportunities. The company also fulfils its financial obligations to governments globally by paying taxes and other fees.

As part of its strategic approach, Viyash allocates a portion of its direct economic value for reinvestment in the business. This reinvestment serves multiple purposes, including the development of innovative products and services, expansion into new markets, and enhancements to operational efficiency.

Viyash's commitment to value creation and distribution is evident in its multifaceted economic value distribution model. The company strives to benefit employees, shareholders, lenders, governments, and the wider community, reflecting a comprehensive and responsible approach to economic sustainability.

FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE

(GRI 201 - 2)



Material issue identified	Risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive/ negative financial implications)
Energy Management	Opportunity	Renewable Energy systems and energy efficient appliances are planned and implemented to ensure maximum efficiency of energy produced.	Procure renewable power through Solar Power units and transition to energy efficient machinery and appliances	Positive - Investing in renewable energy systems, energy-efficient appliances, and machinery has the potential to yield favourable results and lower operating costs in the long run.
GHG Emission Management	Risk	Increasing demand for products will lead to the need for increased manufacturing capacity and a subsequent increase in emissions.	Implementation of energy efficient technologies in processes.	Negative- increasing operating costs brought on by investments in more environmentally friendly technology and techniques for reducing emissions.
Water and Effluents	Risk	Water being a scarce resource on the planet and essential component of all processes, poses a risk to the future operations	Develop further plans and audits to ensure optimal efficiency of ZLD in all plants and develop other ways to ensure the conservation of water resources	Neutral - No immediate financial impact is anticipated, and we are taking steps to ensure efficient water management in order to keep this issue from becoming unmanageable.
Sustainable Supply Chain	Risk	Because of the product's reliance on the supply chain throughout its life cycle, a solid contingency plan is required to deal with unexpected scenarios that may interrupt the supply chain.	Developing strong evaluation methodology to analyse the implications of unexpected supply chain interruption and establish a complete contingency plan to avert substantial business harm. Conducting supplier evaluation in accordance with the industry standards of the sector-specific responsible supply chain initiatives.	Negative - Non-compliance with the emerging industry requirements of suppliers will potentially impact the partnership of the business in the long run. Responsible supply chain practices on the other hand will enable the company to deal with unforeseen supply chain disruptions and improve the company's social and environmental performance on a larger scale

DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS (GRI 201 - 3)

Viyash offers multiple benefits and retirement plans to its employees such as:

1. Viyash participates in the Central Provident Fund which is managed by the Central Government. Contributions are made to this provident fund for employees at the rate of 12% of basic salary as per regulations. The organisation discharges its own & and its employee liabilities by depositing with Regional Provident Fund Commissioner, Hyderabad.
2. Viyash has created an employee gratuity trust by the name "Viyash group employee gratuity fund trust". The Company provides gratuity for employees in India as per the Payment of Gratuity Act, 1972. Employees who are in continuous service for a period of 5 years are eligible for gratuity. The amount of gratuity payable on retirement/termination is the employees last drawn basic salary per month computed proportionately for 15 days salary multiplied for the number of years of service.

FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT (GRI 201 - 4)

Viyash has not received any financial assistance from the government in the reporting period.

GRI 202 : Market Presence

TOPIC MANAGEMENT DISCLOSURES

The Company has successfully instituted a robust corporate social responsibility (CSR) program that underscores its commitment to sustainable practices. During FY 23, significant efforts and resources were dedicated to key focus areas, notably Rural Development and Health and Community Welfare, amounting to INR 56.70 lacs. Additionally, the Company invested in Education and Skill Development initiatives.

It is worth noting that while the CSR endeavours are anticipated to yield positive impacts on the company's profitability, there is currently no established mechanism in place to quantitatively measure the CSR expenditures.

RATIOS OF STANDARD ENTRY-LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE (GRI 202 - 1)

Viyash Life Sciences upholds a commitment to fair compensation practices and compliance with Labour standards. At the entry level, our salary structure is determined based on qualifications and job roles, surpassing local minimum wage requirements. It is important to note that contract and temporary employees, particularly those categorised as unskilled Labour, receive compensation in alignment with minimum wage regulations. This practice ensures equitable remuneration for all employees, with a focus on providing fair wages commensurate with their roles and qualifications. Viyash recognises the significance of adhering to ethical Labour practices and strives to maintain transparent and equitable compensation policies for all workers, emphasising the importance of upholding Labour standards and fair treatment in the workplace.

PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY (GRI 202 - 2)

Viyash Life Sciences maintains a commitment to local talent engagement and transparent reporting practices. The selection of senior management at Viyash is solely determined by individual qualifications, skills, and experience, with no consideration for the employee's geographic location. The company also collects data to assess the proportion of senior management personnel recruited from the local community. In terms of senior management composition, all members of our senior management team, comprising the CEO, COO, Functional Heads, and Plant Heads, are Indian residents. This reflects Viyash's dedication to fostering a leadership team from the local community, emphasising a deep connection with the Indian context. The company's definition of significant locations of operation, in this context, is limited to India, reinforcing the commitment to local talent development and leadership within the country.

GRI 203 : Indirect Economic Impacts

INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED (GRI 203 - 1)

Viyash has implemented a sustainable corporate social responsibility (CSR) program. The focus areas during the reporting period are:

- Rural Development
- Health & Community welfare
- Education & Skill Development

SIGNIFICANT INDIRECT ECONOMIC IMPACTS (GRI 203 - 2)

Viyash's CSR initiatives have made significant contributions to the communities we operate in. However, we have not quantified economic benefits whether directly or indirectly accrued due to these initiatives.

GRI 204 :

Procurement Practices

TOPIC MANAGEMENT DISCLOSURES

In its commitment to responsible procurement practices, Viyash Life Sciences emphasises supporting local economies, as evidenced by the spending allocation on suppliers during the reporting period. The distribution, including 38.38% directed towards local manufacturers, 1.08% to overseas manufacturers, 32.11% to local traders, and 0.67% to overseas traders, reflects a strategic approach to create economic opportunities and strengthen regional industries. By dedicating a significant portion of spending to local businesses, Viyash not only contributes to the vitality of the communities in which it operates but also aligns with principles of responsible business conduct. This approach promotes sustainability, job creation, and economic resilience, showcasing Viyash's commitment to continuous improvement in procurement practices and its role in fostering robust local economies.

PROPORTION OF SPENDING ON LOCAL SUPPLIERS (GRI 204 - 1)

Viyash Life Sciences recognises the significance of supporting local economies through responsible procurement practices. In the reporting period, our spending allocation on suppliers reflects our commitment to engaging with local businesses and contributing to the growth of the communities in which we operate.

Spending Allocation:

- 38.38% of our procurement budget was directed towards local manufacturers, fostering partnerships that strengthen regional industries and create economic opportunities.
- 1.08% of our spending was allocated to overseas manufacturers, reflecting our commitment to a diverse and globally responsible supply chain.
- 32.11% of our budget was dedicated to local traders, promoting the vitality of local businesses and enhancing the economic fabric of our communities.
- 0.67% of our spending supported overseas traders, contributing to international partnerships while ensuring a balanced and sustainable procurement approach.

Local Economic Impact: Our emphasis on local suppliers underscores our dedication to stimulating local economies, creating jobs, and promoting sustainability within our supply chain.

Continuous Improvement: Viyash remains committed to continuous improvement in our procurement practices, seeking opportunities to further increase the proportion of spending on local suppliers.

