



Business Responsibility & Sustainability Report

FY 2024-25

Poly Medicure Limited

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Section A: General Disclosure

I. Details of Listed Entities

Question 1

Corporate Identity Number (CIN) of the Listed Entity

L40300DL1995PLC066923

Question 2

Name of the Listed Entity

Poly Medicure Limited

Question 3

Year of incorporation

1995

Question 4

Registered office address

232-B, 3rd Floor, Okhla Industrial Estate, Phase-III, New Delhi-110020, INDIA

Question 5

Corporate address

232-B, 3rd Floor, Okhla Industrial Estate, Phase-III, New Delhi-110020, INDIA

Question 6

E-mail

info@polymedicure.com

Question 7

Telephone

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

Question 8

Website

www.polymedicure.com

Question 9

Financial year for which reporting is being done

	Start date	End date
Current Financial Year	2024-04-01	2025-03-31
Previous Financial Year	2023-04-01	2024-03-31
Prior to Previous Financial year	2022-04-01	2023-03-31

Question 10

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

Sr. N	Name of the Stock exchange	Description of other stock exchange	Name of the Country
1	National Stock Exchange of India Ltd. (NSE)	-	India
2	BSE Ltd	-	India

Question 11

Paid-up Capital

5066.29 lakhs

Question 12

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

	Details
Name	Radha Porwal (Manager-ESG)
Contact	011-33550700
E mail	radha.porwal@polymedicure.com

Question 13

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

Standalone basis

Whether the company has undertaken reasonable assurance of the BRSR Core?

Yes / No

No

Question 14

Name of assurance provider

	Details
Name of company of LLP or firm of assurance provider	NA, as per SEBI regulations, only the top 250 listed companies by market capitalization are required to undertake assessment or assurance for FY 24-25.
Name of the assurer	Not applicable
Designation of the assurer	Not applicable
Date of signing by assurer	Not applicable

Question 15

Type of assurance obtained

Not applicable

II. Products/services

Question 16

Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of Medical Devices	Manufacturing, marketing, sale and distribution of medical devices	100

Question 17

Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover
1	Infusion Therapy	46497	67.14
2	Dialysis	46497	9.49
3	Blood Management & Blood Collection	46497	9.96
4	Surgery and Wound Drainage	46497	5.67
5	Urology	46497	3.29
6	Anaesthesia & Respiratory	46497	2.88
7	Others	46497	1.57

III. Operations

Question 18

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

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

Question 19

Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	29
International (No. of Countries)	More than 100 countries across global

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

69.51

c. A brief on types of customers

We supply our products to over 100 countries across Europe, Africa, the Americas, Australia, and Asia through a strong distributor network. In India, we maintain a nationwide sales and distribution network, catering to private and government hospitals, laboratories, blood banks, dialyzer centers, and nursing homes. Our global reach is supported by partnerships with more than 900 distributors.

IV. Employees

Question 20

Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Employees								
1.	Permanent (D)	1451	1310	90.283	141	9.717	0	0
2.	Other than Permanent (E)	5	4	80	1	20	0	0
3.	Total employees (D + E)	1456	1314	90.247	142	9.753	0	0
Workers								
4.	Permanent (D)	1501	400	26.649	1101	73.351	0	0
5.	Other than Permanent (G)	3832	3286	85.752	546	14.248	0	0
6.	Total workers (D + G)	5333	3686	69.117	1647	30.883	0	0

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Differently Abled Employees								
1.	Permanent (D)	1	1	100	0	0	0	0

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

Question 21

Participation/Inclusion/Representation of women

Position	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	11	2	18.18%
Key Management Personnel	5	0	0

Question 22

Turnover rate for permanent employees and workers

Type	FY 2024-25 (Turnover rate in current FY)				FY 2023-24 (Turnover rate in previous FY)				FY 2022-23 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employee (%)	23.5	22.4		23.4	13.3	5.76		12.7	12.5	1.28		13.8
Permanent Workers (%)	24.5	91.4		74.8	4.0	66.0		52.0	6.0	55.0		44.0

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

Question 23
Names of holding / subsidiary / associate companies / joint ventures

S. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate Company/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Poly Medicure (Laiyang) Co. Ltd.	Subsidiary	100	Yes
2	Poly Medicure B.V., Netherlands	Subsidiary	100	Yes
3	Plan1 Health India Pvt Ltd	Subsidiary	99.99	Yes
4	Ultra for Medical Products, EGYPT (ULTRAMED)	Associate Company	23	Yes
5	Plan 1 Health s.r.l., Italy	Subsidiary	100	Yes
6	Poly Health Medical Inc., (USA)	Subsidiary	100	Yes
7	Polyhealth Limited, England and Wales	Subsidiary	100	No
8	AMPIN C&I Power Two Limited	Associate Company	26	No

VI. CSR Details

Question 24
CSR Details
(i) Whether CSR is applicable as per section 135 of Companies Act 2013: (Yes/No)
Yes

(ii) Turnover (in Rs.)
16,01,79,97,547

(iii) Net worth (in Rs.)
27,44,21,87,558

VII. Transparency and Disclosures Compliances

Question 25
Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom	Grievance Redressal	If yes, then provide web-link for	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)			(If NA, then provide the reason)
			Number of complain	Number of complain	Remarks	Number of complain	Number of complain	Remarks	

complaint is received	Mechanism in Place (Yes/No)	grievance redress policy	ts filed during the year	ts pending resolution at close of the year		ts filed during the year	ts pending resolution at close of the year		
Communities	Yes	Communities can register complaints or grievances by emailing on info@polymedicure.com	1	1					
Investors (Other than shareholder)	No	NA	0	0					
Shareholders	Yes	The company has a robust grievance redressal mechanism for shareholders regarding their shares. Complaints are promptly addressed by the R&T agents and the secretarial team. The Stakeholders Relationship Committee of the Board oversees and addresses any grievances that are not resolved within the specified time frame.	0	0					
Employees and Workers	Yes	The Human Resources department has established a system to address employee and	0	0					

		<p>worker grievances. Complaints can be submitted to the HR head or plant head via email or suggestion boxes. The Company also has a Whistle Blower Policy in place https://www.polymedicure.com/wp-content/uploads/2023/02/vigil-mechanism-and-whistle-blower-policy.pdf, allowing employees to report concerns, wrongdoing, or irregularities within the Company without fear of reprisal or reprimand.</p>							
Customers	Yes	<p>Customer complaints regarding product quality or dispatches are communicated to the relevant Marketing team, either directly by the customer or through dealers/agents, along with details such as batch numbers and</p>	1791	0					

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

		heads. If any complaints remain unresolved within a reasonable time, they are escalated to top management for resolution.							
Others (please specify here)									

Question 26

Overview of the entity's material responsible business conduct issues

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product quality, safety and Recall management	Risk & Opportunity	<p>Risk - As a medical device company, we are particularly susceptible to product performance, quality, and patient safety concerns. Therefore, it is essential to identify and manage risks related to product quality, safety, and recall management.</p> <p>Opportunity - At the same time, strong quality systems present a significant</p>	<ul style="list-style-type: none"> Stay updated with regulatory changes, engage with regulatory bodies, and conduct regular internal and external audits to ensure compliance and identify areas for improvement. Maintain a robust Quality Management System (QMS) compliant with ISO 13485, perform extensive pre-market evaluation and continuously monitor and 	<p>Negative: Managing product recalls can lead to high expenses for retrieval and compensation. Legal liabilities from safety issues and regulatory non-compliance may result in penalties, legal fees, harming reputation, trust, and market share.</p> <p>Positive: Proactively managing and enhancing product quality and safety contributes to</p>

