

Business Responsibility & Sustainability Report

Strides Pharma Science Limited ("Strides" / "Company").

SECTION A: GENERAL DISCLOSURES

I.	Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L24230MH1990PLC057062	
3	Date of Incorporation	28-06-1990	
4	Registered office address	â€˜Cyber One', Unit No. 902, Plot No. 4 & 6, Sector 30A, Vashi, Navi Mumbai - 400 703, India	
5	Corporate address	Strides House, Bilekahalli, Bannerghatta Road, Bangalore - 560 076	
6	E-mail	investors@strides.com	
7	Telephone	+91 80 6784 0290	
8	Website	www.strides.com	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	01-04-2024	31-03-2025
	Previous Financial Year	01-04-2023	31-03-2024
	Prior to Previous Financial year	01-04-2022	31-03-2023
10	Name of the Stock Exchange(s) where shares are listed		
Details of the Stock Exchanges			
Sr. No.	Name of the Stock exchange	Description of other stock exchange	Name of the Country
1	BSE		
2	NSE		

11	Paid-up Capital (In Rs.)	92,16,27,140.00	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name	Ms. Sormistha Ghosh - Group General Counsel, Chief Risk & Sustainability officer	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis	
14	Whether the company has undertaken assessment or assurance of the BRSR Core?		
II. Products/services			
17	Details of business activities (accounting for 90% of the turnover)		
Details of business activities (accounting for 90% of the turnover)			
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical, and botanical products	100.00

18	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)		
Products/Services sold by the entity (accounting for 90% of the entity's Turnover)			
Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing	21002	100.00

NIC Code list link:			https://www.ncs.gov.in/Documents/NIC_Sector.pdf												
III.	Operations														
19	Number of locations where plants and/or operations/offices of the entity are situated														
	Location		Number of plants				Number of offices				Total				
	National		5				2				7				
	International		3				8				11				
20	Markets served by the entity														
A	Number of locations														
	Locations		Number												
	National (No. of States)		0												
	International (No. of Countries)		106												
B	What is the contribution of exports as a percentage of the total turnover of the entity?		95.22												
C	A brief on types of customers		Strides' customers include wholesalers, large pharmacy chains, global donor-funded institutions, regional government bodies through MOH/Govt tender and large pharmaceutical companies.												
IV.	Employees														
21	Details as at the end of Financial Year														
A	Employees and workers (including differently abled)														
Sr. No.	Particulars	Total(A)	Male		Female		Other								
			No.(B)	% (B/A)	No.(C)	% (C/A)	No.(H)	% (H/A)							
EMPLOYEES															
1	Permanent (D)	2245	1690	75.28	555	24.73	0	0.00							
2	Other than permanent (E)	315	238	75.56	77	24.45	0	0.00							
3	Total employees (D + E)	2560	1928	75.32	632	24.69	0	0.00							
WORKERS															
4	Permanent (F)	1056	981	92.90	75	7.11	0	0.00							
5	Other than permanent (G)	1560	946	60.65	614	39.36	0	0.00							
6	Total workers (F + G)	2616	1927	73.67	689	26.34	0	0.00							
B	Differently abled Employees and workers:														
Sr. No.	Particulars	Total(A)	Male		Female		Other								
			No.(B)	% (B/A)	No.(C)	% (C/A)	No.(H)	% (H/A)							
DIFFERENTLY ABLED EMPLOYEES															
1	Permanent (D)	0	0	0.00	0	0.00	0	0.00							
2	Other than permanent (E)	0	0	0.00	0	0.00	0	0.00							
3	Total differently abled employees (D + E)	0	0	0.00	0	0.00	0	0.00							
DIFFERENTLY ABLED WORKERS															
4	Permanent (F)	0	0	0.00	0	0.00	0	0.00							
5	Other than permanent (G)	0	0	0.00	0	0.00	0	0.00							
6	Total differently abled workers (F + G)	0	0	0.00	0	0.00	0	0.00							
22	Participation/Inclusion/Representation of women														
		Total (A)	No. and percentage of Females												
			No. (B)				% (B/A)								
	Board of Directors		8				2				25.00				
	Key Management Personnel		5				1				20.00				
23	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)														
		Turnover rate in current FY (2024-25)				Turnover rate in previous FY (2023-24)				Turnover rate in the year prior to the previous FY (2022-23)					
		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total		
	Permanent Employees		14.30	4.40	0.00	18.70	15.00	4.00	0.00	19.00	28.00	7.00	0.00	35.00	
	Permanent Workers		1.40	0.10	0.00	1.50	1.00	0.00	0.00	1.00	1.00	0.10	0.00	1.10	
V.	Holding, Subsidiary and Associate Companies (including joint Ventures)														

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(a) Names of holding / subsidiary / associate companies / joint ventures

Holding, Subsidiary and Associate Companies (including joint Ventures)				
Sr.No.	Name of the holding / subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Altima Innvovations, Inc.	Subsidiary	100.00	false
2	Apollo Life Sciences Holdings Proprietary Ltd	Subsidiary	51.76	false
3	Arco Lab Private Limited	Subsidiary	100.00	false
4	Arrow Life Sciences (Malaysia) SDN BHD	Subsidiary	100.00	false
5	Beltapharm S.P.A	Subsidiary	97.94	false
6	Strides Pharma International AG (formerly, Fairmed Healthcare AG)	Subsidiary	100.00	false
7	Fairmed Healthcare GmbH	Subsidiary	100.00	false
8	Generic Partners UK Limited	Subsidiary	100.00	false
9	Neviton Softech Private Limited	Subsidiary	50.00	false
10	Neviton Technologies Inc.	Subsidiary	50.00	false
11	Pharmapar Inc.	Subsidiary	100.00	false
12	Stelis Biopharma (Malaysia) SDN BHD	Subsidiary	100.00	false
13	Strides Arcolab International Ltd	Subsidiary	100.00	false
14	Strides CIS Limited	Subsidiary	100.00	false
15	Strides Lifesciences Limited	Subsidiary	100.00	false
16	Strides Pharma (Cyprus) Limited	Subsidiary	100.00	false
17	Strides Pharma (SA) Proprietary Limited	Subsidiary	51.76	false
18	Strides Netherlands B.V.	Subsidiary	100.00	false
19	Strides Pharma New Zealand Pty Limited	Subsidiary	100.00	false
20	Amexel Pte. Ltd	Subsidiary	100.00	false
21	Strides Consumer LLC	Subsidiary	100.00	false
22	Stides Pharma Science Pty Ltd	Subsidiary	100.00	false
23	Strides Pharma Global (UK) Ltd	Subsidiary	100.00	false
24	Strides Pharma Asia Pte. Ltd	Subsidiary	100.00	false
25	Strides Pharma Canada Inc	Subsidiary	100.00	false
26	Strides Pharma Global Pte. Limited	Subsidiary	100.00	false
27	Strides Pharma Inc	Subsidiary	100.00	false
28	Strides Pharma International Limited	Subsidiary	100.00	false
29	Strides Pharma UK Ltd	Subsidiary	100.00	false
30	SVADS Holdings SA	Subsidiary	100.00	false
31	Trinity Pharma Proprietary Limited	Subsidiary	51.76	false
32	UCL Brands Limited	Subsidiary	51.00	false
33	Vensun Pharmaceuticals, Inc	Subsidiary	100.00	false
34	Strides Nordic ApS	Subsidiary	100.00	false
35	Strides Global Consumer Healthcare Limited	Subsidiary	100.00	false
36	Strides Consumer Private Limited	Subsidiary	100.00	false
37	Strides Alathur Private Limited	Subsidiary	100.00	false
38	Strides Foundation Trust	Subsidiary	100.00	false
39	Aponia Laboratories Inc	Associate	24.00	false
40	Universal Corporation Limited	Associate	48.98	false
41	Sihuan Strides (HK) Limited	Associate	49.00	false

VI.	CSR Details									
25	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	true								
	(ii) Turnover (in Rs.)	21,85,61,12,501.00								
	(iii) Net worth (in Rs.)	27,47,88,44,440.00								
VII.	Transparency and Disclosures Compliances									
26	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct									
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			PY (2023-24)			(If NA, then provide the reason)
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	
	Communities	Yes	www.strides.com	0	0	No complaint	0	0	No complaint	
	Investors (other than shareholders)	Yes	www.strides.com	0	0	No complaint	0	0	No complaint	
	Shareholders	Yes	www.strides.com	6	0	-	16	0	-	
	Employees and workers	Yes	www.strides.com	1	0	-	4	0	-	
	Customers	Yes	www.strides.com	368	67	Complaint tracked as per SOP	269	52	Complaint tracked as SOP	
	Value Chain Partners	Yes	www.strides.com	0	0	No complaint	0	0	No complaint	
Details of Other Stakeholder Group										
Sr. No.	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			PY (2023-24)			(If NA, then provide the reason)
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	