By prioritising local suppliers, Viyash aligns with the principles of responsible business conduct, contributing to the well-being and resilience of the communities we operate in.

GRI 206 : Anti-competitive Behavior

TOPIC MANAGEMENT DISCLOSURES

During the reporting period, Viyash has maintained a commitment to ethical business practices and compliance with competition laws. No legal actions, either pending or completed, have identified the organisation as a participant in anti-competitive behaviour, anti-trust, or monopoly practices. Viyash strives to foster fair and transparent operations, contributing to a competitive marketplace while adhering to legal standards. This underscores our dedication to conducting business responsibly and ethically, ensuring a level playing field for all stakeholders.

LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLY PRACTICES (GRI 205 - 1)

During the reporting period, Viyash has not been involved in any legal actions regarding anti-competitive behaviour, anti-trust, or monopoly practices. No legal actions, either pending or completed, have identified the organisation as a participant in such activities. As a result, there are no main outcomes, decisions, or judgments to report in relation to legal actions of this nature. Viyash remains committed to ethical business practices and compliance with competition laws to ensure fair and transparent operations.

GRI 207 : Tax

TOPIC MANAGEMENT DISCLOSURES

Viyash adopts a comprehensive approach to tax management, overseen by a dedicated 3-member tax team responsible for compliance, including TDS, GST, and Advance Tax filings. Annual tax returns undergo rigorous review by tax auditors, with additional scrutiny from the Chief Financial Officer to ensure alignment with the organisation's tax strategy. Governance and risk related to tax matters are centralised under the Chief Financial Officer, with active engagement of the tax team. Stakeholder communication is prioritised, and the Board of Directors and Audit Committee receive regular updates on the overall tax liability for each legal entity. Viyash diligently adheres to country-by-country reporting, with entities primarily located in India, and Appco Pharma LLC in New Jersey, USA. This transparent and proactive approach underscores Viyash's commitment to responsible tax practices and stakeholder communication.

APPROACH TO TAX

(GRI 207 - 1)

Viyash has a dedicated 3 member tax team that is responsible for tax and compliance (such as TDS, GST, Advance Tax etc), & filings with respective authorities. The organisation's annual tax returns are reviewed by Tax auditors. In addition to this, the tax strategy is reviewed by the Chief Financial Officer.

TAX GOVERNANCE, CONTROL, AND RISK MANAGEMENT

(GRI 207 - 2)

All tax related queries relating to governance & risks at Viyash are handled by Chief Financial Officer with inputs from the Tax team.

In addition to that, Viyash engages tax auditors for all legal entities. The tax auditor prepares the organisation's mandated tax audit reports. This report contains a compliance summary and transaction level details for the financial Year, this eventually becomes part of income tax returns.

STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF CONCERNS RELATED TO TAX

(GRI 207 - 3)

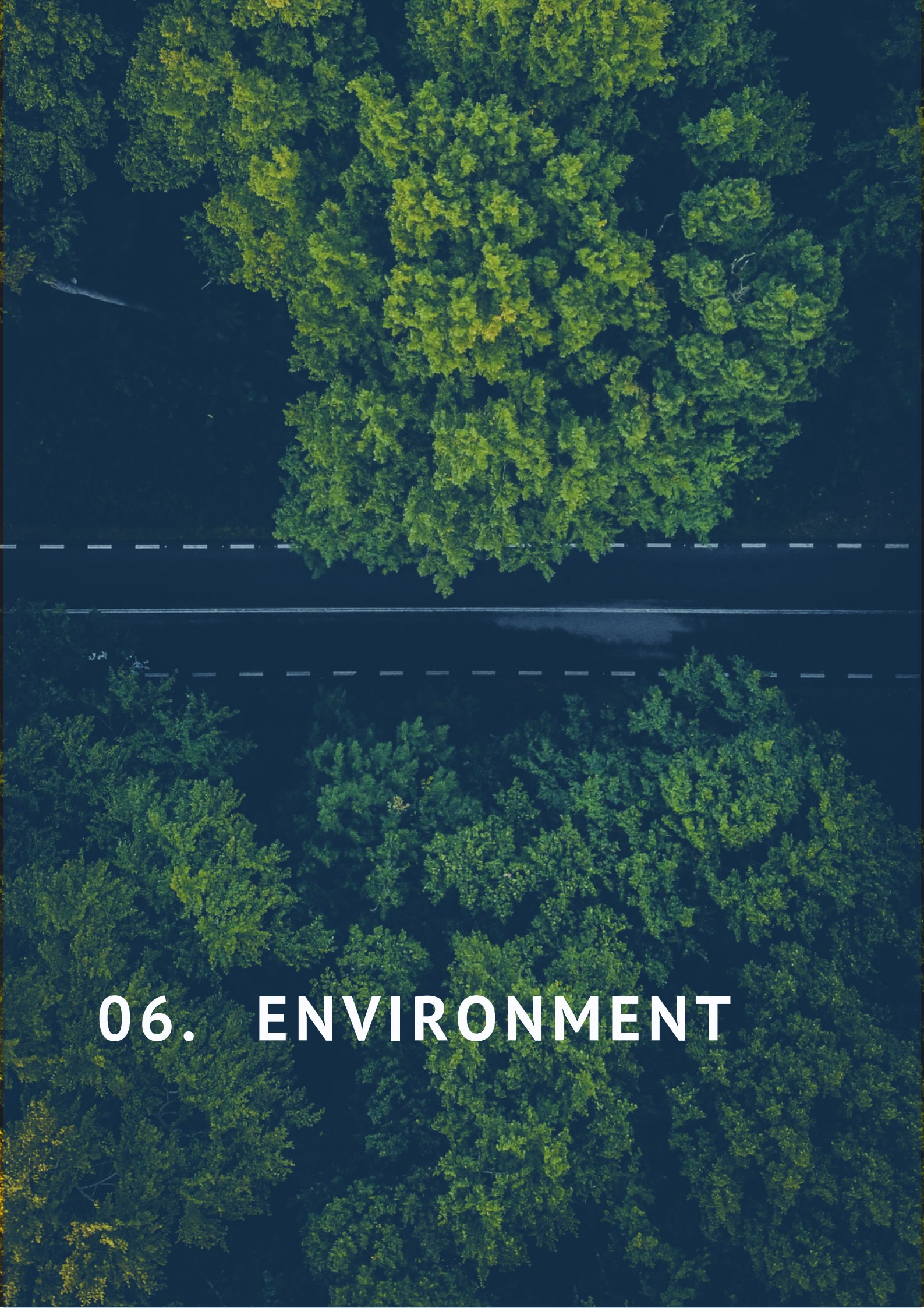
The Board of Directors and Audit Committee are updated with the overall tax liability by each legal entity for the financial year.

COUNTRY-BY-COUNTRY REPORTING

(GRI 207 - 4)

This report reflects the performance and initiatives of Viyash specific to its operations in India.





06. ENVIRONMENT

Environment

GRI 302 : Energy

TOPIC MANAGEMENT DISCLOSURES

Management Approach

Viyash is committed to managing its energy consumption and greenhouse gas emissions in a responsible manner.

Viyash believes that by managing its energy consumption and greenhouse gas emissions in a responsible manner, it can reduce its environmental impact and improve its long-term financial performance.

ENERGY CONSUMPTION WITHIN THE ORG.