			<p>opportunity to enhance market credibility, customer trust, and operational efficiency. By consistently exceeding regulatory and safety expectations, we can position ourselves as a leader in quality, helping to gain competitive advantage in both domestic and international markets.</p>	<p>maintain product performance to ensure patient safety and health.</p> <ul style="list-style-type: none"> • Maintain transparent communication with stakeholders, swiftly address any safety issues or recalls, and maintain a robust customer feedback system to continuously improve product quality. • Conduct regular cost-benefit analysis and invest in quality control and risk management to prevent costly recalls and legal issues. • Invest in R&D for innovative products, regularly benchmark against industry standards, and obtain quality certifications to enhance market credibility and customer trust. • Implement lean manufacturing principles, provide regular employee training on quality control and operational efficiency, and foster a culture of continuous improvement to enhance operational efficiency. 	<p>long-term financial stability by improving operational efficiency, reducing waste, and minimizing product defects. High-quality products strengthen brand reputation, build customer trust, and create a strong competitive advantage. Investments in R&D, quality certifications, and robust feedback mechanisms help position us as a trusted global brand, enhance market credibility, and support sustainable business growth.</p>
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				<ul style="list-style-type: none"> • Maintain a robust 3-tier quality control system by performing tests during incoming, in-process, and finished goods stages. 	
2	Corporate Governance & Business Ethics	Risk & Opportunity	<p>Opportunity - As a global medical device manufacturer, we operate in a highly regulated environment where compliance, ethical behaviour, and transparency are essential. Ethical conduct is an opportunity to build stakeholder confidence, access new markets, and ensure sustainable growth.</p> <p>Risk - However, any lapse—such as non-compliance with regulatory standards, unethical behaviour by employees or partners, or lack of transparency—can result in reputational damage, legal actions, loss of certifications, or disruption to operations. Therefore, governance and ethics are both strategic enablers and material risks for the business.</p>	<p>We implement a robust governance framework supported by a well-defined Code of Conduct applicable to employees, suppliers, distributors, and other third parties. Mandatory training, internal audits, whistleblower mechanisms, and compliance monitoring help in early detection and prevention of misconduct. Regular policy updates and board-level oversight ensure accountability. Engagement with stakeholders and third-party due diligence further support ethical operations across the value chain.</p>	<p>Positive: Strong governance enhances brand reputation, ensures compliance with domestic and international regulations, and increases investor and customer trust, leading to long-term financial growth.</p> <p>Negative: Ethical lapses or governance failures may result in regulatory fines, legal expenses, business disruptions, and loss of trust, directly impacting revenue and profitability.</p>

3	Environmental Impact	Risk	We must continue our environmental management efforts to maximize positive impacts and reduce negative effects by minimizing waste generation, reducing water consumption, ensuring proper disposal, and improving energy efficiency. Failure to manage these aspects effectively may lead to non-compliance, reputational harm, and restricted access to certain markets.	We consistently seek opportunities to reduce adverse environmental impacts from our operations. Our initiatives include adopting technology to minimize plastic waste, offering PVC-free products, reusing materials, utilizing renewable energy sources, implementing digital solutions, and complying with waste disposal regulations. Additionally, we closely monitor energy consumption to enhance efficiency and lower our carbon footprint.	Negative: Failing to address increasing environmental expectations could impact access to capital markets, result in regulatory penalties, and damage the company's reputation and stakeholder trust.
4	Climate Change	Risk & Opportunity	Risk: Climate change poses risks such as operational disruptions from extreme weather and water scarcity, increased costs due to regulatory compliance for greenhouse gas emissions, market shifts towards eco-friendly products requiring costly redesigns, and reduced access to capital due to reputational damage from not meeting environmental standards.	We are committed to addressing climate change by reducing our carbon footprint through investments in new technologies, digital initiatives, energy-efficient machines, CNG vehicles, PNG gensets, sustainable transportation practices, and renewable energy sources. Additionally, we are actively working to increase our renewable energy footprint at our plant locations.	Negative: Financial losses from production and supply chain disruptions, higher operational costs for regulatory compliance, increased expenses for product redesign and sustainable materials, and potential rise in capital costs or reduced investment opportunities. Positive: Increased market share and

			Opportunity: Climate action also creates opportunities for innovation and market leadership through sustainable practices, energy efficiency, waste reduction, regulatory benefits, and a strengthened brand reputation by showcasing a commitment to climate responsibility.		premium pricing potential, lower operational costs with improved profitability, reduced risk of fines and penalties with possible incentives, and enhanced brand value with greater customer loyalty.
5	Water & Effluent Management	Risk	Water availability could become a concern. As a responsible corporation, we must map and manage our water usage across operations, ensuring consumption is socially equitable and environmentally sustainable. Failure to effectively manage water risks can disrupt operations and cause environmental harm.	We have implemented measures to reduce and conserve water across our manufacturing plants. Wastewater treatment and recycling systems have been established to decrease freshwater consumption, and rainwater harvesting is practiced replenishing groundwater. Treated wastewater is used for HVAC purposes, and high-efficiency fixtures and low-flow taps have been installed to enhance water conservation.	Negative: Water scarcity can disrupt operations, leading to financial losses. Inadequate recycling and discharge practices may impact future resource availability and cause environmental damage.
6	Waste Management & Circular Economy	Risk & Opportunity	Risk & Opportunity: Waste management	As a medical device company, we generate significant plastic	Negative: Poor waste management can disrupt

			remains a critical challenge, and adopting circular economy principles offers a sustainable pathway to reduce environmental impact. Our commitment to efficient waste management aligns with regulatory compliance and stakeholder expectations, supporting long-term operational resilience and environmental stewardship.	and other waste. We implement robust waste segregation, collection, and disposal systems, and use molds designed to minimize plastic waste generation. We promote material reuse within the organization to extend lifecycle and reduce waste volume. We strictly comply with Extended Producer Responsibility (EPR) regulations, maintaining registration on the CPCB online portal for EPR Credit exchange, and ensures timely reporting of plastic footprint data along with the purchase of requisite EPR credits. Additionally, we continuously invest in improving waste management practices through employee engagement and process optimization.	operations, cause environmental damage, trigger legal penalties, lead to resource scarcity, raise costs, and affect supply chain stability. Positive: Effective circular economy strategies reduce waste disposal costs, improve regulatory compliance, boost operational efficiency, and enhance Polymed's reputation among environmentally conscious customers and investors. These efforts support sustainable growth and market leadership in the medical device sector.
7	Diversity, Equity & Inclusion	Opportunity	We believe that driving equity, diversity, and inclusion strengthens our business. A diverse workforce enhances performance, boosts innovation, and elevates our	We are committed to advancing our diversity, equity, and inclusion journey. Our recruitment processes and initiatives—including cultural integration programs, flexible	Positive: A culture of diversity and inclusion attracts talent with a wide range of expertise and experiences, creating a workforce that spans nationalities, cultures, genders,

			<p>reputation. By fostering a progressive workplace that embraces varied backgrounds, perspectives, and experiences, Polymed drives both organizational success and social impact.</p>	<p>work arrangements, and inclusive leadership training—promote fairness and work-life balance. We focus on gender balance, support career development through tailored programs, and ensure ongoing improvement via regular policy reviews and a zero-tolerance stance on discrimination. These measures foster an inclusive, thriving workplace where all employees feel valued and empowered.</p>	<p>abilities, generations, and backgrounds. Diversity enhances creativity, problem-solving, and employee engagement, ultimately contributing to improved business performance and reputation.</p>
8	Health, Safety & Employee Well-being	Risk	<p>Employee health and safety are critical priorities for Polymed. Ensuring a safe and healthy work environment is essential to protect employees' physical and mental well-being, maintain productivity, and comply with regulatory requirements. Failure to manage these risks can significantly affect operational stability and company reputation.</p>	<p>We are committed to safeguarding employee health and safety through preventive health checkups, comprehensive insurance, financial security measures, and strict compliance with labor welfare and safety regulations. The company fosters a supportive environment with programs targeting physical, mental, and emotional well-being. Regular safety training, risk assessments, and corrective actions are implemented to</p>	<p>Negative: Noncompliance with health and safety standards or workplace incidents can lead to costly legal penalties, reputational damage, reduced workforce productivity, increased absenteeism, and higher turnover rates, all impacting business performance and profitability.</p>

				minimize workplace hazards and ensure continuous improvement.	
9	Customer Satisfaction	Opportunity	Our commitment to customer satisfaction is a key opportunity to strengthen its position as a trusted, customer-centric medical device provider. By consistently delivering high-quality products and superior service, we can build lasting customer loyalty, enhance brand reputation, and differentiate itself in a competitive market.	To capitalize on this opportunity, we actively seek and incorporate customer feedback, invests in research and development to improve product performance, and maintains stringent quality and service standards. This proactive approach helps mitigate potential risks linked to dissatisfaction.	Positive: Enhanced customer satisfaction leads to increased sales, and repeat business, which drive revenue growth and improved market share. It also reduces costs related to complaints and returns and strengthens brand equity.
10	Cybersecurity & Data Privacy	Risk	Data privacy and cybersecurity are critical concerns due to the increasing frequency and sophistication of cyberattacks. Identifying and addressing these risks is essential to safeguard organizational integrity, protect sensitive data, and maintain customer confidence.	Our cybersecurity governance integrates risk management and compliance with business objectives to safeguard information assets. Proactive measures include firewalls, anti-spam systems, VPNs, updated antivirus software, mobile device management (MDM), strict IT policies, network segmentation, ongoing employee training, regular audits, vulnerability assessments, multiple backups,	Negative: Cybersecurity breaches can result in significant financial losses from data recovery, legal fees, and regulatory fines. Breaches disrupt operations, cause productivity loss, damage reputation, reduce customer trust, and increase costs related to insurance and risk management. Long-term financial impacts may also include reduced valuation, investor hesitancy, and higher operational costs for implementing

				and Multi-Factor Authentication.	post-breach corrective measures and compliance upgrades.
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Section B