27	Overview of the entity's material responsible business conduct issues				
Overview of the entity's material responsible business conduct issues					
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format					
Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Quality & Pharmacovigilance	R	As a pharmaceutical Company, we are highly vulnerable to product quality and safety concerns. Hence, it is imperative to address risks associated with product quality and operational safety	a) Ensure continued and strict compliance with global quality standards and protocols and the applicable local regulatory requirements. b) Provide for robust and centralized pharmacovigilance systems with thorough Standard Operating Procedures (SOPs) to ensure effective monitoring and reporting of adverse events. c) Regular investment in technological advancement, training programs on current Good Manufacturing Practices (cGMP), automation, digitalization, and employee skill development. d) Undertake detailed and regular quality assessments of third-party suppliers. e) Implement measures to protect our brand (intellectual property and trademarks) and combat counterfeiting, for ensuring the authenticity of our products in the market.	Negative Implications
2	Human Rights	R	Risk: Without proper safeguards for employee human rights protections, the company will lose reputation and credibility in the market and potentially see a drop in revenues.	The Company is conducting a third party Human Rights Impact Assessment for its operations understand the salient risk that the stakeholder is most susceptible to. The assessment will also measure the severity and likelihood of identified risk and measures to mitigate risks. The Company also has a "Human Rights" Policy in place and carried out Human Rights Due Diligence. Basis the outcome, mitigation & remediation plans are developed across business operations.	Negative Implications
3	Responsible Business & Code of Conduct	R&O	Risk: Failure to maintain and uphold the highest standards of corporate governance and business ethics could result in regulatory consequences as well as financial and reputational damage Opportunity: Compliance and alignment with ethical and responsible governance practices and standards will result in the sustainable creation of longterm value for all stakeholders	a) Consistent and regular engagement with regulatory agencies in all our markets, to ensure compliance and reduce any possibility of non-compliance. b) Focused and regular training is provided to all employees to ensure strict compliance with the Company's Code of Conduct. c) Strong focus is also given to quality control at all operational locations to maintain cGMP.	Positive Implications
4	Geopolitical Instability	R	Risk: The complex environment in which we operate results in uncertainties arising from geopolitical instability, trade sanctions, inflation in commodity prices, as well as transportation costs and ever evolving and intricate compliance requirements. We witnessed a global push on self-reliance, in the countries where we export products. The above uncertainties have a bearing on business value and growth, cash flow cycle, repatriation of funds, disruption in the supply chain, increased costs and foreign exchange volatility.	Strides adopt a proactive, multi-faceted approach to risk mitigation, emphasizing supply chain resilience, financial stability, and strategic adaptability in the face of global uncertainties. ? Diversify the supply chain to reduce dependency on highrisk geographies; ? Explore local manufacturing options and partnerships with domestic suppliers; ? Implement import substitution strategies where feasible; ? Utilize cross-functional teams to evaluate and execute supply chain changes; ? Employ financial hedging mechanisms to manage currency risks; ? Secure receivables through advance payments or letters of credit; ? Balance risk mitigation with quality assurance and regulatory compliance; ? Monitor geopolitical developments and adjust strategies accordingly	Negative Implications
5	Digital Transformation	O	Harnessing digital technology to enhance operational efficiency and quality management presents a significant opportunity for the company. This entails implementing digital initiatives to seamlessly integrate supply chains and enhance operational processes, thereby increasing adaptability and responsiveness.	a. To enhance drug production precision and significantly reduce error rates, we leverage a plethora of technologies such as digitalization, business analytics, business intelligence, Robotic Process Automation (RPA), virtual reality tools. b. Quality Control labs employ advanced techniques like HPLC, GC, and HRMS for thorough sample testing and analysis. The company uses a specialized system (LIMS) to document these analyses and integrate with other systems, ensuring product quality and regulatory compliance. c. Employee Training and Development are carried out through digital platforms & LMS systems.	Positive Implications

28	Notes	CSR - Note - The Company's CSR team engages proactively with relevant stakeholders, including panchayat members, to initiate appropriate actions as needed. Feedback is regularly sought from beneficiaries to ensure that services provided align with their needs and expectations. Additionally, all pertinent issues are discussed and addressed through the Arogyadhama Advisory Committee, which comprises panchayat representatives. This collaborative approach fosters trust and enhances credibility within the beneficiary community. Customers - FY25 - As of April 25, 2025, 34 complaints are closed, and for 33 complaints, investigations are in-progress; FY24 - All 52 complaints are closed as of November 2024.
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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Strides Pharma Science Limited, India KRSG - ISO 14001:2015 & ISO 45001:2018; Puducherry, Chandapura, Alathur, R&D - ISO 14001:2015; Strides is a signatory to the United Nations Global Compact Arco Lab Private Limited, India (WoS of Strides) ISO 27001 certified; ISO 27701 certified	Strides Pharma Science Limited, India KRSG - ISO 14001:2015 & ISO 45001:2018; Puducherry, Chandapura, Alathur, R&D - ISO 14001:2015; Strides is a signatory to the United Nations Global Compact Arco Lab Private Limited, India (WoS of Strides) ISO 27001 certified; ISO 27701 certified	Strides Pharma Science Limited, India KRSG - ISO 14001:2015 & ISO 45001:2018; Puducherry, Chandapura, Alathur, R&D - ISO 14001:2015; Strides is a signatory to the United Nations Global Compact Arco Lab Private Limited, India (WoS of Strides) ISO 27001 certified; ISO 27701 certified	Strides Pharma Science Limited, India KRSG - ISO 14001:2015 & ISO 45001:2018; Puducherry, Chandapura, Alathur, R&D - ISO 14001:2015; Strides is a signatory to the United Nations Global Compact Arco Lab Private Limited, India (WoS of Strides) ISO 27001 certified; ISO 27701 certified	Strides Pharma Science Limited, India KRSG - ISO 14001:2015 & ISO 45001:2018; Puducherry, Chandapura, Alathur, R&D - ISO 14001:2015; Strides is a signatory to the United Nations Global Compact Arco Lab Private Limited, India (WoS of Strides) ISO 27001 certified; ISO 27701 certified	Strides Pharma Science Limited, India KRSG - ISO 14001:2015 & ISO 45001:2018; Puducherry, Chandapura, Alathur, R&D - ISO 14001:2015; Strides is a signatory to the United Nations Global Compact Arco Lab Private Limited, India (WoS of Strides) ISO 27001 certified; ISO 27701 certified	NA	Strides Pharma Science Limited, India KRSG - ISO 14001:2015 & ISO 45001:2018; Puducherry, Chandapura, Alathur, R&D - ISO 14001:2015; Strides is a signatory to the United Nations Global Compact Arco Lab Private Limited, India (WoS of Strides) ISO 27001 certified; ISO 27701 certified	Strides Pharma Science Limited, India KRSG - ISO 14001:2015 & ISO 45001:2018; Puducherry, Chandapura, Alathur, R&D - ISO 14001:2015; Strides is a signatory to the United Nations Global Compact Arco Lab Private Limited, India (WoS of Strides) ISO 27001 certified; ISO 27701 certified
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Kindly refer page 14 to 16 of our FY24 Sustainability Report	Kindly refer page 14 to 16 of our FY24 Sustainability Report	Kindly refer page 14 to 16 of our FY24 Sustainability Report	Kindly refer page 14 to 16 of our FY24 Sustainability Report	Kindly refer page 14 to 16 of our FY24 Sustainability Report	Kindly refer page 14 to 16 of our FY24 Sustainability Report	NA	Kindly refer page 14 to 16 of our FY24 Sustainability Report	Kindly refer page 14 to 16 of our FY24 Sustainability Report
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met,	Key achievements against the commitments are briefed below - a) Board Diversity - During FY25, gender diversity of the Board increased to 25% (2 out of 8 Directors are woman director); b) Board Independence - Effective April 5, 2025, ~62% of the Board Members are Independent (5 out of 8 Directors are Independent); c) Product Quality - No Class I recalls during the year; d) Sustainable Procurement - During FY25, the Company carried out supplier assessments on Sustainability for 33 critical suppliers accounting for 63.3% of our total procurement value; e) Sustainable Procurement - During FY25, the Company conducted two (2) Supplier Capacity Building Workshops on ESG-related topics, which were cumulatively attended by 68% of the	Key achievements against the commitments are briefed below - a) Board Diversity - During FY25, gender diversity of the Board increased to 25% (2 out of 8 Directors are woman director); b) Board Independence - Effective April 5, 2025, ~62% of the Board Members are Independent (5 out of 8 Directors are Independent); c) Product Quality - No Class I recalls during the year; d) Sustainable Procurement - During FY25, the Company carried out supplier assessments on Sustainability for 33 critical suppliers accounting for 63.3% of our	Key achievements against the commitments are briefed below - a) Board Diversity - During FY25, gender diversity of the Board increased to 25% (2 out of 8 Directors are woman director); b) Board Independence - Effective April 5, 2025, ~62% of the Board Members are Independent (5 out of 8 Directors are Independent); c) Product Quality - No Class I recalls during the year; d) Sustainable Procurement - During FY25, the Company carried out supplier assessments on Sustainability for 33 critical suppliers accounting for 63.3% of our	Key achievements against the commitments are briefed below - a) Board Diversity - During FY25, gender diversity of the Board increased to 25% (2 out of 8 Directors are woman director); b) Board Independence - Effective April 5, 2025, ~62% of the Board Members are Independent (5 out of 8 Directors are Independent); c) Product Quality - No Class I recalls during the year; d) Sustainable Procurement - During FY25, the Company carried out supplier assessments on Sustainability for 33 critical suppliers accounting for 63.3% of our	Key achievements against the commitments are briefed below - a) Board Diversity - During FY25, gender diversity of the Board increased to 25% (2 out of 8 Directors are woman director); b) Board Independence - Effective April 5, 2025, ~62% of the Board Members are Independent (5 out of 8 Directors are Independent); c) Product Quality - No Class I recalls during the year; d) Sustainable Procurement - During FY25, the Company carried out supplier assessments on Sustainability for 33 critical suppliers accounting for 63.3% of our	Key achievements against the commitments are briefed below - a) Board Diversity - During FY25, gender diversity of the Board increased to 25% (2 out of 8 Directors are woman director); b) Board Independence - Effective April 5, 2025, ~62% of the Board Members are Independent (5 out of 8 Directors are Independent); c) Product Quality - No Class I recalls during the year; d) Sustainable Procurement - During FY25, the Company carried out supplier assessments on Sustainability for 33 critical suppliers accounting for 63.3% of our	NA	Key achievements against the commitments are briefed below - a) Board Diversity - During FY25, gender diversity of the Board increased to 25% (2 out of 8 Directors are woman director); b) Board Independence - Effective April 5, 2025, ~62% of the Board Members are Independent (5 out of 8 Directors are Independent); c) Product Quality - No Class I recalls during the year; d) Sustainable Procurement - During FY25, the Company carried out supplier assessments on Sustainability for 33 critical suppliers accounting for 63.3% of our	Key achievements against the commitments are briefed below - a) Board Diversity - During FY25, gender diversity of the Board increased to 25% (2 out of 8 Directors are woman director); b) Board Independence - Effective April 5, 2025, ~62% of the Board Members are Independent (5 out of 8 Directors are Independent); c) Product Quality - No Class I recalls during the year; d) Sustainable Procurement - During FY25, the Company carried out supplier assessments on Sustainability for 33 critical suppliers accounting for 63.3% of our