(GRI 302 - 1)

Viyash consumed a total of 68,61,56.69 GJ of energy in 2022-23, broken down as follows:

Energy type	Quantity (MJ)	Percentage of total (%)
Electricity	12,93,35,051	18.85
Renewable energy	63,60,034	0.93
Diesel	1,03,50,077.64	1.51
Natural Gas	1,11,77,110	1.63
Coal	52,89,34,422.6	77.09

This initial dataset for 2022-23 functions as the baseline for measuring and reporting any future enhancements in energy efficiency and reductions in energy consumption. Viyash believes that by managing its energy consumption and greenhouse gas emissions in a responsible manner, it can reduce its environmental impact and improve its long-term financial performance. The company has a comprehensive energy management system in place that includes the following elements:

Environment policy

Viyash has a formal environment policy that sets out its commitment to energy efficiency and renewable energy.

ESG Committee

Viyash has a dedicated ESG Committee that is responsible for developing and implementing the company's Environmental management system. The team meets regularly to review the company's performance in its ESG aspects and to identify new opportunities such as energy efficiency, renewable energy, water conservation and waste management.

Energy efficiency and emission reduction targets:

Viyash is in the process of setting ambitious energy efficiency and emission reduction targets for itself. These targets will be reviewed and updated on a periodic basis.

Renewable energy

Viyash is committed to increasing its use of renewable energy. The company is currently using 0.93% renewable energy in its operations. The company plans to increase this percentage as per the set targets which will be disclosed in the forthcoming year.

Energy Consumption

Viyash's total energy consumption in 2023 was 686156.69 GJ. This energy was consumed in the following ways:

- Scope 1: 135695.08 GJ
- Scope 2: 550461.61 GJ

Greenhouse Gas Emissions

Viyash's Scope 1 greenhouse gas emissions from energy consumption in FY 2023 were 53362.70 tonnes of CO₂e. The company's Scope 2 greenhouse gas emissions from energy consumption in FY 2023 were 32333.76 tonnes of CO₂e.

Energy Reduction Initiatives

Viyash has implemented a number of energy reduction initiatives in recent years. These initiatives include:

- Installing energy-efficient lighting systems
- Reducing energy consumption in manufacturing processes
- Switching to renewable energy sources

Plans for Future Improvement

Viyash is committed to continuous improvement in its energy management. The company's plans for future improvement include:

- Setting ambitious energy efficiency targets
- Investing in new energy-efficient technologies
- Working with suppliers to reduce the energy footprint of the company's supply chain

ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION

(GRI 302 - 2)

In this initial financial reporting year, data concerning energy consumption beyond the organisation's boundaries has not been compiled and consolidated.

ENERGY INTENSITY

(GRI 302 - 3)

To assess energy efficiency, the energy intensity per rupee of turnover is calculated in Gigajoules per INR Cr (GJ/INR Cr). In FY 22-23, the energy intensity was 569 GJ/INR Cr, indicating that the company used 569 Gigajoules of energy to generate one Crore Indian Rupees in revenue. The energy consumption used earlier encompasses the use of energy within Viyash's organisational boundaries including direct generation of power using fuels as well as the energy procured from grid in the form of electricity.

REDUCTION OF ENERGY CONSUMPTION

(GRI 302 - 5)

Through our energy efficiency programs, Viyash Life Sciences has achieved significant reductions in energy consumption, showcasing our commitment to environmental sustainability.

Specifically, we have successfully saved 1,055,331 kilowatt-hours (KWH) of electricity, reduced diesel fuel consumption by 4,230 litres, lowered coal consumption by 1,152,000 kilograms (KGS), and achieved savings of 14,580 standard cubic meters (SCM) of Compressed Natural Gas (CNG). These accomplishments are the direct outcomes of our conservation and efficiency initiatives, underscoring our dedication to minimising our environmental impact and promoting sustainable practices.

Our electricity consumption reduction is attributed to various energy-saving initiatives and technology upgrades. In optimising our operations, we have notably decreased diesel consumption. Similarly, our focus on enhanced processes and the adoption of cleaner energy alternatives has led to a considerable reduction in coal consumption. Furthermore, the implementation of fuel efficiency programs has resulted in significant reductions in CNG consumption.

To calculate these reductions, we rely on daily readings from flow meters and energy meters installed at our facilities. These meters provide real-time data on energy consumption across various processes and equipment. We track our progress through this simple and effective method, enabling us to continuously analyse patterns and identify areas for improvement.

GRI 303 :

Water and Effluents

INTERACTIONS WITH WATER AS A SHARED RESOURCE

(GRI 303 - 1)

As a pharmaceutical industry reliant on substantial volumes of clean water, Viyash Life Sciences acknowledges the dual environmental and business risks associated with water stress. Recognising this challenge as an opportunity, we are committed to enhancing operational efficiency in freshwater utilisation and reducing effluent volumes generated during our processes. The inherent characteristics of pharmaceutical effluents raise concerns about potential environmental harm, particularly in regions experiencing water stress where we withdraw and discharge water.

We manage our effluents through established Zero Liquid Discharge (ZLD) processes within our units and common effluent treatment plants. Compliance with guidelines from the Central Pollution Control Board (CPCB) and local pollution control authorities is a cornerstone of our operations. We adhere strictly to standards set by regulatory bodies, transparently sharing effluent quality reports with relevant parties. Our commitment to responsible practices includes refraining from land-based effluent disposal. Before discharge, the quality of our effluents undergoes meticulous measurement and monitoring to meet regulatory requisites.

Looking ahead, Viyash has initiated a Water Reduction Program scheduled for the next financial year. This comprehensive initiative aims to reduce water consumption, aligning with industry best practices, public policy, and the specific water stress contexts of our operational areas. The program will involve the development of specific, measurable, and time-bound goals and targets to contribute to increased water savings potential.

MANAGEMENT OF WATER DISCHARGE RELATED IMPACTS

(GRI 303 - 2)

While our company does not have specific internally developed water quality standards or guidelines for effluent discharge, our commitment to managing water-related impacts is evident through established Zero Liquid Discharge (ZLD) processes. These processes are designed to minimise the environmental impact of our operations. Additionally, we prioritise strict compliance with local regulations and adhere to standards set forth by the Pollution Control Board and local pollution control authorities, ensuring the quality of our effluent discharge aligns with the prescribed norms.

TOPIC DISCLOSURES

WATER WITHDRAWAL

(GRI 303 - 3)

Water Withdrawal Sources	2022-23 (Megalitres)
Groundwater	46.76
Third-party water	210.95
Total	257.71

The comprehensive approach to water withdrawal underscores our dedication to minimising environmental impact and ensuring the efficient use of this vital resource.

WATER DISCHARGE

(GRI 303 - 4)

Viyash is committed to adopting environmentally responsible practices, particularly in managing effluents from our operations. Unlike discharging water directly into the environment, we prioritise sustainability through our treatment and management of effluents using the Zero Liquid Discharge (ZLD) process within our units and common effluent treatment plants. This approach ensures that water leaving our facilities undergoes rigorous treatment, minimising any potential adverse environmental impact.

Our operations align with the stringent guidelines set forth by regulatory authorities such as the Central Pollution Control Board (CPCB) and local pollution control authorities. By strictly adhering to the standards established by these bodies, we not only comply with regulatory requisites but also demonstrate our commitment to sustainability and environmental stewardship. Transparency is a key element of our sustainability practices, as we openly share detailed reports on the quality of effluents discharged with relevant stakeholders.