Policy and Management Processes

Question 1

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes								
1. b. Has the policy been approved by the Board? (Yes/No/NA)	Yes, The Policies have been approved by either Board or Internal authorized person								
1. c. Web Link of the Policies, if available	Policies are facilitated in two ways: a) Company's office website. b) The Intranet portal for employees of the company								

Question 2

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes/No/NA)	Yes								

Question 3

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes, Code of conduct and other applicable policies extends to our value chain partners.								

Question 4

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our entity adheres to internationally recognized management system standards to ensure quality, environmental responsibility, and regulatory compliance. ISO 9001:2015, ISO 13485:2016 ISO 14001:2015								

Question 5

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitment goals and targets set by the entity with defined timelines, if any.	Baseline: FY 24-25- 1. Achieve Net Zero Emissions by 2050. 2. Reduce Scope 1 emissions by 20% by 2030. 3. Reduce Scope 2 emissions by 40% (intensity based) by 2030. 4. Transition 30% of our energy consumption to renewable sources by 2030. 5. Develop at least 15% of our product portfolio as PVC-free medical devices by 2035. 6. Improve gender diversity in the workforce with 33% Women by 2035.								

Additional Information (Optional)

Our entity is committed to long-term sustainability and social responsibility, with clearly defined environmental and social goals using FY 2024–25 as the baseline year. These targets include emission reduction, adoption of renewable energy, product innovation, and workforce diversity, with milestones set through to 2050.

Question 6

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitment goals and targets along-with reasons in case the same are not met.	The goals outlined above have been recently established. As these are newly set targets, performance evaluation is not applicable for the current period. We are currently focused on baseline assessments, implementation planning and system alignment. No targets have been missed so far, and progress will be tracked and reported in future cycles. Robust monitoring mechanisms are being developed to ensure accountability and timely course correction.								

Governance, leadership and oversight

Question 7

Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

As the Managing Director of Poly Medicure Ltd., I am pleased to share our progress and commitments in sustainability for FY 2024–25. Over the past year, we have taken significant steps in environmental stewardship, lowering our overall emission intensity (Scope 1 and Scope 2 per turnover), expanding the use of renewable energy, and strengthening our waste and water management systems.

Our people remain the driving force behind our success. We continue to place their health, safety, and well-being at the forefront through robust policies, regular training, and initiatives that encourage diversity and inclusion. Alongside this, we have expanded our community engagement—supporting education, healthcare, and social welfare initiatives to create meaningful and lasting impact.

Looking ahead, we will embed ESG principles even more deeply into our strategy, focusing on climate action, waste reduction, and inclusive growth. Guided by our 2030 and 2050 goals, we will invest in clean technologies, enhance transparency, and drive innovation to meet evolving sustainability challenges, remaining resilient, accountable, and committed to creating long-term value for all stakeholders.

Question 8

Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Himanshu Baid
Managing Director
DIN: 00014008

Question 9

Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No/NA). If yes, provide details.

Yes, the entity has a designated CSR Committee of the Board responsible for decision-making on sustainability related issues.

Question 10

Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Director, the company's performance is regularly communicated to the Directors/ Management through structured review meetings.									Annually								
Description of other committee for performance against above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The company ensures compliance with all applicable statutory requirements and has established various committees, including an Internal Audit team and a POSH team, to oversee and maintain adherence to these obligations.									Periodically								
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification																		

Question 11

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

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	No, the company internally reviews the above-mentioned policies								
If yes, provide name of the agency.									

Question 12

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C

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

Question E1

Percentage coverage by training and awareness programmes on any of the principles during the financial year

Percentage coverage by training and awareness programmes

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	SEBI Regulations and Corporate Governance, Risk Management, Corporate Social Responsibility and Sustainability	100
Key Managerial Personnel	2	SEBI Regulations and Corporate Governance, Risk Management, Corporate Social Responsibility and Sustainability	100
Employees other than BoD and KMPs	170	QMS ISO, EMS, Pakng /LbIng/ Regulatory/ Bar Code, FEMA, TPM, POSH, Inventory Management, Plastic Material Processing, 5"S"/ KAIZEN Lean Manufacturing, CE Requirement & MDD/MDR, Process Validation, MDSAP, Root Cause Analysis & CAPA, Biocompatibility (ISO 10993), Social Accountability (SA 8000), Measurement System Analysis (MSA), OEE, GMP & GDP, Electrical Maintenance, Machine Safety, Fire Safety, Material Handling, Personal Protective Equipment, MSDS/ Chemical Handling, Hazardous Waste Storage & Handling/ E-Waste /Biomedical/Disposal and other job-related trainings	100
Workers	565	Fire Safety, first aid, PPE, Material Handling, Hazardous Waste, , Operating procedure of ECG assembly machine, Operating procedure of labelling machine, Health& Safety, Fire Fighting, Moulding Assembly, Electric Safety, Checking & Packing, Line Clearance, Blister Packing, Packing Inspection, GMP, GDP, Machine Safety, Product Assembly, Control Black	100

	Particles and other job-related trainings	
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Question E2

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

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

Question E3

Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	

Question E4

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

Yes, the policy emphasizes our commitment to conducting business ethically and in compliance with relevant laws. It applies to all employees, contractors, agents, and associated persons, outlining the importance of acting with integrity and zero tolerance for bribery and corruption. The policy highlights the legal consequences of engaging in bribery, such as imprisonment and unlimited fines for individuals and the company. Employees are responsible for identifying and reporting any suspicious activity related to bribery and corruption, ensuring that they uphold the company's standards and legal obligations. Overall, Polymed aims to foster an ethical working environment where integrity is prioritized, and any form of improper influence is strictly prohibited.

Question E5

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

Question E6

Details of complaints with regard to conflict of interest

Complaints	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

Question E7

Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

Question E8

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
i) Accounts payable x 365 days	2796692	3247905
ii) Cost of goods/services procured	89603	68508
iii) Number of days of accounts payables	31.21	47.41

Question E9

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

Parameter	Metrics	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of Purchases	a. (i) Purchases from trading houses (in Lacs)	1504.08	1753.05
	(ii) Total purchases (in Lacs)	58419.62	44,662.84
	(iii) Purchases from trading houses as % of total purchases	2.58	3.93
	b. Number of trading houses where purchases are made from	89	128
	c. (i) Purchases from top 10 trading houses (in Lacs)	1179.50	1094.01
	(ii) Total purchases from trading houses (in Lacs)	1504.08	1753.05
	(iii) Purchases from top 10 trading houses as % of total purchases from trading houses	78.42	62.41
Concentration of Sales	a. i) Sales to dealer / distributors	152720.86	121351.94
	ii) Total Sales	159465.9	130724.91
	iii) Sales to dealer / distributors as % of total sales	95.8	92.83
	b. Number of dealers/ distributors to whom sales are made	817	724
	c. i) Sales to top 10 dealers / distributors	48379.15	38116.64
	ii) Total Sales to dealer / distributors	152720.86	121517.50
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	31.7	31.41
Share of RPTs in	a. i) Purchases (Purchases with related parties)	702.43	488.21
	ii) Total Purchases	63069.92	44662.84
	iii) Purchases (Purchases with related parties as % of Total Purchases)	1.11	1.09
	b. i) Sales (Sales to related parties)	4662.09	3696.41
	ii) Total Sales	160179.98	130724.91
	iii) Sales (Sales to related parties as % of Total Sales)	2.91	2.83

	c. i) Loans & advances given to related parties	0	0
	ii) Total loans & advances	32.71	23.0
	iii) Loans & advances given to related parties as % of Total loans & advances	0	0
	d. i) Investments in related parties	6337.97	6063.33
	ii) Total Investments made	112727.29	22061.58
	iii) Investments in related parties as % of Total Investments made	5.62	27.48

Question L1

Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	Quality Awareness, Principle 2	4.50

Additional Information (Optional)

The above data pertains exclusively to domestic value chain partners.