Company's vendors for APIs, excipients, and packaging materials; f) Carbon Reduction - Strides Pharma UK Ltd, a step down wholly owned subsidiary of the Company has committed to achieving net zero emissions by 2045 when they plan to have reduced their emissions by 90% - SPUK's Carbon Reduction Plan g) Corporate Social Responsibility Initiatives - Refer page number 68 of the Annual Report. Our forthcoming Sustainability Report for FY 25 will provide further details.	total procurement value; e) Sustainable Procurement - During FY25, the Company conducted two	total procurement value; e) Sustainable Procurement - During FY25, the Company conducted two	total procurement value; e) Sustainable Procurement - During FY25, the Company conducted two	total procurement value; e) Sustainable Procurement - During FY25, the Company conducted two	total procurement value; e) Sustainable Procurement - During FY25, the Company conducted two	total procurement value; e) Sustainable Procurement - During FY25, the Company conducted two	total procurement value; e) Sustainable Procurement - During FY25, the Company conducted two
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Governance, leadership and oversight

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

Please refer to Founder & Non-Executive Chairperson's Message in page number 16 of the annual report. Further details are also explained in Message from the Managing Director & Group CEO and ESG and

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Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P1	P2	P3	P4	P5	P6	P7	P8	P9	
If Yes, Provide name of the agency	false	false	false	false	false	false	false	false	false	false
12. If answer to question (1) above 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)										
Notes										

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as 'Essential' and 'Leadership'. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	11	Awareness programmes for members of the Board of Directors and KMPs of the Company are conducted on a periodic basis where updates are provided on various topics including developments in the Company, risks, compliance & governance matters, fiduciary duties of a director and their responsibility towards stakeholders, amongst others. Essence of the programme also covers importance of the principles in making decisions that benefit the organisation and society at large, thereby stressing importance of regularly reporting on Company's progress in these areas to ensure continuous improvement.	100.00
Key Managerial Personnel	11	Awareness programmes for members of the Board of Directors and KMPs of the Company are conducted on a periodic basis where updates are provided on various topics including developments in the Company, risks, compliance & governance matters, fiduciary duties of a director and their responsibility towards stakeholders, amongst others. Essence of the programme also covers importance of the principles in making decisions that benefit the organisation and society at large, thereby stressing importance of regularly reporting on Company's progress in these areas to ensure continuous improvement.	100.00
Employees other than BoD and KMPs	110	Code of Conduct and Anti Bribery; EHS	98.00
Workers	100	Code of Conduct and Anti Bribery; EHS	98.00

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

Monetary

Penalty/ Fine

Details of penalty or fine					
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
1	NA	NA	0	Nil	false

Settlement					
Details of settlement					
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
1	NA	NA	0	Nil	false

Compounding fee					
Details of compounding fee					
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
1	Principle 1	Reserve Bank of India, Foreign Exchange Department	1,51,00,000.00	In terms of the erstwhile Consolidated FDI Policy, Company had sought approval from the Department of Pharmaceuticals (DOP) during November 2017, for grant of ESOPs to a Non-Resident Employee and related exercise of stock options. While DOP granted the approval, one of the conditions of such approval was to maintain certain level of R&D expenditure over a period of five years commencing from 2017-18 upto 2021-22. While the Company met the condition for year 1, for subsequent years there was a short-fall in maintaining the prescribed R&D spend. DOP upon review of the compliance conditions, directed the Company to compound the matter with RBI, vide its Order dated January 1, 2024. RBI has reviewed our application and has pronounced Order for Compounding on September 17, 2024. RBI in their Order directed the Company to pay a sum of ` 1.51 Crores towards compounding of the above matter. The said amount was paid by the Company on September 27, 2024, and RBI has issued a certificate dated October 9, 2024 confirming closure of this matter.	false

Non- Monetary				
Imprisonment				
Details of imprisonment				
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
1	NA	NA	Nil	false

Punishment				
Details of Punishment				
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
1	NA	NA	Nil	false

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed		
Details Of The Appeal Or Revision Preferred In Cases Where Monetary Or Non Monetary Action Has Been Appealed		
Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	NA	NA