WATER CONSUMPTION

(GRI 303 - 5)

Sustainability is at the forefront of our water management practices, and our data compilation methodology reflects our commitment to precision and accountability:

Total Water Consumption: 257.71 Megalitres

1. Utilizing Electrical Flowmeters: We employ advanced Electrical Flowmeters strategically placed in key points of our water distribution infrastructure. These cutting-edge meters operate in real-time, delivering precise measurements of water flow, enabling us to accurately monitor and analyse our water consumption.
2. Recording and Data Preparation: To uphold the highest standards of accuracy, the readings from these Electrical Flowmeters undergo regular recording and meticulous preparation. Our systematic approach to data collection ensures that we maintain a detailed and reliable record of water consumption, allowing us to track usage patterns effectively. This commitment to accurate measurement and recording is fundamental to our sustainable water management practices, facilitating informed decision-making and promoting responsible resource usage.



GRI 305 : Emissions

TOPIC MANAGEMENT DISCLOSURES

Viyash is committed to managing its greenhouse gas emissions in a responsible manner. The company has a comprehensive emissions management system in place that includes the following elements:

- **Environment Policy:** The company has a formal environment policy that sets out its commitment to reducing its greenhouse gas emissions and mitigating climate change.
- **ESG Committee:** The company has a dedicated ESG Committee: that is responsible for developing and implementing the company's emissions management system. The team meets regularly to review the company's emissions performance and to identify new opportunities for emissions reduction.
- **Emissions reduction targets:** The company is in the process of setting emissions reduction targets for itself. These targets will be reviewed and updated regularly.

Direct emissions (Scope 1)

Viyash's total direct greenhouse gas emissions in 2022-23 were 53362.70 tonnes of CO₂e. These emissions came from the following sources:

- Combustion of fossil fuels for energy used in the production process.

Indirect emissions (Scope 2)

Viyash's total indirect greenhouse gas emissions from purchased electricity in 2022-23 were 32333.76 tonnes of CO₂e.

Viyash has implemented a number of emissions reduction initiatives in recent years, including

- Adoption of renewable energy sources for electricity requirements
- Improving energy efficiency in its manufacturing processes
- We have initiated the process of interacting with the suppliers to reduce the carbon footprint of our supply chain

Future plans

Viyash is committed to continuous improvement in its emissions management performance. The company's plans for future improvement include:

- Setting emissions reduction targets
- Investing in new emissions reduction technologies
- Working with policymakers to promote climate action

The company believes that by managing its greenhouse gas emissions in a responsible manner, it can reduce its environmental impact and improve its long-term financial performance.

TOPIC DISCLOSURES

DIRECT (SCOPE 1) GHG EMISSIONS

(GRI 305 - 1)

In the fiscal year 2022-23, Viyash reported a total of 53362.70 metric tonnes of CO2 equivalent in Scope 1 emissions. The primary contributors to these emissions are the various fuel sources employed in the company's day-to-day operations, including Diesel, Natural Gas, and Coal. As Viyash initiates its inaugural year of ESG reporting, the data from 2022-23 will serve as a baseline for all future comparisons. Viyash's unwavering commitment to the meticulous monitoring and effective mitigation of its Scope 1 emissions underscores the company's dedication to environmental stewardship and its proactive role in cultivating a more sustainable future.

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

(GRI 305 - 2)

In the fiscal year 2022-23, Viyash disclosed a total of 32,333.76 metric tonnes of CO2 equivalent in Scope 2 emissions. Acknowledging the significance of minimising these emissions, Viyash has substantially intensified its efforts to enhance energy efficiency and explore supplementary renewable energy sources. Through these proactive initiatives and an unwavering commitment to continuous vigilance, Viyash is devoted to mitigating its Scope 2 emissions, in harmony with its sustainability goals and a proactive stance on environmental responsibility.

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

(GRI 305 - 3)

In this initial reporting year, Viyash has not compiled data for reporting on its Scope 3 emissions in the fiscal year. Nonetheless, the company is proactively working to delineate the scope and collect pertinent data for reporting on Scope 3 emissions in the forthcoming financial year of 2023-24. Viyash's dedication to transparency and sustainability propels its initiatives to address and report on all facets of its environmental impact, encompassing Scope 3 emissions, in the imminent future.

GHG EMISSIONS INTENSITY

(GRI 305 - 4)

In FY 22-23, Viyash reported a combined total of 71.07 metric tonnes of CO2 equivalent per INR Crore of turnover for Scope 1 and Scope 2 emissions.

REDUCTION OF GHG EMISSIONS

(GRI 305 - 5)

This being the inaugural year for Viyash for reporting its ESG performance, reduction in CO2e emission are not being calculated. The data obtained for this year will serve as a baseline for reduction in emissions in the forthcoming years.

EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)

(GRI 305 - 6)

This being the inaugural year for Viyash for reporting its ESG performance, emissions from ozone-depleting substances (ODS) are not being calculated. The company is setting up mechanisms to ensure the reporting of data in the forthcoming years.

NITROGEN OXIDES (NOX), SULPHUR OXIDES (SOX), AND OTHER

(GRI 305 - 7)

Viyash Life Sciences remains committed to proactively addressing air quality concerns and strives for continuous improvement in its emissions management. The reported data serves as a baseline for future comparisons and underscores Viyash's responsibility in safeguarding the environment.

Emission Category	Units	2022-23
NOx	µg/m ³	25.7
SOx	µg/m ³	19.93
Particulate matter (PM 2.5)	µg/m ³	25.6

GRI 306 : Waste

TOPIC MANAGEMENT DISCLOSURES

WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS (GRI 306 - 1)

As a pharmaceutical company, we recognise the critical importance of addressing environmental sustainability, specifically in the context of waste management, within our operational framework. Presently, we are actively engaged in the ongoing assessment and mitigation of our waste-related impacts, although our efforts in this regard have not yet been fully extended to encompass our entire value chain. The following provides a comprehensive overview of our waste-related impacts and their nexus with both our operational processes and value chain:

i. Inputs, Activities, and Outputs Leading to Waste Impacts:

- Our substantial waste-related impacts primarily emanate from key sources within our organisation:
- **Production Process:** Operating across 8 manufacturing units, our production of APIs and Intermediates involves intricate chemical processes and material inputs. This operational aspect results in the generation of waste, including process by-products, excess raw materials, and used chemical containers.
- **Packaging and Logistics:** The packaging and transportation of our products to customers and distributors contribute to the generation of waste materials, encompassing items such as cardboard, plastic, and, on occasion, waste resulting from expired products.
- **Maintenance and Facility Operations:** Routine maintenance and facility operations can lead to the generation of waste, including discarded equipment components, obsolete machinery, and consumable items.

ii. **Relation of Impacts to Value Chain:** As of the current status, our waste-related impacts primarily pertain to the waste generated from our internal activities, including manufacturing, packaging, and maintenance. It is important to note that a comprehensive assessment of waste generated upstream (e.g., by suppliers) or downstream (e.g., by customers or end-users) in our value chain is yet to be undertaken.

MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS (GRI 306 - 2)

At present, our waste-related impacts predominantly stem from activities conducted within our organisation, encompassing manufacturing, packaging, and maintenance processes. Notably, we have not undertaken a comprehensive evaluation of waste generated upstream (e.g., by suppliers) or downstream (e.g., by customers or end-users) within our value chain.

We are committed to ensuring responsible waste management in strict adherence to both contractual agreements and legislative requirements. Waste generated from our manufacturing units is effectively managed through internal processes and collaboration with third-party vendors, aligning with our dedication to environmental responsibility for both hazardous and non-hazardous waste streams.