Question L2

Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, as part of its governance framework, the company has implemented best practices for reviewing director's conflicts of interest. Company has a separate Code of Conduct for Board of directors and senior management personnel which contains conflict of interest related provisions, to which the Directors and Senior Management conform on an annual basis.

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

Question E1

Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2024-25 (Current Financial year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D			
Capex	1.57	2.68	The Company through R&D activities works on improving the yields in all process and focuses on reduction of consumption of resources.

Question E2

Sustainable Sourcing

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

Yes

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

61%, we conduct audits for our manufacturing suppliers, focusing on quality, social, governance, and environmental parameters to uphold responsible procurement practices. This comprehensive approach allows us to better evaluate ESG risks across our supply chain. In addition, we actively promote local sourcing to enhance supply chain resilience, support local businesses, and contribute to environmental sustainability.

Question E3

Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

a. Plastics (including packaging)

The company actively works toward minimizing plastic waste generation at the source by promoting the use of reusable and sustainable alternatives wherever possible. Plastic waste generated is carefully segregated and stored in designated areas. The company collaborates with authorized vendors for responsible recycling, ensuring compliance with environmental norms. Continuous efforts are made to improve plastic footprint through innovation and employee engagement.

b. E-waste

The company has implemented a systematic process for managing e-waste within its premises. Obsolete or end-of-life electronic equipment is identified, safely segregated, and stored in a designated area to prevent environmental contamination. E-waste is handled with care to avoid damage or leakage of hazardous components. The company has formal agreements with authorized vendors to ensure timely disposal in compliance with applicable regulations.

c. Hazardous waste

The company ensures comprehensive management of hazardous waste in strict compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. Waste is carefully segregated and stored in clearly marked, designated areas to prevent contamination and ensure safe handling. Proper labelling

and containment practices are followed to mitigate risks. Hazardous waste disposal is carried out through authorized vendors, adhering to legal requirements. Disposal is carried out exclusively through authorized vendors with complete documentation and traceability. Internal audits and reviews are conducted to monitor compliance.

d. Other waste

Battery Waste: The company has implemented a structured buy-back mechanism for battery waste in collaboration with an authorized dealer. This ensures that used batteries are responsibly collected and sent for proper recycling. The process aligns with regulatory requirements and supports sustainable waste management practices.

Biomedical Waste: The company disposes biomedical waste through authorized vendor in line with Biomedical Waste Management Rules, 2016 & its amendments.

Question E4

Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If not, provide steps taken to address the same.

Yes

E4.1 If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes

E4.2 If not, provide steps taken to address the same.

NA

Question L1

Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The entity did not conduct a Life Cycle Assessment (LCA) in the FY2024-2025. However, acknowledging its significance in evaluating environmental impacts, we have initiated the LCA process in the FY2025-2026. The assessment will focus on one of the key products in our portfolio and is intended to support more informed and sustainable decision-making. The findings will be utilized to strengthen our environmental management practices.					

Question L2

If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.

Name of product/Service	Description of the risk/ concern	Action Taken
Not applicable, as the entity did not carry out a Life Cycle Assessment (LCA) during the FY2024-2025, instead have initiated the process in the FY2025-2026.		

Question L3

Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
As a medical device manufacturing company, product safety is our top priority. Currently we are exploring opportunities to incorporate such materials where feasible without compromising compliance or performance		

Question L4

Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Waste Type	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		719			899	
E-Waste		-			-	
Hazardous Waste		-			-	
Other Waste (Edit here)		-			-	

Question L5

Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
As a medical device manufacturer, our products—including IV cannulas, pre-filled syringes, and other single-use sterile devices—are specifically designed for single-use and are not intended for reclamation or reuse after sale. Given the critical sterility and safety requirements associated with their application, we currently do not operate a product and packaging material take-back program whereas we recycle packaging material under EPR.	-

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

Question E1

Well-being of employees and workers:

Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1310	1063	81.14%	1308	99.85%	-	-	0	0	0	0
Female	141	104	73.76%	141	100%	141	100%	-	-	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	1451	1167	80.43%	1449	99.86%	141	9.72%	0	0	0	0
Other than Permanent employees											
Male	4	0	0	0	0	-	-	0	0	0	0
Female	1	0	0	0	0	0	0	-	-	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	5	0	0	0	0	0	0	0	0	0	0

a. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Numb er (B)	% (B / A)	Numb er (C)	% (C / A)	Numb er (D)	% (D / A)	Numb er (E)	% (E / A)	Numb er (F)	% (F / A)
Permanent workers											
Male	400	258	64.5%	400	100%	-	-	0	0	0	0
Female	1101	0	0	1101	100%	1101	100%	-	-	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	1501	258	17.19%	1501	100%	1101	73.35%	0	0	0	0
Other than Permanent workers											
Male	3286	0	0	0	0	-	-	0	0	0	0
Female	546	0	0	0	0	542	99.27%	-	-	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	3832	0	0	0	0	542	14.14%	0	0	0	0

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
i) Cost incurred on wellbeing measures (wellbeing measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers) in Cr.	16.96	14.55
ii) Total revenue of the company (Cr.)	1601.79	1307.25
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	1.06%	1.11%

Additional Information (Optional)

Figure of Cost incurred on wellbeing measure and total revenue of company in FY 23-24 & FY 24-25 are Rs. in Crore.

Question E2

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.66	99.98	Yes	100	100	Yes
Gratuity	99.66	37.73	Yes	100	100	Yes
ESI	3.3	94.77	Yes	5.96	80.42	Yes
Others – please specify	0	0				

Question E3

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard. Yes / No / NA

Yes

Question E4

Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. Yes / No / NA

Yes, the Company offers equal opportunities to all its employees and eligible applicants for employment, without unfair discrimination.

Question E5

Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	100	0	100	0
Other	0	0	0	0
Total	100	0	100	0

Question E6

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

Yes / No

	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	<p>The company fosters a culture of open and transparent communication, encouraging employees to raise concerns freely with their HODs or HR. In line with Section 177 of the Companies Act 2013 and Regulation 22 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the company has implemented a vigil mechanism policy. This policy allows directors and employees to report genuine concerns about unethical behaviour, actual or suspected fraud, or any violations, with safeguards in place to prevent victimization.</p> <p>It also provides direct access to the Audit Committee Chairperson in appropriate or exceptional cases.</p>
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

Question E7

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1451	0	0			0
Male	1310	0	0			0
Female	141	0	0			0
Other	0	0	0			0
Total Permanent Workers	1501	0	0			0

Male	400	0	0			0
Female	1101	0	0			0
Other	0	0	0			0

Question E8

Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1314	1314	100%	1314	100%	1103	1103	100%	1103	100%
Female	142	142	100%	142	100%	104	104	100%	104	100%
Other	0	0	0	0	0	0	0	0	0	0
Total	1456	1456	100%	1456	100%	1207	1207	100%	1207	100%
Workers										
Male	3686	3686	100%	3686	100%	2853	2853	100	2853	100%
Female	1647	1647	100%	1647	100%	1518	1518	100	1518	100%
Other	0	0	0	0	0	0	0	0	0	0
Total	5333	5333	100%	5333	100%	4371	4371	100	4371	100%

Question E9

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1314	990	75.34%	1103	1103	100%
Female	142	100	70.42%	104	104	100%
Other	0	0	0			0
Total	1456	1090	74.86%	1207	1207	100%
Workers						
Male	3686	1498	40.64%	2853	2853	100%
Female	1647	628	38.13%	1518	1518	100%
Other	0	0	0			0
Total	5333	2126	39.86%	4371	4371	100%

Question E10

Health and safety management system:

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

Yes, there is no formal Occupational Health and Safety (OHS) management certificate, however all manufacturing units aligned with company's Environmental Health Safety & Social Policy and ensures compliance with statutory safety requirements as mandated by relevant laws such as Factory Act and others.

Regular safety audits, employee training sessions, and proactive hazard identification measures are undertaken to maintain high safety standards and continuously promote safe and healthy workplace for 100% company's workforce, including both permanent employees and contractual workers.