4. Does the entity have anti-corruption or anti-bribery policy?		Yes			
If Yes, provide details in brief		https://strides.com/pdf/sustainability/Strides_AntiBriberyanticorruptionpolicy.pdf			
Provide a web-link if the entity has anti-corruption or anti-bribery policy		strides.com/pdf/sustainability/Strides_AntiBriberyanticorruptionpolicy.pdf			
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:					
		FY (2024-25)		PY (2023-24)	
Directors		0		0	
KMPs		0		0	
Employees		0		0	
Workers		0		0	
6. Details of complaints with regard to conflict of interest:					
		FY (2024-25)		PY (2023-24)	
		Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors		0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		0	None	0	None
7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.		Nil			
8. Number of days of accounts payables					
		FY (2024-25)		PY (2023-24)	
i) Accounts payable x 365 days		18,77,213.25		20,94,373.65	
ii) Cost of goods/services procured		15,212.85		15,431.00	
iii) Number of days of accounts payables		P123D		P136D	
9. Open-ness of business - Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format					
Parameter		Metrics	FY (2024-25)	PY (2023-24)	
Concentration of Purchases	a. i) Purchases from trading houses		0	0	
	ii) Total purchases		0	0	
	iii) Purchases from trading houses as % of total purchases				
	b. Number of trading houses where purchases are made		0	0	
	c. i) Purchases from top 10 trading houses		0	0	
	ii) Total purchases from trading houses		0	0	
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses				
Parameter		Metrics	FY (2024-25)	PY (2023-24)	
Concentration of Sales	a. i) Sales to dealer / distributors		0	0	
	ii) Total Sales		0	0	
	iii) Sales to dealer / distributors as % of total sales				
	b. Number of dealers / distributors to whom sales are made		0	0	
	c. i) Sales to top 10 dealers / distributors		0	0	
	ii) Total Sales to dealer / distributors		0	0	
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors				
Parameter		Metrics	FY (2024-25)	PY (2023-24)	
Share of RPTs in	a. i) Purchases (Purchases with related parties)		2,811.25	1,687.88	
	ii) Total Purchases		10,943.56	10,520.39	

	iii) Purchases (Purchases with related parties as % of Total Purchases)	25.69	16.04
	b. i) . Sales (Sales to related parties)	17,615.63	16,985.94
	ii) Total Sales	21,394.23	21,532.57
	iii) Sales (Sales to related parties as % of Total Sales)	82.34	78.88
	c. i) Loans & advances given to related parties	44.07	1,656.47
	ii) Total loans & advances	100.50	4,015.92
	iii) Loans & advances given to related parties as % of Total loans & advances	43.85	41.25
	d. i) Investments in related parties	18,411.71	24,918.16
	ii) Total Investments made	18,476.88	24,983.33
	iii) Investments in related parties as % of Total Investments made	99.65	99.74

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year

Awareness programmes conducted for value chain partners on any of the Principles during the financial year			
Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	2	During FY25, the Company conducted two (2) Supplier Capacity Building Workshops on ESG-related topics (which also align with NGRBC Principles), which were cumulatively attended by 68% of the Company's vendors for APIs, excipients, and packaging materials.	68.00

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?	Yes	
If Yes, provide details of the same.	Yes, the Company's "Code of Conduct & Ethics" and "Policy for governance of Related Party Transactions", as available in the Company's website are applicable to the Board Members.	
Notes	number provided in share of RPT is in INR million	

PRINCIPAL 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators			
1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
	FY(2024-25)	PY (2023-24)	Details of improvements in environmental and social impacts
R&D	100.00	100.00	Spent focused on improving the environmental and/ or social impacts of products and processes.
Capex	6.03	9.77	Spent focused on improving the environmental and/ or social impacts of products and processes.
2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	true		
b. If yes, what percentage of inputs were sourced sustainably?	100.00		
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for			
(a) Plastics (including packaging)	Plastic waste is segregated and sent to authorized recyclers approved by the respective State Pollution Control Board.		
(b) E-waste	E-waste is segregated and sent to authorized recyclers approved by the respective State Pollution Control Board.		
(c) Hazardous waste	Hazardous waste is collected, segregated, and disposed of through the authorized incinerating agency approved by the respective State Pollution Control Board.		
(d) other waste	Wood waste and metal waste have separate storage facilities and are sent to authorized vendor of each site for reuse.		
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).	false		
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?			
If not, provide steps taken to address the same.			
Leadership Indicators			
1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?	No		
2. 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.			
Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products / services			
Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
1	Strides is committed to Sustainability and minimizing its impact on the environment. Accordingly, Strides has initiated the process of conducting a formal Life Cycle Assessment for some of its identified products and the outcome will be shared in future reporting(s).	Strides is committed to Sustainability and minimizing its impact on the environment. Accordingly, Strides has initiated the process of conducting a formal Life Cycle Assessment for some of its identified products and the outcome will be shared in future reporting(s).	Strides is committed to Sustainability and minimizing its impact on the environment. Accordingly, Strides has initiated the process of conducting a formal Life Cycle Assessment for some of its identified products and the outcome will be shared in future reporting(s).

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).			
Percentage of recycled or reused input material to total material (by value) used in production or providing services			
Sr. No.	Indicate input material	Recycled or re-used input material to total material	
		FY (2024-25)	PY (2023-24)
1	NA	0.00	0.00

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

	FY (2024-25)			PY (2023-24)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste						

Details of other waste							
Sr. No.	Name Of Other Waste	FY (2024-25)			PY (2023-24)		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category		
Reclaimed products and their packaging materials (as percentage of products sold) for each product category		
Sr. No.	Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
1	NA	0.00

Notes	Strides is a 100% Export Oriented Unit (EOU) as per Foreign Trade Policy (FTP) of Government of India and once its pharmaceutical products are distributed and reach the market, it is subject to strict regulations, quality checks, and safety control measures. Reclaiming the products or its packaging, at the end of life involves high degree supply chain complexities. Therefore, reclaiming of products is not applicable to Strides' business operations.
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PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators											
1. a. Details of measures for the well-being of employees:											
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1690	1690	100.00	1690	100.00			1690	100.00	868	51.37
Female	555	555	100.00	555	100.00	555	100.00			168	30.28
Other	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	2245	2245	100.00	2245	100.00	555	24.73	1690	75.28	1036	46.15
Other than permanent employees											
Male	238	238	100.00	238	100.00			116	48.74	238	100.00
Female	77	77	100.00	77	100.00	77	100.00			77	100.00
Other	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	315	315	100.00	315	100.00	77	24.45	116	36.83	315	100.00
b. Details of measures for the well-being of workers:											
Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	981	981	100.00	981	100.00			981	100.00	957	97.56
Female	75	75	100.00	75	100.00	75	100.00			74	98.67
Other	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	1056	1056	100.00	1056	100.00	75	7.11	981	92.90	1031	97.64
Other than permanent workers											
Male	946	946	100.00	946	100.00			0	0.00	879	92.92
Female	614	614	100.00	614	100.00	614	100.00			568	92.51
Other	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	1560	1560	100.00	1560	100.00	614	39.36	0	0.00	1447	92.76
C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:											
	FY (2024-25)					PY (2023-24)					
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	54,17,55,417.00					54,24,29,056.00					
ii) Total revenue of the company	21,85,61,12,501.00					21,53,25,77,666.00					
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	2.48					2.52					
2. Details of retirement benefits											
Benefits	FY (2024-25)						PY (2023-24)				

	No.of employees covered as a % of total employees	No.of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No.of employees covered as a % of total employees	No.of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Yes	100.00	100.00	Yes
Gratuity	100.00	100.00	Yes	100.00	100.00	Yes
ESI	5.00	1.00	Yes	5.40	10.00	Yes

Others - please specify

Details of Other Retirement benefits								
Sr. No.	Name of Benefits	FY (2024-25)			PY (2023-24)			
		No.of employees covered as a % of total employees	No.of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No.of employees covered as a % of total employees	No.of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	