Internal Waste Management (Zero Liquid Discharge - ZLD Plants):

6 of our manufacturing units are equipped with Zero Liquid Discharge (ZLD) plants, a proactive approach to treat and manage effluent within our facilities. The ZLD process guarantees high-quality treatment of liquid waste, minimising environmental impact, and complying with regulatory standards. Our internal teams meticulously oversee ZLD plant operations to ensure effective waste management.

Common Effluent Treatment Plants (CETPs):

In compliance with recommendations and guidelines from the Pollution Control Board (PCB), we engage in partnerships with Common Effluent Treatment Plants (CETPs) in select units. These shared facilities cater to effluent treatment from multiple industrial sources, including our manufacturing units. Operationalized under contractual agreements, these CETPs strictly adhere to guidelines for waste treatment and disposal, aligning with regulatory stipulations.

Third-Party Waste Management Vendors:

For both hazardous and non-hazardous waste, we implement a stringent process to select third-party vendors based on their waste management capabilities and commitment to contractual and legislative obligations. Engaging authorised third-party vendors specialising in waste management ensures compliance with State Pollution Control Board recommendations. This involves thorough documentation and reporting of waste disposal activities.

Additionally, we have an internal reporting system monitored at the corporate level to uphold transparency and accountability in waste management practices.

TOPIC DISCLOSURES

WASTE GENERATED

(GRI 306 - 3)

Waste Type	Quantity (tons)
Hazardous Waste	9,278
Alternate Fuel	3,783
- Recycling	60
Evaporation Salts and ETP Sludge	1,800
- Mixed Solvents	2,536
- Disposal (Coal Ash sent to brick manufacturing unit for reuse)	1,099
Non-Hazardous Waste	99
- Composting (Gardening and Canteen Waste)	48
- Recycling/Sale to Third Parties	51

WASTE DIVERTED FROM DISPOSAL

(GRI 306 - 4)

Waste Type	Disposal Method	Quantity (tons)
Hazardous Waste Diverted from disposal		7,478
Alternate Fuel	Co-processing	3,783
- Recycling	Hazardous Chemicals Containers and Liners (sale to authorised third parties for reuse or recovery or recycling)	60
- Mixed Solvents	Sale to authorised third parties for reuse or recovery	2,536
- Disposal (Coal Ash sent to brick manufacturing unit for reuse)		1,099
Non-Hazardous Waste Diverted from Disposal		99
- Composting (Gardening and Canteen Waste)		48
- Recycling/Sale to Third Parties		51

The waste management data indicates a comprehensive approach to sustainability, with a significant emphasis on diverting both hazardous and non-hazardous waste from disposal. Co-processing and recycling initiatives for hazardous waste, such as alternate fuel production and sale of containers and liners to authorised third parties for reuse, showcase a commitment to circular economy principles.

The disposal of fly ash to brick manufacturing facilities contributes to the circular use of waste, emphasising the importance of responsible waste management practices. Furthermore, the diversion of non-hazardous waste through composting, recycling, and sale to third parties reflects a multi-faceted strategy for minimising environmental impact.

The data underscores a proactive effort to not only manage waste responsibly but also explore opportunities for reuse and recovery, aligning with broader sustainability goals. The inclusion of specific methods, such as co-processing and sale to authorised third parties, highlights a strategic and environmentally conscious waste management approach within the organisation.

WASTE DIVERTED TO DISPOSAL

(GRI 306 - 5)

Viyash demonstrates a commendable commitment to responsible waste management practices as evidenced by its comprehensive waste management strategy. Contrary to simply disposing of waste, Viyash has adopted a holistic approach where all generated waste is systematically directed towards sustainable channels.

Waste Type	Disposal Method	Quantity (tons)
Evaporation Salts and ETP Sludge	Waste Diverted to Landfill	1800

Moreover, Viyash's engagement in circular economy practices is evident in its disposal of fly ash to brick manufacturing facilities, promoting the reuse of waste materials. Non-hazardous waste is efficiently managed through various sustainable methods such as composting, recycling, and sale to third parties. This multifaceted approach emphasises Viyash's dedication to minimising its environmental footprint and fostering responsible waste practices. By collaborating with waste management vendors, Viyash ensures that waste is handled by specialised entities adhering to recommended guidelines. This commitment to external collaboration demonstrates a conscientious effort to guarantee that waste is managed responsibly beyond the organisation's boundaries. Additionally, the internal recycling and reuse initiatives further underline Viyash's dedication to sustainable waste management practices within its operations.

In summary, Viyash's approach to waste management reflects a proactive and environmentally responsible stance, aligning with broader sustainability objectives and contributing to the organisation's commitment to environmental responsibility.

The background features a series of overlapping triangles. The top portion is a solid dark red. Below it, three overlapping triangles point downwards, each a different shade of blue, creating a layered effect. The bottom-most triangle is a light, pale blue.

07. SOCIAL

Social

GRI 401 : Employment

TOPIC MANAGEMENT DISCLOSURES

Viyash experienced a dynamic workforce during the reporting period, with the addition of 336 new employees. However, a noteworthy turnover rate of 16.41% suggests a proportion of departures within the same timeframe, prompting an exploration of factors influencing employee retention. While the influx of new talent reflects adaptability and growth, addressing retention factors is crucial for fostering a stable and motivated workforce. Comprehensive benefits, including healthcare, accident insurance, disability and invalidity coverage, parental leave, and retirement provisions, are extended to all permanent employees. Parental leave policies, offering maternity leave of 26 weeks, emphasise Viyash's commitment to supporting work-life balance. During the review period, 14 female employees availed of maternity leave, all of whom returned to work and continue to contribute to Viyash's success.

TOPIC DISCLOSURES

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

(GRI 401 - 1)

Viyash exhibited dynamic workforce trends during the reporting period, onboarding 336 new employees. However, a notable employee turnover rate of 16.41% indicates a proportion of departures within the same timeframe. This turnover rate prompts consideration of factors influencing employee retention, potentially reflecting challenges or shifts in the job market. While the influx of new talent signifies adaptability and growth, understanding and addressing retention factors will be pivotal for Viyash to foster a stable and motivated workforce.

BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES

(GRI 401 - 2)

Viyash provides healthcare, accident insurance, disability and invalidity coverage, parental leave to all its employees and workers, and retirement provision to all its permanent employees.

PARENTAL LEAVE

(GRI 401 - 3)

Parental leave is provided to all permanent employees. Viyash provides Maternity leave of 26 weeks. 14 female employees went on Maternity leave during the review period. These employees returned to work after the leave and continued to work at Viyash.

GRI 402 :

Labour/Management Relations

TOPIC MANAGEMENT DISCLOSURES

Viyash prioritises transparent and constructive Labour/management relations. In line with this commitment, the company provides its employees with a notice period of 4-5 weeks concerning the implementation of significant changes in operational activities. This practice aims to minimise disruption and facilitate smooth transitions. It is noteworthy that during the reporting period, there were no instances requiring the implementation of such notice periods, reflecting the stability and proactive communication within our labour/management relations.

TOPIC DISCLOSURES

MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES

(GRI 402 - 1)

To not cause any disruption to our business, Viyash gives its employees 4 - 5 weeks of notice regarding implementation of any significant change in operational activities. However, there were no such incidences during the reporting period.