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

Routine Hazard Identification & Risk Assessment:

1. Regular Internal Audits to assess safety compliance.
2. Workplace Inspections focused on identifying physical, chemical, and environmental hazards.
3. Employee Involvement through feedback channels, safety meetings, and training programs.

Non-Routine Hazard Identification & Risk Assessment:

1. Pre-Project Risk Assessments for new or altered operations, including machinery and processes.
2. Task-Specific Risk Assessments for temporary or high-risk activities (e.g., maintenance or hazardous tasks).

Regular reviews are conducted to ensure effectiveness and adapt to new safety regulations or operational changes.

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

Yes, workers can report concerns/risks/hazards through routine safety meetings. Regular safety audits, risk assessments, and safety walkthroughs are conducted to proactively identify and address risks.

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

Yes, the Company provides its employees and workers with non-occupational medical and healthcare services, ensuring access to medical insurance. The Company also designs holistic health programs to promote both physical and mental well-being. These programs include:

1. Nutrition awareness camps
2. Eye, dental, and heart screenings
3. Stress management sessions
4. Health topic sessions with renowned doctors
5. Yoga sessions and fitness workouts
6. Mindfulness sessions
7. Workshops on meditation, positive thinking, and health talks conducted by external experts.

Question E11

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

Safety Incident/Number	Category*	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	3	0
	Employees	0	0

Total recordable work-related injuries	Workers	3	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Question E12

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

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

Question E13

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

Question E14

Assessments for the year:

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

Question E15

Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Based on internal assessments covering 100% of our operational units, we have not identified any significant safety concerns or risks. Nonetheless, in alignment with our proactive safety culture, we have implemented corrective actions in response to specific incidents.

For example, the safety mechanism of our lifting machine has been enhanced to ensure that operation is only possible when the gate is securely closed, effectively mitigating potential risks. Furthermore, all relevant personnel have received updated operating instructions and targeted training to reinforce safe practices and minimize the possibility of human error.

We remain steadfast in our commitment to the continuous monitoring and improvement of our health and safety practices, striving to provide a secure working environment for all employees. Any new issues that arise will be promptly addressed as part of our ongoing efforts toward operational excellence and safety enhancement.

Question L1

Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

	Yes/No
(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

Additional Information (Optional)

Poly Medicure Limited extends both life insurance coverage and statutory compensatory benefits to its employees and workers in the event of death:

- Group Personal Accident Insurance (Employees): All employees are covered under a Group Personal Accident Insurance policy. In case of death due to an accident:

- o Employees at the Assistant Manager (AM) level and above are entitled to a cover of ₹25 lakhs.
- o Employees below the AM level are covered for ₹10 lakhs.

This policy ensures financial compensation to the nominee in the unfortunate event of accidental death.

- Employees' State Insurance Corporation (ESIC):

Both employees and shop-floor workers enrolled under ESIC are entitled (salary less than ₹21000 gross) to statutory benefits. While ESIC does not directly pay out compensation, it provides access to medical care, sickness benefits, and, in case of death due to employment-related causes, dependent and funeral benefits.

- Provident Fund (PF) Benefits:

Both employees and workers are covered under the Provident Fund scheme. In the event of death, nominees are eligible to receive:

- o The accumulated PF amount.
- o Pension benefits under the Employees' Pension Scheme (EPS).
- o EDLI Benefit: In case of an employee's death during service, a life cover ranging from ₹50,000 to ₹7 lakh is provided, depending on the tenure of the employee.

These comprehensive provisions reflect the Company's commitment to the financial and social security of its workforce and their families.

Question L2

Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

We ensure statutory compliance by requiring value chain partners to submit proof of TDS, and GST payments along with their invoices. These documents are reviewed by our teams, and verified records are uploaded monthly into a centralized tracking system. This control mechanism ensures dues are deducted and deposited appropriately.

Question L3

Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	0	0	0	0

Workers	0	0	0	0
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Question L4

Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/NA)

No but company provides regular skill upgradation and functional training to all employees throughout their employment, tailored to their specific roles and responsibilities. These programs are designed to enhance capabilities and may support continued employability beyond the tenure of employment, including post-retirement or termination.

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

Question E1

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

Stakeholders are individuals, groups, or entities that influence, or are influenced by, the Company's operations, offerings, and outcomes. We identify key stakeholder groups through a structured assessment of our industry dynamics, business model, and the level of influence and impact stakeholders have on our operations. This process involves evaluating both the significance of stakeholders to our value chain and their expectations from the organization. As a result, we maintain regular engagement with a diverse range of stakeholders, including employees, shareholders, investors, value chain partners, suppliers, government entities and industry associations, ensuring their perspectives inform our strategic decisions.

Question E2

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

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

						well being • Skill upgradation
Shareholders / Investors	No	Others	<ul style="list-style-type: none"> • Annual General Meetings, • Announcement through Stock • Stock / Company website, • Investors/ Analyst calls • Stock exchange intimations, • Quarterly and Annual Financial results 	Others - please specify	Annually, Quarterly, Need based	<ul style="list-style-type: none"> • To keep investors updated about the organization's performance and other corporate developments • Collate queries and feedback from investors to understand their requirements.
Customers	No	Emails	<ul style="list-style-type: none"> • Emails • Phone calls • Exhibitions • Meetings • Feedback forms 	Others - please specify	Annually, Monthly, Need based	<ul style="list-style-type: none"> • To ensure timely supply of products • To address customer queries, take suggestions and feedbacks • To understand the requirement of customers.
Suppliers	No	Emails	<ul style="list-style-type: none"> • Visit • Audits • Meetings • Emails • Telephonic communication 	Others - please specify	Ongoing	<ul style="list-style-type: none"> • To help ensure business continuity. • To identify and close gaps, if any, • To address any feedback/queries related to the Product/services
Governments	No	Emails	<ul style="list-style-type: none"> • Emails • Meetings • Letter representation • Public Consultation through 	Others - please specify	Need-based including calendar-based compliances	<ul style="list-style-type: none"> • To ensure compliance and seek approval wherever necessary

			• industry associations			
Community	Yes	Newspaper advertisement	<ul style="list-style-type: none"> • Newspaper advertisement • Digital Platform including social media • Engagement through NGO Partner 	Others - please specify	Ongoing	<ul style="list-style-type: none"> • To develop and improve the standard of society/community through the Corporate Social Responsibility

Question L1

Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company ensures transparent and ongoing communication with its stakeholders on matters that impact them. Stakeholder engagement is a continuous and structured process. The Company has identified key internal and external stakeholder groups - which includes investors/shareholders, suppliers, NGOs, customers, employees, community members, and senior leadership. These groups are prioritized based on the extent to which they are impacted by or can impact the Company's operations. Engagements are conducted through multiple channels and at varying frequencies depending on the stakeholder group. Feedback is gathered systematically through these interactions. Periodic updates, including those related to economic, environmental, and social (E, S & G) topics, are shared with the Board which is responsible for reviewing the feedback, identifying key concerns or opportunities. This process ensures that stakeholder perspectives are integrated into the Company's decision-making, supporting responsible and inclusive governance.

Question L2

Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the Company follows a structured methodology for engaging with stakeholders to support the identification and management of environmental and social topics. Stakeholder inputs are gathered through various internal and external channels and are used to inform relevant actions and programs. Key mechanisms include:

1. Internal Departmental Reviews: Each department periodically reviews the environmental aspects and impacts of its operations. Any significant negative environmental impact identified is addressed through corrective actions and mitigation measures.
2. CSR and Community Engagement: The Company works with NGO partners to implement CSR programs. These programs are developed with a clear understanding of the expected social impact and are monitored regularly for effectiveness.
3. Monitoring and Review: The Company has established a structured process for tracking the implementation status of initiatives related to environmental and social concerns raised through stakeholder interactions. Progress on these initiatives is reviewed periodically by departmental heads, and corrective actions are taken as needed to ensure timely and effective resolution. These processes enable the Company to effectively integrate stakeholder feedback into its environmental and social management practices.

Question L3

Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

The Company identifies local communities as a vulnerable and marginalized stakeholder group. Engagement with these groups is carried out on an ongoing basis through: Newspaper advertisements, Digital platforms, including social media, Direct engagement through NGO partners. These engagements are aimed at understanding the

concerns and development needs of the communities. Based on the inputs received, the Company implements CSR initiatives focused on improving the standard of living through programs in areas such as healthcare, education and skill development. Actions taken are designed in consultation with NGO partners to ensure they are relevant and impactful.