3. Accessibility of workplaces				
Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes			
If not, whether any steps are being taken by the entity in this regard.				
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes			
If so, provide a web-link to the policy.	The Company's premises, including its registered and corporate offices, are designed to be inclusive and accessible to differently abled individuals. Adequate infrastructure such as elevators, ramps, and accessible entry points have been incorporated to facilitate barrier-free movement. Additionally, a majority of office locations are either situated on the ground floor or equipped with features that ensure ease of access, in line with our commitment to fostering an inclusive and supportive work environment. In alignment with Strides' Code of Conduct & Ethics and Recruitment Policy, the Company is firmly committed to upholding the principles of equal employment opportunity for all individualsâ€"regardless of race, color, religion, sex, gender, age, marital status, nationality, disability, sexual orientation, family, and caregiving responsibilities (including pregnancy), or medical conditions, including HIV status. We are equally dedicated to maintaining a workplace that is free from unlawful harassment, discrimination, and any form of inappropriate conduct, thereby fostering a respectful, inclusive, and supportive work environment for all employees.			
5. Return to work and Retention rates of permanent employees and workers that took parental leave.				
Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
Other	0	0	0	0
Total	100	100	100	100
6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?	true			
If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)		
Permanent Workers	true	A formal Grievance Redressal Policy is available to all employees via the organization's intranet portal. Additionally, the SEEK app has been made accessible to all permanent workers, providing a confidential platform to raise grievances and concerns. Beyond these digital channels, various forums and platforms have been established across manufacturing units to facilitate open communication. Workers may express their concerns individually or collectively through union representatives. Periodic meetings are conducted at these sites to understand underlying issues and ensure timely and appropriate resolution of grievances. In addition to the different grievance redressal mechanisms listed above, all employees and workers can report violations of the company's Code of Conduct directly to a dedicated "Ombudsman", whose details are publicly available in the Company's Code of Conduct and Business Ethics		
Other than Permanent Workers	true	All workers have access to designated HR representatives at each site and office, enabling them to discuss concerns and grievances in a supportive and confidential manner. In addition to the different grievance redressal mechanisms listed above, all employees and workers can report violations of the company's Code of Conduct directly to a dedicated "Ombudsman", whose details are publicly available in the Company's Code of Conduct and Business Ethics		
Permanent Employees	true	A formal Grievance Redressal Policy is available to all employees through the organization's intranet portal. In addition to this, multiple avenues have been established to ensure that employees can raise concerns in a safe and confidential environment: - SEEK App: Accessible to all employees, the app serves as a confidential platform to voice grievances and concerns; - Employee Engagement Forums: Periodic town halls, one-on-one meetings, and skip-level meetings are conducted, offering employees the opportunity to openly share issues or feedback directly with leadership; - Whistleblower Policy ensures that all reporting can be done in a safe and confidential manner, outlining clear mechanisms and structures for grievance reporting, investigation, resolution, and redressal. These mechanisms reflect the organization's commitment to fostering a transparent, responsive, and inclusive work environment. In addition to the different grievance redressal mechanisms listed above, all employees and workers can report violations of the company's Code of Conduct directly to a dedicated "Ombudsman", whose details are publicly available in the Company's Code of Conduct and Business Ethics		
Other than Permanent Employees	true	HR Point of Contact (POC) is present for contractors to reach out and resolve their grievances. Basis the gravity of the grievance, HR POC for contract workers reaches out to HR Business Partner for support and resolution. In addition to the different grievance redressal mechanisms listed above, all employees and workers can report violations of the company's Code of Conduct directly to a dedicated "Ombudsman", whose details are publicly available in the Company's Code of Conduct and Business Ethics		
7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:				
Category	FY (2024-25)		PY (2023-24)	

	Total employees/workers in respective category (A)	No.of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No.of employees /workers in respective category,who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	2245	0	0.00	2011	0	0.00
Male	1690	0	0.00	1537	0	0.00
Female	555	0	0.00	474	0	0.00
Other	0	0	0.00	0	0	0.00
Total Permanent Workers	1056	1023	96.88	1054	1029	97.63
Male	981	948	96.64	978	955	97.65
Female	75	75	100.00	76	74	97.37
Other	0	0	0.00	0	0	0.00

8. Details of training given to employees and workers:

Category	FY (2024-25)					PY (2023-24)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1690	1096	64.86	1653	97.82	1537	1129	73.46	1431	93.11
Female	555	259	46.67	527	94.96	474	280	59.08	446	94.10
Other	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Total	2245	1355	60.36	2180	97.11	2011	1409	70.07	1877	93.34
Workers										
Male	981	948	96.64	968	98.68	978	957	97.86	977	99.90
Female	75	73	97.34	75	100.00	76	75	98.69	76	100.00
Other	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Total	1056	1021	96.69	1043	98.77	1054	1032	97.92	1053	99.91

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

Category	FY (2024-25)			PY (2023-24)		
	Total (A)	No.(B)	% (B / A)	Total (D)	No.(E)	% (E / D)
Employees						
Male	1690	1268	75.03	1537	1170	76.13
Female	555	382	68.83	474	317	66.88
Other	0	0	0.00	0	0	0.00
Total	2245	1650	73.50	2011	1487	73.95
Workers						
Male	981	0	0.00	978	0	0.00
Female	75	0	0.00	76	0	0.00
Other	0	0	0.00	0	0	0.00
Total	1056	0	0.00	1054	0	0.00

10. Health and safety management system:

a.Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).	Yes	
If yes, the coverage such system?	Strides has implemented Occupational Health and Safety management system at all its locations including manufacturing sites, R&D center and Corporate office	
b. What are the processes used to identify work-related hazards and	Identification of work-related hazards through EHS walkthrough checklists, GEMBA walks, Hazard Identification and Risk Assessment (HIRA), Hazardous Area Classification (HAC)study etc MySetu EHS is an application which is used to log and escalate any unsafe act and unsafe conditions which are identified on site premises All employees are trained on group EHS SOP Any non-routine activities involving external contract workers are routed	

assess risks on a routine and non-routine basis by the entity?		through permit to work system (PTW) PTW has different type of permits like General, Hot, Confined, Work at height, Electrical, High risk etc. In FY 25, 11,388 work permits were issued across all sites In FY25, total 1,224 Hazards were reported by the employees				
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?	Yes					
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes					
11. Details of safety related incidents, in the following format:						
Safety Incident/Number	Category*	FY (2024-25)		PY (2023-24)		
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0		1.3		
	Workers	0		0		
Total recordable work-related injuries	Employees	9		13		
	Workers	6		5		
No. of fatalities	Employees	0		0		
	Workers	0		0		
High consequence work related injury or ill-health (excluding fatalities)	Employees	0		0		
	Workers	0		0		
12. Describe the measures taken by the entity to ensure a safe and healthy work place.	Strides follows guidelines and principles of ISO 14001:2015, ISO-45001 standards, Factories act and other state level regulatory requirements within its Environment Health and Safety (EHS) management system The Company undertakes periodic internal and external audits to assess the safety practices and procedures in alignment with the EHS management system. Further, as part of the EHS management system, the Company provides safety trainings and safety drill practices to all its employees and workers The safety training programs enable the development of strong foundation among the workforce, in terms of their ability to identify, mitigate and prevent risks pertaining to Occupational Health and Safety Any non-routine activities involving external contract workers are routed through permit to work system (PTW)where all tasks are accessed to identify risk associated with it and mitigation measure are ensured till completion of activities (11,388 nos of PTW issued in FY 25) HIRA (Hazard identification & Risk Assessment) being performed for all new products, equipment and facility modification where risk associated with each activity are evaluated using risk matrix techniques considering present hierarchy of control to conclude the risk is acceptable or unacceptable. Any unacceptable risk is further evaluated to identify the mitigation plans and recommended controls are made available before execution of the activity Strides endeavors to prevent negative health impact on the employees through various health awareness sessions, provision of medical facilities and medical insurance benefits. Additionally, the Company provides voluntary health promotion services such as lifestyle counselling, stress management sessions, nutritional awareness campaigns through site Occupation health physician Respiratory fit testing has been facilitated for targeted group of employees who regularly use Respiratory Protective Equipment during their routine & non-routine process related activities All products are evaluated and categorized into Occupational exposure banding (1 to 5). Recommended hierarchy of control are ensured during batch manufacturing CMR (Carcinogenic, Mutagenic, Reproductive Toxicity) classification of each module are accessed to prevent negative health impact on the employees Health and Safety awareness training are provided to all workforce through modules and safety drill practices. Periodic mock drill sessions are conducted to ensure that all employees are aware of emergency plan management Strides organizes external safety training on basic lifesaving first aid, as well as firefighting awareness sessions, through authorized agencies to ensure the competency of the targeted group. Upon successful completion, participants are certified Fire safety gadgets like fire hydrant systems, fire hose reels, fire extinguishers, fire detection systems, Emergency escape plans, fire exits, chemical spill kits, eye showers, emergency lights, first aid boxes, adequate PPE are made available across all sites to ensure safe and healthy workplace					
13. Number of Complaints on the following made by employees and workers:						
	FY (2024-25)			PY (2023-24)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	
14. Assessments for the year:						
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
Health and safety practices	100.00					
Working Conditions	100.00					
15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of	There were no major safety incidents during the year.					

health & safety practices and working conditions.				
Leadership Indicators				
1. Does the entity extend any life insurance or any compensatory package in the event of death of				
(A) Employees (Y/N)	true			
(B) Workers (Y/N).	true			
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	The Company has a "Vendor code of conduct," which vendors are expected to adhere to.			
3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:				
	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2024-25)	PY (2023-24)	FY (2024-25)	PY (2023-24)
Employees	0	0	0	0
Workers	0	0	0	0
4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/ NA)	Yes			
5. Details on assessment of value chain partners:				
	% of value chain partners (by value of business done with such partners) that were assessed			
Health and safety practices	63.30			
Working Conditions	63.30			
6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.	No such risks/concerns identified from the assessments conducted.			
Notes				