GRI 403 : Occupational Health & Safety

TOPIC MANAGEMENT DISCLOSURES

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

(GRI 403 - 1)

Viash Life Sciences is dedicated to upholding the safety, health, and well-being of our employees and stakeholders engaged in our operations. Our commitment is formally recognised through ISO 45001 certification across all operational sites.

We have implemented a robust Occupational Health and Safety Management System (OHSMS) aligned with the globally recognised ISO 45001 standard. This certification not only complies with stringent requirements but also reflects our steadfast dedication to fostering a safe and healthy workplace.

The establishment of our OHSMS is driven not only by legal obligations but also by our deep-seated belief in the paramount importance of providing a secure and healthy environment for our employees and workers. Occupational health and safety are integral aspects of our corporate culture, with the ISO 45001 framework seamlessly aligning with our values and objectives. Furthermore, all recommendations from internal and external audits are diligently tracked through the CAPA tracker, an integral part of our EHS management system.

Key Features of Our Occupational Health and Safety Management System:

- **Hazard Identification and Risk Assessment:** We proactively conduct regular hazard assessments to identify potential risks within our manufacturing processes and workplaces. This ensures that risks are mitigated, and necessary controls are in place.
- **Legal Compliance:** Rigorous adherence to all relevant occupational health and safety laws and regulations is non-negotiable in our operations. Our OHSMS helps ensure that we not only meet but exceed legal requirements.
- **Employee Involvement:** Actively engaging our employees and workers in the development and continuous improvement of our OHSMS is crucial. Employee input and feedback are invaluable in identifying potential hazards and enhancing our safety measures.
- **Training and Awareness:** We provide comprehensive training to our employees and workers to ensure they are well-informed about occupational health and safety protocols. This empowers them to contribute to a safer work environment.
- **Incident Reporting and Investigation:** Maintaining a stringent incident reporting system, we thoroughly investigate any incidents to identify root causes and prevent recurrence. Lessons learned from such incidents are seamlessly integrated into our OHSMS.

HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

(GRI 403 - 2)

We recognise the significance of identifying work-related hazards, assessing risks, and responding to incidents in maintaining a safe and sustainable work environment.

Processes for Hazard Identification and Risk Assessment:

Viyash Life Sciences conducts routine and non-routine hazard identification and risk assessment processes across our operations. These processes encompass regular evaluations and assessments triggered by changes in processes, procedures, or external factors that may impact safety.

Adhering to the recognised framework of the hierarchy of controls, our processes aim to eliminate hazards whenever feasible. When elimination is not possible, we focus on minimising risks through the implementation of engineering controls, administrative controls, and personal protective equipment (PPE).

Quality Assurance and Competency:

We prioritise the quality of our hazard identification and risk assessment processes. To maintain and continually improve these processes, we implement rigorous quality assurance measures, including regular internal audits and assessments, ensuring alignment with industry best practices and relevant regulations.

Our personnel responsible for hazard identification and risk assessments undergo rigorous training and certification in their respective fields. We emphasise competence, ensuring that our team members possess the necessary skills and knowledge to effectively perform their roles.

Utilizing Results for Improvement:

The results of our hazard identification and risk assessment processes play a crucial role in the continuous improvement of our Occupational Health and Safety Management System (OHSMS). Lessons learned from these assessments are invaluable in refining our safety protocols, procedures, and controls.

OCCUPATIONAL HEALTH SERVICES

(GRI 403 - 3)

At Viyash Life Sciences, we are dedicated to providing comprehensive occupational health services that play a crucial role in safeguarding the health, safety, and well-being of our workforce. Our occupational health services are meticulously designed to identify and mitigate hazards, minimise risks, and foster a culture of well-being within our organisation.

Key Functions of Our Occupational Health Services:

Health Surveillance: Our occupational health services encompass regular health assessments and screenings for our employees and workers. These assessments serve as vital tools in identifying potential health risks early on, enabling us to proactively address health concerns before they escalate.

Hazard Identification: We've adopted a thorough method to find health risks at work. We use qualitative assessments to understand how chemicals might affect health. By pinpointing these hazards, we can take targeted actions to mitigate risks and protect our employees.

Injury and Illness Prevention: Our dedicated occupational health services team plays a pivotal role in educating employees and workers about injury prevention and overall wellness. We actively promote a healthy lifestyle and provide guidance on safe work practices, ensuring that our workforce is well-equipped to prevent injuries and illnesses.

Our employees and workers are strongly encouraged to seek out these services without hesitation whenever they require assistance or have health-related concerns.

WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

(GRI 403 - 4)

At Viyash Life Sciences, we hold a strong belief that our employees and workers are our most valuable assets, and their active involvement in shaping our occupational health and safety (OHS) practices is of utmost importance. We have established straightforward and effective mechanisms to engage workers in the development, implementation, and evaluation of our OHS management system.

Open Dialogue: Encouraging an open dialogue among workers, supervisors, and management regarding OHS matters is a priority. Regular meetings and

discussions provide a platform for workers to share their insights, express concerns, and offer suggestions related to safety.

Communication Channels: We maintain accessible communication channels to keep workers well-informed about OHS matters. Information on safety policies, procedures, and updates is readily available through notice boards and emails.

Training and Awareness: Regular training programs and toolbox talks ensure that workers are aware of potential hazards and safe work practices. Employees are educated about their rights and responsibilities within the context of OHS.

Safety Committees: In line with our commitment to worker participation, we have established formal joint management-worker health and safety committees in all our operational units.

The safety committees comprise an equal number of representatives from both management and workers. The unit head serves as the chairman of the committee, ensuring leadership involvement and support. The secretary of the committee is the Site EHS lead, responsible for facilitating communication and coordination. Committee members are drawn from various departments, including Production, Maintenance, Store/Purchase, and others, ensuring diverse representation.

The responsibilities of our safety committee are comprehensive and include but are not limited to:

- Reviewing and updating procedures to reflect the latest best practices and regulatory requirements.
- Discussing and implementing safety improvement initiatives to enhance our workplace safety culture continually.
- Reviewing incident reports and recommending corrective actions to prevent recurrences.
- Ensuring compliance with Occupational Health and Safety (OHS) regulations and standards, both internal and external.

Our safety committee meetings are held on a regular basis, with a monthly meeting frequency. This frequent interaction ensures that safety matters are continually addressed, and timely actions are taken to maintain a safe and healthy workplace.

These committees have decision-making authority in areas directly related to OHS within our manufacturing units. The decisions made by these committees are taken seriously, and they hold a significant role in shaping our safety practices.

WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY (GRI 403 - 5)

Our dedication to occupational health and safety encompasses the implementation of comprehensive training programs for both regular and contract employees. These initiatives are crafted to empower our workforce with the knowledge and skills necessary to mitigate risks and cultivate a secure work environment.

Upon joining Viyash Life Sciences, all employees, regardless of their roles, undergo induction training. This training covers fundamental safety principles, emergency response procedures, safe work practices, and the proper utilisation of personal protective equipment (PPE). It ensures that every employee establishes a strong foundation in workplace safety.

In addition to generic training, we offer specialised training tailored to address specific work-related hazards, hazardous activities, and situations. This customized training is designed to meet the unique needs of each department or job role.

In the reporting period, Viyash Life Sciences invested a total of 14,658 training man-hours in occupational health and safety training programs. This training effort involved a combined workforce of 2,040 individuals, including both regular and contract employees. As a result, the average OHS training duration per employee stood at 7.1 hours.