P5: Businesses should respect and promote human rights

Question E1

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1451	73	5.03%	0	0	0
Non- Permanent	5	0	0	0	0	0
Total Employees	1456	73	5.01%	0	0	0
Workers						
Permanent	1501	3	0.2%	0	0	0
Non-Permanent	3832	1254	32.72%	0	0	0
Total Workers	5333	1257	23.57%	0	0	0

Question E2

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent	1451	0	0	1451	100%	1207	0	0	1207	100%
Male	1310	0	0	1310	100%	1103	0	0	1103	100%
Female	141	0	0	141	100%	104	0	0	104	100%
Other	0	0	0	0	0	0	0	0	0	0
Other than Permanent	5	0	0	5	100%	0	0	0	0	0
Male	4	0	0	4	100%	0	0	0	0	0
Female	1	0	0	1	100%	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	1501	915	60.9%	586	39.04 %	1393	479	34.3%	914	65.6%

Male	400	0	0	400	100	365	0	0	365	100
Female	1101	915	83.11 %	186	16.89 %	1028	479	46.59 %	549	53.40 %
Other	0	0	0	0	0	0	0	0	0	0
Other than Permanent	3832	316	8.24%	3516	91.75 %	2978	0	0	2978	100%
Male	3286	169	5.14%	3117	94.85 %	2488	0	0	2488	100%
Female	546	147	26.92 %	399	73.07 %	490	0	0	490	100%
Other	0	0	0	0	0	0	0	0	0	0

Question E3

Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	11	2075000	2	2175000	-	-
Key Managerial Personnel	5	14011223	0	0	-	-
Employees other than BoD and KMP	1309	639024	142	602172	-	-
Workers	400	342780	1101	154080	-	-

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females	309635065.8	125010742
Total wages	1924397046.32	506046185
Gross wages paid to females as % of total wages	16.01	24.70

Question E4

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

Yes / No

Yes

Question E5

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

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

Question E6

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

Question E7

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Female employees / workers	1789	1622
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

Question E8

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

A Whistleblower and POSH Policy is in place.

Question E9

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

Yes

Question E10

Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

Question E11

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

No significant risks or concerns were identified during the assessments. All plants and offices were found to be compliant with policies regarding child labor, forced labor, sexual harassment, workplace discrimination, and wages. No corrective actions were necessary.

Question L3

Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes / No

Yes, Poly Medicure Limited has taken significant steps to ensure that its units are accessible to individuals with disabilities, aligning with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company is dedicated to creating an inclusive work environment by putting in place appropriate infrastructure and support systems for persons with special needs.

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

Question E1

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

Whether total energy consumption and energy intensity is applicable to the company?

Yes / No

Yes

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Unit of reporting
For renewable sources			
Total electricity consumption (A)	8608.22	5012	Gigajoule
Total fuel consumption (B)	0	0	Gigajoule
Energy consumption through other sources (C)	0	0	Gigajoule
Total energy consumed from renewable sources (A+B+C)	8608.22	5012	Gigajoule
From non-renewable sources			
Total electricity consumption (D)	198513.67	164807	Gigajoule
Total fuel consumption (E)	40260.74	16483	Gigajoule
Energy consumption through other sources (F)	0	0	Gigajoule
Total energy consumed from non-renewable sources (D+E+F)	238774.41	181290	Gigajoule
Total energy consumed (A+B+C+D+E+F)	247382.63	186302	Gigajoule
Revenue from operations (in Rs.)	16,01,79,97,347	13,07,24,91,187	INR
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000015	0.000014	Gigajoule/INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000319	0.000291	Gigajoule/INR
Energy intensity in terms of physical output	0.00019	-	Gigajoule/Unit
Energy intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

Question E2

Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

Question E3

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
i) Surface water	0	0
ii) Ground water	3370	0
iii) Third party water	67362	48831
iv) Seawater / desalinated water	0	0
v) Others	5388.91	5494
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	76120.91	54325
Total volume of water consumption (in kilolitres)	76120.91	54325
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000475	0.00000415
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000098	0.000084
Water intensity in terms of physical output (KL/Unit)	0.000059	-
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

Question E4

Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Specify the level of treatment for "With treatment" discharge
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water	0	0	-
- No treatment	0		-
- With treatment	0		
(ii) To Groundwater	0	0	-
- No treatment	0		-
- With treatment	0		
(iii) To Seawater	0	0	-
- No treatment	0		-
- With treatment	0		
(iv) Sent to third-parties	0	0	-
- No treatment	0		-
- With treatment	0		
(v) Others	0	0	-
- No treatment	0		-
- With treatment	0		
Total water discharged (in kilolitres)	0	0	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

Question E5

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

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

Question E6

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Yes / No

Yes

Parameter	Please specify the unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)*
Nox	Kg/Year	225.47	24.0
SOx	Kg/Year	8.84	25.0
Particulate Matter	Kg/Year	64.89	88.7
Persistent organic pollutants (POPs)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify			

* For FY 2024-2025 the data reported is in $\mu\text{g}/\text{m}^3$

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

Question E7

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

Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?
Yes / No

Yes

Parameter	Please specify the unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	3602.58	2319.85
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	40088.73	33962.28
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/INR	0.0000027	0.0000027
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power	tCO ₂ e/INR	0.0000563	0.0000567

Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/Unit	0.000034	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/Unit		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

Question E8

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

Yes, we have entered into a Power Purchase Agreement (PPA) tied to a 9.9 MWp solar power plant, which will supply a significant share of our electricity requirements from renewable sources. This initiative is projected to reduce our Scope 2 emissions by approximately 28%, advancing our efforts toward meeting the 2030 climate goals. In parallel, we have expanded our rooftop solar capacity to further minimize dependence on conventional energy. To reduce Scope 1 emissions, we have deployed dual-fuel generator systems and introduced CNG-powered vehicles, with a gradual transition planned toward green mobility solutions. Additionally, the adoption of digital energy management tools has contributed to the avoidance of around 120 tCO₂e by enhancing energy efficiency and optimizing consumption. We remain focused on identifying and implementing similar renewable energy opportunities across our other operational sites.

Question E9

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1408.54	1296.85
E-waste (B)	0.61	0.0
Bio-medical waste (C)	1.54	0.0548
Construction and demolition waste (D)	0	0
Battery waste (E)	2.36	5.71
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	283.27	322.37
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	531.13	412.73

Total (A + B + C + D + E + F + G + H)	2227.45	2037.715
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000014	0.00000015
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000287	0.00000318
Waste intensity in terms of physical output (MT/Unit)	0.0000017	-
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2,225.91	2,037.66
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	2,225.91	2,037.66
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1.54	0.0548
(ii) Landfilling	0	
(iii) Other disposal operations		
Total	1.54	0.055

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?
(Y/N) If yes, name of the external agency

No

Question E10

Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Poly Medicure Ltd. adopts a structured and responsible approach to waste management across all its manufacturing facilities. Waste is segregated at the source into hazardous, non-hazardous, biomedical, and recyclable categories, in compliance with applicable environmental regulations. Hazardous waste is stored in designated areas with appropriate labelling and is disposed of through authorized recyclers. Biomedical waste generated during product testing or R&D is managed in accordance with the Biomedical Waste Management Rules.

To minimize the use of hazardous and toxic chemicals in our products and processes, the company has adopted a preventive substitution strategy at maximum extent during product development. We actively seek alternatives

that are less harmful, with a focus on PVC-free and DEHP-free product ranges to reduce environmental and health impacts. Our manufacturing units follow strict chemical handling protocols, including Material Safety Data Sheet (MSDS) compliance, personal protective equipment (PPE) use, and periodic training of employees. Wastewater generated is being treated through on-site sewage treatment plants, and treated water is reused for non-potable applications such as landscaping and cooling.

Our strategy is aligned with our commitment to sustainability, patient safety, environmental stewardship and ensure regulatory compliance.