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators							
1. Describe the processes for identifying key stakeholder groups of the entity.						Strides is dedicated to successfully meeting stakeholder expectations and actively works with stakeholders, carefully identifying significant material challenges. In line with the company's aspiration to conduct business in a responsible manner, Strides is committed to cultivating robust, meaningful relationships with all its stakeholders. Stakeholders and their relative importance to the company are determined by the impact of the stakeholder group on the business and the impact of the business on the stakeholder group. Other considerations while determining stakeholder importance include factors like impact, influence, legitimacy, and diversity of perspectives. Strides recognizes that impactful stakeholder engagement is critical to drive the company's overall ESG strategy. Engaging stakeholders ensures that different viewpoints are taken into account, fosters teamwork, increases trust, and supports efficient decision-making. During the Materiality Assessment conducted by Strides in FY 2024-25, the views and priorities of various stakeholder groups were central to determining the ESG issues most material to Strides.	
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.							
Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employee	false	Other	Direct & other communication mechanisms including mailers, intranet, employee committees, engagement initiatives, newsletters	Others - please specify	Continuous	Learning opportunities, building a safety culture, and inculcating safe work practices among employees, and improving diversity and inclusion.
2	Shareholders/ investors	false	Other	Press releases, social media, website, analyst meets, analyst briefings, quarterly results, annual general meetings, integrated report, financial reports, email advisories, intimation to stock exchanges, annual/ quarterly financials, and investors meetings/ conferences	Others - please specify	Frequent and need based	Educating them about Strides' business strategy for the long term, to stay abreast of developments in the corporation and its subsidiary companies and understanding their expectations.
3	Customers	false	Other	Customer meets, mailers, news bulletins, brochures, social media, website	Others - please specify	Frequent and need based	For stronger customer relationship, to enhance business, stay in touch with them to understand the industry and business challenges and address any issues that the customers may have.
4	Supplier/ vendor/ 3rd party manufacturer	false	Other	Vendor Meets;Virtual modes such as e-mail, telephonically	Others - please specify	Ongoing	Responsible supply chain practices are essential for ensuring sustainable business continuity. Engaging with suppliers and vendors enables the company to identify key material issues impacting the supply chain. The primary areas of interest for suppliers include: 1) Business visibility 2) Collaboration
5	Channel Partners, franchises, and key partners	false	Other	Partners meets and events, mailers, news bulletins, brochures, social media, website	Others - please specify	Frequent and need based	Stronger partnership helps to increase reach and enhance business, ethical business, and fair business practices and governance.
6	Community	true	Other	In-person meetings; Engagement through NGO partners	Others - please specify	Ongoing	Community developments programs initiated by the company's CSR activities enables driving a positive impact on the community members. The key area of interest for community is Community development programs with a focus on health, education, sanitation, and infrastructure development.

Leadership Indicators	
1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.	Consultation between stakeholders and the Board on economic, environmental, and social topics is essential for a pharmaceutical company to gain insights, address concerns, and make informed decisions that align with stakeholder interests. Strides has taken steps to facilitate communication between the Board and stakeholders through the following processes: Identification of Key Topics and Issues: The inputs of key stakeholder groups taken during the Materiality Assessment conducted in FY 2024 was revisited to determine the most material Environmental, Social and Governance issues for Strides as a company; Establishment of Stakeholder Engagement Mechanisms: Strides has established formal mechanisms to engage with various stakeholder groups as described in the previous question; Stakeholder Consultation Sessions: Organizing consultation sessions attended by both stakeholders (employees, customers, investors, regulators) and Executive Members of the Board. This practice ensures regular dialogue between the parties to communicate their priorities.
2.Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.	true
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, stakeholder engagement is used to support the identification of environmental, social and governance topics. Strides also has dedicated communication channels to regularly communicate with different stakeholder groups.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	Through the company's Corporate Social Responsibility programs, Strides aims to create positive impact amongst vulnerable communities and stakeholder groups. Through strategic interventions, the company contributes to a variety of causes including disaster relief, improving community health and education. Strides has also formalized Diversity and Inclusion and Human Rights Policies to address the concerns of vulnerable groups/minority groups primarily like women, persons with disabilities, etc.
Notes	

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators										
1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:										
Category	FY (2024-25)					PY (2023-24)				
	Total (A)	No. of employees/workers covered (B)			% (B / A)	Total (C)		No. of employees/workers covered (D)		% (D / C)
Employees										
Permanent	2245	2203			98.13	2011		1907		94.83
Other than permanent	315	255			80.96	353		313		88.67
Total Employees	2560	2458			96.02	2364		2220		93.91
Workers										
Permanent	1056	980			92.81	1054		952		90.33
Other than permanent	1560	1489			95.45	1790		1790		100.00
Total Workers	2616	2469			94.39	2844		2742		96.42
2. Details of minimum wages paid to employees and workers, in the following format:										
Category	FY (2024-25)					PY (2023-24)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B /A)	No.(C)	% (C /A)		No.(E)	% (E /D)	No.(F)	% (F /D)
Employees										
Permanent	2245	0	0.00	2245	100.00	2011	0	0.00	2011	100.00
Male	1690	0	0.00	1690	100.00	1537	0	0.00	1537	100.00
Female	555	0	0.00	555	100.00	474	0	0.00	474	100.00
Other	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	315	155	49.21	160	50.80	353	79	22.38	274	77.63
Male	238	127	53.37	111	46.64	265	55	20.76	210	79.25
Female	77	28	36.37	49	63.64	88	24	27.28	64	72.73
Other	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	1056	0	0.00	1056	100.00	1054	0	0.00	1054	100.00
Male	981	0	0.00	981	100.00	978	0	0.00	978	100.00
Female	75	0	0.00	75	100.00	76	0	0.00	76	100.00
Other	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	1560	1536	98.47	40	2.57	1790	1363	76.15	427	23.86
Male	946	930	98.31	24	2.54	1063	882	82.98	181	17.03
Female	614	606	98.70	16	2.61	727	481	66.17	246	33.84
Other	0	0	0.00	0	0.00	0	0	0.00	0	0.00
3. Details of remuneration/salary/wages, in the following format:										
a. Median remuneration / wages:										
	Male			Female			Other			
	Number	Median remuneration/ salary/ wages of respective category		Number	Median remuneration/ salary/ wages of respective category		Number	Median remuneration/ salary/ wages of respective category		
Board of Directors (BoD)	3	6,10,11,233.00		0	0		0	0		
Key Managerial Personnel	1	3,61,43,700.00		1	85,00,000.00		0	0		
Employees other than BoD and KMP	1686	6,80,545.00		554	5,40,189.00		0	0		
Workers	981	7,60,601.00		75	4,81,406.00		0	0		
b. Gross wages paid to females:										
	FY (2024-25)				PY (2023-24)					
Gross wages paid to females	52,35,19,806.00				50,61,78,746.00					

Total wages	3,50,48,37,683.00			3,58,17,98,540.00		
Gross wages paid to females (Gross wages paid to females as % of total wages)	14.94			14.13		
4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?	true					
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	Yes, the Company has established a Human Rights policy which articulates Strides' commitment to respecting human rights and actively discourages any involvement in human rights violations. There are multiple channels of communication to report any instances of negative human rights impacts on any stakeholders viz. emailing, calling a toll-free number, or reporting to senior management or the board of directors. Strides is committed to dealing with stakeholder concerns, made in good faith, in a prompt and fair manner. Additionally, as per the expectations presented in the UN Guiding Principles on the Business and Human Rights, any violations, risks or concerns can be reported through the whistleblower channel. Any such complaint will be redressed by the concerned authority in accordance with the process laid down in the Company's policy, which is the available in the Company's website. Additionally, a Code of Conduct and a formal Grievance Redressal policy is available, and all matters are dealt accordingly. Similarly for PoSH complaints, a formal policy is available which includes the methodology to resolve complaints brought to the notice of Internal Complaints Committee (ICC).					
6. Number of Complaints on the following made by employees and workers:						
	FY (2024-25)			PY (2023-24))		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0		4	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	
7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
	FY (2024-25)			PY (2023-24)		
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1			4		
ii) Female employees / workers	632			562		
iii) Complaints on POSH as a % of female employees / workers	0.16			0.71		
iv) Complaints on POSH upheld	1			4		
8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	The SEEK app is a Business Intelligence platform provided by a third-party service provider, which, among other functions, allows employees to air personal grievances. It includes a feature that ensures the confidentiality of the complainant's identity, preventing disclosure to anyone within the Company. The agreement with the vendor guarantees that employee identities remain strictly confidential. While the Company addresses the issues raised by the complainant, the individual's identity is protected, serving as a safeguard against any potential harassment. This confidentiality protocol extends to complaints filed under the POSH (Prevention of Sexual Harassment) and Whistleblower Policies as well. The Company strictly adheres to all relevant laws to ensure the complainant's identity remains undisclosed internally, thus eliminating any risk of retaliation or harassment for filing a complaint.					
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	Yes					
10. Assessments for the year:						
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
Child labour	100.00					
Forced/involuntary labour	100.00					
Sexual harassment	100.00					
Discrimination at workplace	100.00					
Wages	100.00					