PROMOTION OF WORKER HEALTH (GRI 403 - 6)

Our health insurance plan guarantees comprehensive coverage for our employees and their families, offering access to a diverse array of non-occupational medical and healthcare services. This encompassing coverage includes hospitalisation, family coverage, and a network of healthcare providers. Notably, specific voluntary health promotion services are not provided under this plan.

PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS (GRI 403 - 7)

Recognising the interconnectedness of occupational health and safety impacts within our business relationships, we prioritise prevention and mitigation strategies. Through collaborative efforts with employees, workers, suppliers, contractors, and other stakeholders, we ensure that our stringent safety standards are upheld throughout the operations and value chain. This involves facilitating comprehensive training programs for all parties involved, fostering an open dialogue to address potential hazards, and establishing joint health and safety committees. Furthermore, our emphasis on proactive hazard identification and risk assessment processes contributes to the prevention of occupational health and safety impacts, fostering a culture of well-being that resonates across our extended business relationships.

TOPIC DISCLOSURES

WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

(GRI 403 - 8)

100% of Viyash Life Sciences's employees and workers are covered by the occupational health and safety management system.

WORK-RELATED INJURIES

(GRI 403 - 9)

PERMANENT EMPLOYEES

Metric	Result in Reporting Period
Number of fatalities	1
Fatality rate (per 200,000 Man-Hours)	0.053%
High-consequence work-related injury rate	0.0%
Number of high-consequence work-related injuries (excluding fatalities)	0
Number of recordable work-related injuries	3
Recordable work-related injury rate	0.16%
Main types of work-related injuries	Chemical spills and exposure
Number of hours worked	3,768,145

CONTRACT EMPLOYEES

Metric	Result in Reporting Period
Number of fatalities	0
Fatality rate (per 200,000 Man-Hours)	0.0%
Number of high-consequence work-related injuries (excluding fatalities)	1
High-consequence work-related injury rate	0.066%
Number of recordable work-related injuries	3
Recordable work-related injury rate	0.2%
Main types of work-related injuries	Chemical spills and exposure
Number of hours worked	2,998,252

WORK-RELATED ILL HEALTH

(GRI 403 - 10)

Viyash experienced 0 incidents of work-related ill-health amongst employees and workers.

GRI 404 : Training and Education

TOPIC MANAGEMENT DISCLOSURES

Viyash is committed to employee development through comprehensive training and education programs. On average, each employee receives 27 hours of training annually. In terms of skill upgrading, permanent employees, and workers participated in training programs covering areas such as GMP, Employee Health and Safety, and Anti-Corruption. Additionally, during the reporting period, 84% of eligible employees, comprising 11% female and 89% male employees, underwent regular performance and career development reviews. These initiatives underline our dedication to nurturing a skilled and empowered workforce through continuous learning and professional growth opportunities.

TOPIC DISCLOSURES

AVERAGE HOUR OF TRAINING PER YEAR PER EMPLOYEE

(GRI 404 - 1)

Viyash provides an average training of 27 hours per employee.

PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS

(GRI 404 - 2)

For skill improvement, permanent employees and workers took part in training sessions focusing on GMP, Employee Health and Safety, Anti-Corruption, Code of Conduct, Policy on sexual Harassment of women at workplace, Whistle Blower Policy, and Gift Policy.

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

(GRI 404 - 3)

During the reporting period, the total number of employees who were eligible for a performance review were 1247. Around 84% of employees were covered under this performance review process, out of which 11% were female employees and 89% were male employees.

GRI 405 :

Diversity and Equal Opportunity

TOPIC DISCLOSURES

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

(GRI 405 - 1)

Percentage of employees under categories

	Male	Female
Gender	92.8%	7.2%
Under 30 years old	23.5%	4.8%
30-50 years old	65.8%	2.4%
Over 50 years old	3.6%	0%

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN (GRI 405 - 2)

Viyash doesn't discriminate amongst our employees. When an employee is hired into the organisation, through campus hiring or off-campus hiring/lateral hiring, the remuneration for the male and female employees is the same.

GRI 406 : Non-discrimination

TOPIC MANAGEMENT DISCLOSURES

The company recognises that promoting diversity and inclusion is not only an ethical imperative but also essential for fostering a productive work environment. Viyash's non-discrimination policies are designed to ensure that all employees and stakeholders are treated fairly and equitably, regardless of their race, gender, ethnicity, religion, disability, or any other characteristic. The company's Human Resources department actively implements measures to prevent any form of discrimination during recruitment, hiring, promotion, and other employment practices. When hiring employees, we do not discriminate in terms of the remuneration of male and female employees. By upholding these practices and policies, Viyash strives to create a workplace culture that values inclusivity, respects individual differences, and promotes equal opportunities for all, fostering an environment where every employee can thrive and contribute their best to the company's success.

TOPIC DISCLOSURES

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN (GRI 406 - 1)

During the reporting period 2022-23, Viyash conducted thorough internal monitoring and assessments across all its facilities, and the results were encouraging. Zero cases of discrimination were identified during these evaluations. Moreover, there were no complaints raised to the Human Resources department regarding any discriminatory incidents at any of Viyash's locations.

GRI 407 : Freedom of Association and Collective Bargaining

TOPIC MANAGEMENT DISCLOSURES

Viyash actively promotes awareness of freedom of association and collective bargaining, fostering an environment that respects these rights. Currently, our organisation has one recognised union, demonstrating our commitment to upholding the principles of freedom of association and collective bargaining. We prioritise open communication and collaboration, ensuring that our employees have the right to organize and bargain collectively, contributing to a harmonious and inclusive workplace.

TOPIC DISCLOSURES

OPERATIONS AND SUPPLIERS IN WHICH THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK (GRI 407 - 1)

Viyash provides awareness regarding freedom of association and collective bargaining through various forums and policies. Currently, we have one recognised union in the organisation.

GRI 408 : Child Labour

TOPIC MANAGEMENT DISCLOSURES

Viyash is committed to promoting a child-labour free workplace and has guidelines and systems in place to identify any breach to the same across any part of our facilities.

So far, we have received no complaints from employees or workers regarding child labour within the organisation.

OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOUR. (GRI 408 - 1)

Viyash has strict policies to not promote and hire employees below the age of 18 years and we have implemented guidelines and systems to arrest this. We have received no complaints from employees or workers regarding this issue, highlighting the company's commitment to an ethical, child labour-free workplace.

GRI 409 : Forced or Compulsory Labour

TOPIC MANAGEMENT DISCLOSURES

Viyash is committed to promoting a workplace that is free from forced or compulsory labour and has guidelines and systems in place to identify any breach to the same across any part of our facilities.

So far, we have received no complaints from employees or workers regarding Forced or Compulsory Labour within the organization. Employees are informed regarding their notice period and other benefits in their appointment contracts.

OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOUR (GRI 409 - 1)

Viyash doesn't encourage any forced or compulsory labour. We provide information and awareness to employees through our company policies and this commitment is also mentioned in their appointment contracts. We provide them clear information regarding their notice period and other benefits.

GRI 413 : Local Communities

TOPIC MANAGEMENT DISCLOSURES

Viyash Life Sciences prioritizes positive engagement with local communities, conducting regular stakeholder dialogues and collaborative forums to address needs and concerns. We are actively involved in comprehensive impact assessments, considering environmental and social aspects, demonstrating our commitment to responsible operations. Additionally, our proactive approach identifies and addresses negative impacts through regular assessments, collaboration with stakeholders, and immediate implementation of mitigation measures. Open communication channels and community engagement remain integral, emphasizing transparency and continuous improvement to minimize negative impacts. Viyash's commitment to sustainable business practices reflects our dedication to corporate social responsibility and creating shared value in the communities we operate in.