Question E11

If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any
1	Not applicable			

Question E12

Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

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

Question E13

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

Yes, Company adheres to all relevant laws and regulations at all operational sites

If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any

Question L3

With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

Question L4

If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Carbon-Neutral Ocean Freight – ZEMBA Membership	We at Poly Medicure, became the only Indian member of ZEMBA (Zero Emissions Maritime Buyers Alliance), a global initiative aimed at accelerating the adoption of zero-emission shipping fuels such as e-fuels. By joining ZEMBA, we are actively supporting the transition to sustainable ocean freight solutions, reinforcing our commitment to building a net-zero supply chain and significantly reducing our Scope 3 emissions.	Through this initiative, we are contributing to the global push for decarbonizing maritime logistics. It enhances our sustainability leadership and is expected to result in measurable reductions in Scope 3 emissions over time.	Not applicable, as this is a forward-looking, preventive initiative.
2	Renewable Energy Procurement through Power Purchase Agreement (PPA)	We signed a Power Purchase Agreement (PPA) with AMPIN for 9.9 MWp solar power plant. This long-term agreement allows us to source clean electricity directly from a renewable energy provider, enabling a reliable supply of green power. The initiative also supports the regional expansion of solar capacity.	Projected 28% reduction in Scope 2 emissions, significantly advancing our 2030 climate targets. Also accelerated transition to a low-carbon energy mix, complementing our on-site solar initiatives.	Not applicable, as the initiative was implemented as a proactive sustainability strategy.

Question L5

Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

No, we recognize the importance of being prepared for unforeseen disruptions and emergencies. The organization is in the process of evaluating its critical operations and identifying key risks to develop a comprehensive plan. Interim measures are in place to ensure basic operational resilience, and we are actively working toward formalizing a structured framework that will include risk mitigation, disaster recovery, and continuity strategies.

Question L6

Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No significant adverse environmental impacts have been identified among the entity's value chain partners.

Question L8

How many Green Credits have been generated or procured:

S. No	Categories	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
a.	By the listed entity	0	0
b.	By the top ten value chain partners		
	1. Value chain partners by Purchases	0	0
	2. Value chain partners by Sales	0	0

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

Question E1

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

5

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

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

Question E2

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

Name of Authority	Brief of the case	Corrective Action Taken
None	No instances of anticompetitive conduct have been identified or acted upon by any regulatory authority in relation to the company.	Not applicable

Question L1

Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Company actively engages with leading industry bodies and associations to contribute to regulatory reforms and policy development in the MedTech sector. Through these efforts, the company advocates for a strong and forward-looking regulatory framework that promotes quality, safety, and sustained innovation.		No		

P8: Businesses should promote inclusive growth and equitable development

Question E1

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

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

Question E2

Provide information on project(s) for which ongoing Rehabilitation and Resettlement(R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Not applicable					

Additional Information (Optional)

Poly Medicure Ltd. does not have any projects involving ongoing Rehabilitation and Resettlement (R&R) activities. All current manufacturing and infrastructure development is taking place within designated industrial areas, where no displacement of communities or acquisition of inhabited land has occurred.

Question E3

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

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

Question E4

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	26.35	23.78
Directly from within India (Sourced directly from within the district and neighbouring districts)	41.69	40.85

Question E5

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

Location	FY 2024-25 (Current Financial Year) in Lacs	FY 2023-24 (Previous Financial Year) in Lacs
1. Rural		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in Lacs	0	0
ii. Total Wage Cost (in Lacs)	27703.28	22613.4
iii. % of Job creation in Rural areas	0	0
2. Semi-urban		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in Lacs	1187.84	1020.42
ii. Total Wage Cost (in Lacs)	27703.28	22613.4
iii. % of Job creation in Semi-Urban areas	4.29	4.51
3. Urban		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in Lacs	0	0
ii. Total Wage Cost (in Lacs)	27703.28	22613.4
iii. % of Job creation in Urban areas	0	0
4. Metropolitan		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in Lacs	26515.44	21592.98
ii. Total Wage Cost (in Lacs)	27703.28	22613.4
iii. % of Job creation in Metropolitan area	95.71	95.49

Question L1

Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable	Not applicable

Question L3

Procurement Policy

- a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)

No

- b. From which marginalized /vulnerable groups do you procure?

Not applicable

- c. What percentage of total procurement (by value) does it constitute?

Not applicable

Question L4

Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Not applicable			

Question L5

Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

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

Question E1

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

We have established a procedure for receiving, processing, recording, and acting upon written, electronic (e-mail) or verbal product/customer complaints. These procedures are designed to ensure timely handling of complaints in accordance with current regulatory requirements. Customer complaints regarding product quality or dispatches are communicated to the relevant Marketing team, either directly by the customer or through dealers/agents, along with details such as batch numbers and invoices. These complaints are given top priority and are escalated to the appropriate team—either the QC team at the plant for product quality issues or the sales Logistics team for dispatch-related concerns. For quality-related complaints, QC team members handle all the cases.

Question E2

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

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

Question E3

Number of consumer complaints in respect of the following:

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

Question E4

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

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

Question E5

Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, <https://www.polymedicure.com/wp-content/uploads/2025/08/Privacy-Policy.pdf>

Question E6

Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services: cyber security and data privacy of customers: re-occurrence of instances of product recalls: penalty / action taken by regulatory authorities on safety of products / services.

No incidents related to the mentioned topics have been reported.

Question E7

Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Nil

c. Impact, if any, of the data breaches

Not applicable, as no data breaches have been reported during the reporting period.

Question L1

Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

We provide comprehensive information of our products through our official website:

<https://www.polymedicure.com>. The website serves as a central platform for stakeholders to access detailed product descriptions, technical specifications, certifications, company updates, and investor-related information. The website features dedicated sections for various product categories, allowing users to explore offerings in specific therapeutic areas.

Question L2

Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

We have implemented multiple measures to inform and educate consumers, healthcare professionals, and other stakeholders about proper product usage, handling, and safety precautions. Each product is accompanied by detailed labelling and packaging information, in compliance with applicable national and international regulatory standards. This includes clear instructions for use (IFUs), warnings, contraindications, and safety guidelines. These are printed in user-friendly formats.

A key initiative in this regard is the organization of Continuing Nursing Education (CNE) programs/events, which are conducted in collaboration with hospitals, and healthcare institutions. These sessions are designed to train nursing staff and paramedics on correct product application, safety precautions, and maintenance procedures for various medical devices.

Question L3

Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

We have established proactive mechanisms to ensure transparent communication with customers in the event of any potential disruption or discontinuation of essential products. We recognize the critical nature of our medical devices in patient care and therefore prioritizes timely and responsible stakeholder engagement. In cases where temporary discontinuation or changes to a product are being considered—such as material modifications or

regulatory updates—we initiate a structured consultation process with customers. This includes seeking customer feedback through questionnaires and direct communication through mails and conversations, enabling the company to understand user requirements and evaluate the impact of the proposed change. Once customer input is gathered, we provide a formal prior intimation, typically 1 to 1.5 months in advance, through official email communication and feedback forms. This advance notice ensures that customers have adequate time to prepare for the transition and make any necessary adjustments in their procurement or clinical workflows. We continue to refine these mechanisms to align with best practices and stakeholder expectations.

Question L4

Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, we provide product information in compliance with local regulatory requirements, including labeling details such as product name, manufacturing information, batch number, expiry date, and relevant regulatory marks. In addition, we include supplementary information to support the safe and effective use of our products, such as usage guidelines, storage instructions, safety warnings, and clear illustrative symbols. These measures reflect our commitment to quality, safety, and transparency, ensuring healthcare professionals have the information they need for proper product use.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, we regularly conduct customer satisfaction surveys to assess feedback on our key products and services across major operational regions. These surveys are distributed through email and feedback forms, primarily to healthcare professionals, institutional clients, and distribution partners. The insights gathered help us understand user experiences, identify areas for improvement, and inform product development or modifications. This approach ensures that we remain responsive to customer needs and aligned with their expectations

COMPLEMENTARITY CHART WITH GRI STANDARDS

BRSR	GRI Standard
Section A General details	
I. Details of the listed entity	
A1	-
A2	GRI 2: 2-1-a
A3 - A4	-
A5	GRI 2: 2-1-c
A6 - A8	-
A9	GRI 2: 2-3-a, b
A10, A11	-
A12	GRI 2: 2-3- d
A13	GRI 2: 2-2-a, c-i-iii
A14 – A15	GRI 2: 2-5, GRI 1: Foundation 2021, 5, 5.2
II. Products & Services	
A16- A17	GRI 2: 2-6-b-i
III. Operations	
A18 - A19	GRI 2: 2-6-b-i, iii
IV. Employees	
A20- A22	GRI 2: 2-7-a, b-i-ii
	GRI 2: 2-8-a
	GRI 405: 405-1- a-i, b-i-iii
	GRI 401: 401-1-b
V. Holding, Subsidiary and Associate Companies	
A23-a	GRI 2: 2-2- a, b
VI. CSR Details	
A24	GRI 201: 201-1-a-i-ii
VII. Transparency and Disclosures Compliances	
A25	GRI 2: 2-25-e
A26	GRI 3: 3-1-a-i-ii, b
	GRI 3: 3-2-a
	GRI 3: 3-3-a, d-i-ii
	GRI 201: 201-2-a
Section B Management and process disclosures	
B1-B3	GRI 2: 2-23-a, c, d, e
	GRI 2: 2-24-a-ii
B4	-
B5-B6	GRI 3: 3-3-c, e-ii-iii
Governance, leadership and oversight	
B7- B9	GRI 2: 2-22-a
	GRI 2: 2-13-a-i
	GRI 2: 2-9-b, c-i-viii
	GRI 2: 2-12-a