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.	The Company's current practices and processes are duly inspected by various agencies from time to time. Besides the assessments undertaken by government/ regulatory bodies, the Company also aims at conducting periodic audits through third party auditors to check for any non-compliances. The Company also undertakes a comprehensive HR Compliance audit once in two years, which is conducted by a third party legal firm, which helps in identifying areas of improvement. So far, Strides has not come across any areas of concerns related to human rights
Leadership Indicators	
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	Strides is committed to upholding a proactive approach in preventing discrimination in all its forms, including but not limited to sexual harassment, wage disparities, and other human rights issues. The company recognizes the importance of fostering an inclusive and equitable work environment for all its employees. For instance: Attendance of contract workers: Change from manual recording of attendance to biometric attendance has helped in greater transparency of process and this biometric attendance is directly linked to the payroll of the contract worker. The digitization has ensured fair and equitable ways of earning wages to all workers Strides has been conscious of the local community in which it operates and does not discharge effluents (from the production process) to outside area. Instead, the effluent treatment set up ensures that wastewater is treated for horticulture purpose thereby conserving environment Biohazardous waste is disposed off through a government approved vendor so that the probability of contamination with human beings in and around the site is minimized/ mitigated Strides' Recruitment policy specifies on non-discrimination and equal opportunity employer. The Company is committed to provide a work environment free of unlawful harassment and equal Employment opportunities for all persons regardless of Race, Colour, Religion, Sex /Gender including pregnancy/childbirth, Age, Marital Status, National Origin, Disability, Sexual Orientation, Family and Career responsibilities, Gender Identity and Intersex status, medical status including HIV status in the hiring practices Strides employ women workers in A-shift and general Shift. Generally, the Company doesn't deploy women in B shift across most of its plants considering gender sensitivity and as an adherence to cultural norms of the region in which it operates To mitigate risks associated with child labour, the Strides TA playbook strictly prohibits child labour, and takes active steps to prevent its occurrence. This is done by checking each and every employee/ worker's government ID, a mandatory check point during onboarding to ensure compliance and follow it in "letter and spirit".
2. Details of the scope and coverage of any Human rights due-diligence conducted	Periodic Audit by third party auditor addresses various issues pertaining to human rights Online Compliance Management tool to monitor various compliances, which also ensures that human right violations, if any, are captured and reported to the board Once in two years, a comprehensive Audit of HR legal compliances is undertaken For conducting business, company undertakes various social audits which addresses many such issues. The Company has also engaged in EcoVadis certifications and undergoes various customer audits, all of which thoroughly address human rights elements.
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	true
4. Details on assessment of value chain partners:	
	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	63.30
Discrimination at workplace	63.30
Child Labour	63.30
Forced Labour/Involuntary Labour	63.30
Wages	63.30
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	No such risks/concerns identified from the assessments conducted
Notes	Owing to the remuneration structure of Directors (Executive and Non-Executive Directors), remuneration details provided above is of Executive Directors. Details for remuneration paid to Non-Executive Directors are as under: Male No - 5 Median salary/ wage of respective category (Amount in INR) - 33,33,333 Female No - 2 Median salary/ wage of respective category (Amount in INR) -20,30,400 Note: Executive Director & Non-Executive Director are considered as two separate categories and Total CTC considered for calculation. KMP details excludes Executive Directors Notes: 1) Sitting fees paid to Dr. Kausalya Santhanam from Material Subsidiaries also factored in the above calculation; 2) Sitting Fees and Commission paid in proportion to the period of office held by Mr. S Sridhar, Mr. Bharat Shah, Mr. Subir Chakraborty and Ms. Mukta Arora, Non-Executive Independent Directors of the Company; 3) Remuneration paid/ payable to Mr. Badree Komandur and Mr. Aditya Arun Kumar, Executive Directors of the Company, has been prorated in line with their terms of appointment; 4) Remuneration to Mr. Vikesh Kumar, Group CFO (KMP) comprises of remuneration paid/ payable to him from the Company as well as one of its Step-down wholly owned Subsidiary in the US

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators				
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:				
Whether total energy consumption and energy intensity is applicable to the company?		true		
Revenue from operations (in Rs.)		FY (2024-25)		PY (2023-24)
		21,85,61,12,501.00		21,53,25,77,666.00
Parameter		Units	FY (2024-25)	PY (2023-24)
From renewable sources				
Total electricity consumption (A)		Kilojoule (KJ)	70651833013	83922616440
Total fuel consumption (B)		Kilojoule (KJ)	7781000000	0
Energy consumption through other sources (C)		Kilojoule (KJ)	0	0
Details of Energy consumed from renewable				
Sr. No.	Name of other parameter	Unit	FY (2024-25)	PY (2023-24)

Total energy consumed from renewable sources (A+B+C)	Kilojoule (KJ)	78432833013	83922616440	
From non-renewable sources				
Total electricity consumption (D)	Kilojoule (KJ)	84863665905	99551851200	
Total fuel consumption (E)	Kilojoule (KJ)	69685621852	49853830785	
Energy consumption through other sources (F)	Kilojoule (KJ)	0	0	
Details of Energy consumed from non renewable				
Sr. No.	Name of other parameter	Unit	FY (2024-25)	PY (2023-24)

Total energy consumed from non-renewable sources (D+E+F)	Kilojoule (KJ)	154549287757	149405681985
Total energy consumed (A+B+C+D+E+F)	Kilojoule (KJ)	232982120770	233328298425
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Kilojoule (KJ) / Rs.	10.6598152237	10.8360597623
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total energy consumed / Revenue from operations adjusted for PPP)	Kilojoule (KJ) / Rs.	220.23	0
Energy intensity in terms of physical Output	Kilojoule (KJ)	0	0
Energy intensity (optional) - the relevant metric may be selected by the entity	Kilojoule (KJ)	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	false		
If yes, name of the external agency.			
2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?	false		
If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.			
3. Provide details of the following disclosures related to water, in the following format:			
Parameter	FY (2024-25)		PY (2023-24)
Water withdrawal by source (in kilolitres)			
(i) Surface water	0		0
(ii) Groundwater	41094.24		60544
(iii) Third party water	151280.02		143872
(iv) Seawater / desalinated water	0		0
(v) Others	0		0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	192374.26		204416
Total volume of water consumption (in kilolitres)	192374.26		204416
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000088019		0.0000094933
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total water consumption / Revenue from operations adjusted for PPP)	18.18		0.000138
Water intensity in terms of physical output	0		0
Water intensity (optional) - the relevant metric may be selected by the entity	0		0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	false		
If yes, name of the external agency.			
4. Provide the following details related to water discharged:			
Parameter	FY (2024-25)		PY (2023-24)
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water	0		0
No treatment	0		0
With treatment - please specify level of treatment	0		0
(ii) To Groundwater	0		0
No treatment	0		0
With treatment - please specify level of treatment	0		0
(iii) To Seawater	0		0
No treatment	0		0
With treatment - please specify level of treatment	0		0
(iv) Sent to third-parties	0		0
No treatment	0		0
With treatment - please specify level of treatment	0		0
(v) Others	0		0
No treatment	0		0
With treatment - please specify level of treatment	0		0
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)	false		
If yes, name of the external agency.			
5. Has the entity implemented a mechanism for Zero Liquid Discharge?	Yes		