TOPIC DISCLOSURES

OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS

(GRI 413 - 1)

Viyash Life Sciences recognises the significance of fostering positive relationships with local communities. Throughout the reporting period, our operations actively engaged with local communities through a multifaceted approach.

Engagement Initiatives:

- Viyash conducts regular stakeholder dialogues to understand community needs, concerns, and expectations.
- Collaborative forums were organised, enabling transparent communication and addressing community queries.

Impact Assessments: Viyash regularly conducts comprehensive impact assessments to identify and mitigate potential adverse effects on local communities arising from our operations. The assessments consider aspects such as environmental impact.

Viyash remains committed to responsible and sustainable operations, acknowledging the integral role of local communities in our business ecosystem. Our continuous engagement, impact assessments, and development programs underscore our dedication to creating shared value and contributing positively to the communities where we operate.*

OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES

(GRI 413 - 2)

Viyash Life Sciences is committed to understanding and addressing any negative impacts our operations may have on local communities. As this is the inaugural year of reporting, data demonstrating operations with significant actual and potential negative impacts on local communities are not currently available completely and hence are not being disclosed.

GRI 416 :

Customer Health and Safety

TOPIC MANAGEMENT DISCLOSURES

Viyash Life Sciences prioritises consumer health and safety through rigorous assessments of product and service impacts. Our comprehensive process involves risk identification, regulatory compliance, and continuous improvement. We are dedicated to transparent communication, consumer education, and stakeholder engagement, setting benchmarks for safety. In the reporting period, we are pleased to report zero incidents of non-compliance, demonstrating our commitment to preventive measures, stringent controls, and alignment with regulations. Regular audits, transparent communication, and a culture of compliance underscore our dedication to the highest health and safety standards, ensuring the well-being of consumers.

TOPIC DISCLOSURES

ASSESSMENT OF THE HEALTH AND SAFETY IMPACTS OF PRODUCT AND SERVICE CATEGORIES (GRI 416 - 1)

Our business primarily operates on a business-to-business (B2B) model, meaning our products don't directly reach end consumers. Despite this, we acknowledge our responsibility for ensuring the health and safety of those using our products along the supply chain. Our commitment lies in delivering safe and top-quality materials to our customers, who integrate our products into their processes. We consistently evaluate the health and safety impacts of our products, aiming to meet or surpass industry standards and regulatory demands. This assessment process involves close collaboration with our B2B customers, understanding their unique needs and requirements.

INCIDENTS OF NON-COMPLIANCE CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES (GRI 416 - 2)

During the reporting period, Viyash Life Sciences is pleased to report that there were no incidents of non-compliance concerning the health and safety impacts of our products and services. As part of our commitment to the well-being of consumers and stakeholders, we maintain a rigorous compliance monitoring system, conducting regular audits and assessments. Our preventive measures, stringent quality controls, and alignment with local and international health and safety regulations contribute to a robust framework that ensures the absence of compliance incidents. Viyash emphasises transparent communication with regulatory bodies, consumers, and stakeholders, underscoring our dedication to responsible business practices. Our continuous improvement initiatives focus on refining systems, staying updated on evolving regulations, and fostering a culture of compliance, reinforcing our commitment to the highest health and safety standards.

GRI 417 : Marketing and Labelling

TOPIC MANAGEMENT DISCLOSURES

Viyash Life Sciences underscores its commitment to transparency and responsible practices. Our product information and labelling procedures prioritise clarity, notably through comprehensive Safety Data Sheets (SDS). This inaugural reporting year saw no incidents of non-compliance regarding product and service information and labelling, reflecting our proactive approach and robust mechanisms for data procurement and reporting. Furthermore, our marketing communications remained fully compliant with regulations and voluntary codes, recording zero incidents of non-compliance. This exemplary record highlights our dedication to ethical standards and transparent business practices, setting the tone for our sustainability reporting journey.

TOPIC DISCLOSURES

REQUIREMENTS FOR PRODUCT AND SERVICE INFORMATION AND LABELLING (GRI 417 - 1)

At Viyash Life Sciences, we prioritise transparency and the provision of relevant information through our robust product information and labelling procedures. Recognising the critical role clear and accurate information plays in informed decision-making, especially in the B2B context, we are committed to meeting disclosure requirements.

Our Safety Data Sheets (SDS) stand as a cornerstone in our commitment, serving as comprehensive resources that offer detailed insights into the environmental, health, and safety aspects of our products. These sheets meticulously outline product composition, safe handling practices, potential hazards, and proper disposal methods. By making our SDS readily available, we empower our business partners with essential information, fostering a culture of responsibility and safety in our interactions.

INCIDENTS OF NON-COMPLIANCE CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELLING (GRI 417 - 2)

In this inaugural year of reporting, Viyash Life Sciences did not encounter any incidents of non-compliance related to product and service information and labelling.

INCIDENTS OF NON-COMPLIANCE CONCERNING MARKETING COMMUNICATIONS

(GRI 417 - 3)

During the reporting period, Viyash Life Sciences did not encounter any incidents of non-compliance with regulations or voluntary codes concerning marketing communications. There were no cases resulting in fines, penalties, warnings, or non-compliance with voluntary codes. This underscores our commitment to upholding ethical standards, ensuring that our marketing communications align with relevant regulations and codes. We remain vigilant in monitoring and maintaining compliance, contributing to our overall dedication to responsible and transparent business practices.

Direct Emissions

SCOPE 1

Scope 1 emissions refer to the direct greenhouse gas (GHG) emissions that result from sources that an organisation owns or controls.

EMISSION SOURCES

- The production of electricity, heat, or steam from the burning of fuels in stationary sources
- Physical or chemical emissions resulting from the manufacturing or processing of chemicals and other materials
- The burning of fuel in mobile sources owned or controlled by the company for transportation of goods, waste, and employees
- Fugitive emissions resulting from intentional or unintentional releases.

Electricity Indirect Emissions

SCOPE 2

Scope 2 emissions refer to the indirect greenhouse gas (GHG) emissions that result from the purchase of electricity, steam, heat, or cooling.

EMISSION SOURCES

Scope 2 emissions cover the indirect GHG emissions resulting from the generation of purchased or acquired electricity, steam, heating, or cooling that are utilized by the company.

EMISSION FACTORS

Scope 1

Stationary Combustion

Fuel type	Unit	Emission factor	Source
Diesel	l	2.67 Kg CO ₂ /l	GHG Protocol
Natural Gas	scm	1.884 Kg CO ₂ /scm	GHG Protocol

Mobile Combustion from company owned vehicles

Type of vehicle	Fuel Used	Data type	Emission factor	Unit	Source
Passenger Car	Petrol	Distance travelled (Km)	0.197	Kg CO ₂ /Km	GHG Protocol
Passenger Car	Diesel	Fuel Consumed (l)	2.62	Kg CO ₂ /l	GHG Protocol
Passenger Car	Petrol	Fuel Consumed (l)	2.27	Kg CO ₂ /l	GHG Protocol

Scope 2

Indirect emission from electricity purchased

Type	Emission Factor	Unit	Source
Purchased Electricity	0.9	tCO ₂ /MWh	CEA, 2022



Viyash

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