B10	-
B11	GRI 2: 2-5-b-i-iii
B12	-
Section C Principle wise Performance Disclosure	
Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.	
P1-E1	GRI 2: 2-17-a
	GRI 2: 2-24-a-iv
P1-E2	GRI 2: 2-27 a-i-ii, b- i-ii, c, d
P1-E3	GRI 2: 2-27 a-i-ii
P1-E4	GRI 2: 2-23-a, c
	GRI 3: 3-3-c
	GRI 205
P1-E5	GRI 205: 205-3-a, b
P1-E6	GRI 2: 2- 25-e
P1-E7	GRI 205: 205-3
P1-E8	GRI 201: 201-1
P1-E9	GRI 2: 2-6
	GRI 201: 201-1
P1-L1	GRI 2: 2-24-a-iv
P1-L2	GRI 2: 2-10-b-iii
	GRI 2: 2-15-a
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	
P2-E1	-
P2-E2 a-b	GRI 308-1-a
	GRI 414-1-a
P2-E3	GRI 301&GRI 3: 3-3-d
	GRI 306- 306-2-a
P2-E4	-
P2-L1	-
P2-L2	GRI 3: 3-3-a, d-i-iii
	GRI 306: 306-2-a
P2-L3	GRI 301: 301-1,
	GRI 301: 301-2-a
P2-L4	GRI 301: 301- 1
	GRI 301: 301-3-2
P2-L5	GRI 301: 301-1
	GRI 301: 301-3-a
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	
P3-E1- a-b-c	GRI 401: 401-2-a-i-vii
P3-E2	GRI201: 201-3-b-i-iii, c, d, e
P3-E3	GRI 3: 3-3
	GRI 405

P3-E4	GRI 3: 3-3-c
	GRI 405
P3-E5	GRI 401: 401-3
P3-E6	GRI 2: 2-25-b
P3-E7	GRI 2: 2-30-a
P3-E8	GRI 403: 403-5-a
	GRI 404: 404-1-a-i
	GRI 404: 404-2 -a
P3-E9	GRI 404: 404-3-a
P3-E10-a-b-c-d	GRI 403: 403-1-a, b
	GRI 403: 403-2-a-b-c
	GRI 403: 403-6-a
P3-E11	GRI 403: 403-9-a-i-v, b-i-v
	GRI 403: 403-10-a, b-ii
P3-E12	GRI 3: 3-3-d-i-iii
	GRI 403: 403-2-a-i-ii
	GRI 403: 403-9-c-iii, d
	GRI 403: 403-10-c-iii
P3-E13	GRI 2: 2-2-25-e
P3-E14	GRI 3: 3-3-e-i
	GRI 403
P3-E15	GRI 3: 3-3-d-i-ii
	GRI 403: 403-9-c-ii-iii, d
	GRI 403: 403-10-c-ii-iii
P3-L1	GRI 401: 401-a-i
P3-L2	-
P3-L3	GRI 3: 3-3-d-ii
P3-L4	GRI 404: 404 -2-b
P3-L5	GRI 414: 414-2-e
P3-L6	GRI 414: 414-2-d, e
Principle-4: Business should respect the interests of and be responsive to all its stakeholders	
P4-E1	GRI 2: 2-29-a-i
P4-E2	GRI 3: 3-1-b
	GRI 2: 2-29-a-i-iii
P4-L1	GRI 2-12-b-i-ii
	GRI 2-13-a-ii, b
	GRI 2-29-a-i
P4-L2	GRI 3-1-a-i-ii, 3-b
P4-L3	GRI 2-29-a-i-iii
Principle 5: Businesses should respect and promote human rights	
P5-E1	GRI 2: 2-24-a-iv
	GRI 404: 404-1-a-i-ii
	GRI 410: 410-1-a
P5-E2	GRI 202: 202-1-a, b

	GRI 405: 405-2-a
P5-E3 a, b	GRI 2: 2-19-a-i-v
	GRI 2: 2-21-a
P5-E4	GRI 2: 2-13-a-i-ii
P5-E5	GRI 2: 2-25-b, d, e
P5-E6	GRI 406: 406-1-a
	GRI 2: 2-25-e
P5-E7	-
P5-E8	GRI 2: 2-25-e
P5-E9	GRI 2: 2-23-a-iv, e, f
	GRI 2: 2-24-a-iii
	GRI 3: 3-3
P5-E10	-
P5-E11	GRI 3: 3-3-d-i-ii
Principle 6: Businesses should respect and make efforts to protect and restore the environment	
P6-E1	GRI 302: 302-1-a, b, c-i, e
	GRI 302: 302-3-a, b
P6-E2	-
P6-E3	GRI 303: 303 -1
	GRI 303: 303-3-a-i-v
	GRI 303: 303-5-a
P6-E4	GRI 303: 303-4-a-i-iv
P6-E5	GRI 303: 303-1-a
	GRI 303: 303-2-a
P6-E6	GRI 305: 305-7-a-i-vii
P6-E7	GRI 305: 305-1-a-b
	GRI 305: 305-2-a-c
	GRI 305: 305-4-a-c
P6-E8	GRI 305: 305-5-a-d
P6-E9	GRI 306: 306-3-a
	GRI 306: 306-4-a, b-i-iii, c-i-iii
	GRI 306: 306-5-a, b-i-iv, c-i-iv
P6-E10	GRI 306: 306-2-a
	GRI 3: 3-3-c, d-i-ii
P6-E11	GRI 304: 304-1-a-i-v
P6-E12	GRI 304
	GRI 413: 413-1-a-ii
	GRI 303: 303-1- a
P6-E13	GRI 2: 2-27-a-i-ii, b-i-ii
P6-L3	GRI 304: 304-2-a-i-vi
	GRI 304: 304-2-b-i-iv
	GRI 304: 304-3-a
P6-L4	GRI 3: 3-3
P6-L5	-

P6-L6	GRI 308: 308-2-c, d
P6-L8	-
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	
P7-E1-a-b	GRI 2: 2-28-a
P7-E2	GRI 3: 3-3-d-i-ii
	GRI 206: 206-1
P7-L1	GRI 2: 2-28-a
	GRI 415
Principle 8- Businesses should promote inclusive growth and equitable development	
P8-E1	GRI 413: 413-1-a-i-iii
	GRI 203: 203-1
P8-E2	GRI 413: 413-1-a-iv
	GRI 413: 413-2-a-i-ii
P8-E3	GRI 3: 3-3
	GRI 2: 2-25-b
	GRI 413: 413-1-a-viii
P8-E4	GRI 204-1-a, b, c
P8-E5	-
P8-L1	GRI 413: 413-1-a-iv
	GRI 3: 3-3-d-i-ii
	GRI 203: 203-1
P8-L3 a-b-c	GRI 3: 3-3
	GRI 204: 204-1-a
P8-L4	GRI 201: 201-1-a
P8-L5	GRI 3: 3-3-d-i-ii
Principle 9: Business should engage with and provide value to their consumers in a responsible manner	
P9-E1	GRI 2: 2-25-b, d, e
	GRI 2: 2-29-a
P9-E2	GRI 417: 417-1-a-i-v, b
P9-E3	GRI 418: 418- 1-a-i-ii, b
P9-E4	GRI 416: 416-2-a-i-iii
P9-E5	GRI 3: 3-3
	GRI 2: 2-23-a, c
P9-E6	GRI 3: 3-3-d-i-ii
P9-E7	GRI 418: 418-1-a
P9-L1	GRI 2: 2-6-b-i
P9-L2	GRI 3: 3-3
	GRI 417
P9-L3	-
P9-L4	GRI 417: 417-1-a-i-v, b



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