If yes, provide details of its coverage and implementation.		Currently, 3 out of 5 Strides' sites are having wastewater treatment facilities. For other 2 sites, wastewater is treated in an external third-party facility. Water conservation is implemented to reduce, reuse, recharge, and recycle approach within manufacturing locations As part of the recycling initiative, Strides provides tertiary treatment to its effluent, the treated effluent water is then effectively recycled and reused for in-house gardening	
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Whether air emissions (other than GHG emissions) by the entity is applicable to the company?		true	
Parameter	Please specify unit	FY (2024-25)	PY (2023-24)
NOx	mg/Nm3	130.7	169
SOx	mg/Nm3	27.1	131.6
Particulate matter (PM)	mg/Nm3	40.5	227.1
Persistent organic pollutants (POP)	mg/Nm3	0	0
Volatile organic compounds (VOC)	mg/Nm3	0	0
Hazardous air pollutants (HAP)	mg/Nm3	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		false	
If yes, name of the external agency.			
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?		true	
Parameter	Unit	FY (2024-25)	PY (2023-24)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	5376	5331.8
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	17099	19893.05
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e / Rs.	0.0000010283	0.0000011715
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO2e / Rs.	21.24	26.8
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e	0	0
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	tCO2e	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		false	
If yes, name of the external agency.			
8. Does the entity have any project related to reducing Green House Gas emission?		Yes	
If Yes, then provide details.		Yes, Strides has implemented projects to reduce Green House Gas emission specifically carbon footprint reduction. They are as follows: Installed 1,470 KW solar power plants and harvested clean energy from roof top solar power panels; Sustaining solar power consumption by importing solar power from third party and In-house generation; 51.6% of the total power consumption in all sites are from renewable sources (Solar & wind)	
9. Provide details related to waste management by the entity, in the following format:			
Parameter	FY (2024-25)		PY (2023-24)
Total Waste generated (in metric tonnes)			
Plastic waste (A)	347.99		162
E-waste (B)	4.89		9.11
Bio-medical waste (C)	5.93		6.6
Construction and demolition waste (D)	0		0
Battery waste (E)	6.82		0
Radioactive waste (F)	0		0
Other Hazardous waste. Please specify, if any. (G)	578.97		961
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	572.06		144
Total (A + B + C + D + E + F + G + H)	1516.66		1282.71
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000694		0.0000000596
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.433		0.00005
Waste intensity in terms of physical output	0		0
Waste intensity (optional) - the relevant metric may be selected by the entity	0		0
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	652.69	309
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	652.69	309
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	816.15	907
(ii) Landfilling	7.95	0
(iii) Other disposal operations	39.88	0
Total	863.98	907
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	false	
If yes, name of the external agency.		
10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	Strides has implemented waste management plan with a comprehensive approach towards waste minimization, segregation, and safe disposal. Company has implemented effective mechanisms for disposal of large quantity of hazardous waste through incineration process Health and safety attributes of new products (API, Excipient, and other process materials) are evaluated to identify the negative health impact of chemicals. While conducting initiation trials, only minimal batch size is manufactured to reduce the wastage from processes and to reduce exposure to any hazardous chemicals Yield improvement projects initiated across all the sites and saved almost 7,400 Kgs of raw materials by improving batch yields.	
13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).	Yes	
Leadership Indicators		
1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):		
For each facility / plant located in areas of water stress, provide the following information:		
Details For each facility / plant located in areas of water stress		
Sr. No.	Particulars	
1	Name of the area	KRSG, Chandapura (Anekal Taluk), Corporate, and R&D
2	Nature of operations	Manufacturing of Pharmaceutical products
3	Water withdrawal, consumption and discharge in the following format:	
	Parameter	FY (2024-25)PY (2023-24)
	Water withdrawal by source (in kilolitres)	
	(i) Surface water	00
	(ii) Groundwater	41094.2460544
	(iii) Third party water	74255.0261706
	(iv) Seawater / desalinated water	00
	(v) Others	00
	Total volume of water withdrawal	115349.26122250
	Total volume of water consumption (in kilolitres)	115349.26122250
	Water intensity per rupee of turnover (Water consumed / turnover)	0.530.01
	Water intensity (optional) - the relevant metric may be selected by the entity	0.530.01
	Water discharge by destination and level of treatment (in kilolitres)	
	(i) Into Surface water	00
	No treatment	00
	With treatment - please specify level of treatment	00
	(ii) Into Groundwater	00
	No treatment	00
	With treatment - please specify level of treatment	00
	(iii) Into Seawater	00
	No treatment	00
	With treatment - please specify level of treatment	00
	(iv) Sent to third-parties	00
	No treatment	00

	With treatment - please specify level of treatment	0	0
	(v) Others	0	0
	No treatment	0	0
	With treatment - please specify level of treatment	0	0
	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)	false			
If yes, name of the external agency.				
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:				
Whether total Scope 3 emissions & its intensity is applicable to the company?	true			
Parameter	Unit	FY (2024-25)	PY (2023-24)	
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	47827	0	
Total Scope 3 emissions per rupee of turnover	tCO2e / Rs.	2.188	0	
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	tCO2e	0	0	
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	false			
If yes, name of the external agency.				
3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.	Not Applicable			
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:				
If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives				
Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Improve the groundwater level	Rainwater harvesting tanks, Total tanks & total capacity	Rainwater harvesting tanks of capacity 3,450 KL were constructed across all the sites.	NA
2	Improve the awareness trainings of water consumption and controlling of water pollution	Awareness Training/session/module; Water Consumption Monitoring; Awareness/ Caution boards display; Installation of flow meters; Installation of Piezometer at required sites	Reduction in daily water consumption.	NA
3	Reduction of CO2 emissions	Reduction due to consumption of clean energy from solar power	14,268 metric tonne of CO2 Emission reduced.	NA
4	Efficient utilization of energy	Implemented generation of power from solar panels.	On overall power requirement, 44.5% of energy is being utilized from from renewable sources including solar panels.	NA

5. Does the entity have a business continuity and disaster management plan?	Yes
Details of entity at which business continuity and disaster management plan is placed or weblink.	https://strides.com/pdf/2024/Strides%20BCP%20policy_30012024.pdf
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.	No adverse impact to the environment caused from any activities or measures pertaining to value chain partners.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	63.30
How many green credits have been generated or procured	
a. Number of green credits have been generated or procured by the listed entity.	0
b. Number of green credits have been generated or procured by the top ten value chain partners.	0
Notes	

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

Essential Indicators		
1. a. Number of affiliations with trade and industry chambers/ associations.	8	
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to		
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Pharmaceuticals Export Promotion Council of India	National
2	Indian Drug Manufacturers' Association	National
3	Bombay Chamber of Commerce	State
4	Bengaluru Chamber of Industry and Commerce	State
5	Karnataka Drugs & Pharmaceutical Manufacturers Association	State
6	Federation of Karnataka Chambers of Commerce and Industry	State
7	Confederation of Indian Industry	National
8	United Nations Global Compact Network	International
Leadership Indicators		
Notes		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators			
3. Describe the mechanisms to receive and redress grievances of the community.		The Company's CSR team engages proactively with relevant stakeholders, including panchayat members, to initiate appropriate actions as needed. Feedback is regularly sought from beneficiaries to ensure that services provided align with their needs and expectations. Additionally, all pertinent issues are discussed and addressed through the Arogyadhama Advisory Committee, which comprises panchayat representatives. This collaborative approach fosters trust and enhances credibility within the beneficiary community.	
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:			
	FY (2024-25)	PY (2023-24)	
Directly sourced from MSMEs/ small producers	5.23	7.59	
Sourced directly from within the district and neighbouring districts	15.68	14.27	
5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:			
	FY (2024-25)	PY (2023-24)	
1.Rural			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0	0	
ii) Total Wage Cost	0	0	
iii) % of Job creation in Rural areas			
2.Semi-urban			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	1,43,83,81,251.00	1,44,06,01,669.00	
ii) Total Wage Cost	3,50,48,37,683.00	3,58,17,98,540.00	
iii) % of Job creation in Semi-urban areas	41.04	40.22	
3.Urban			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	53,77,26,995.00	53,19,04,087.00	
ii) Total Wage Cost	3,50,48,37,683.00	3,58,17,98,540.00	
iii) % of Job creation in Urban areas	15.34	14.85	
4.Metropolitan			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	1,52,87,29,437.00	1,60,92,92,784.00	
ii) Total Wage Cost	3,50,48,37,683.00	3,58,17,98,540.00	
iii) % of Job creation in Metropolitan areas	43.62	44.93	
Leadership Indicators			
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:			
Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies			
Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Karnataka	Bangalore	40,00,000.00
2	Karnataka	Bangalore	1,71,819.00
3	Karnataka	Bangalore	19,57,798.00
4	Puducherry	Puducherry	16,00,000.00
5	Puducherry	Puducherry	14,60,188.00
6	Karnataka	Bangalore	4,49,34,692.00

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)	Yes	
(b) From which marginalized /vulnerable groups do you procure?	The Company sources materials from MSMEs on a case-to-case basis, which may include marginalized or vulnerable groups, considering that company has got 4 manufacturing facilities in different areas in India. Suppliers around the manufacturing areas are also evaluated as part of the framework.	
(c) What percentage of total procurement (by value) does it constitute?	0.00	

6. Details of beneficiaries of CSR Projects:

Details of beneficiaries of CSR Projects			
Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Arogyadhama - Arogyadhama is a state-of-the-art healthcare facility that has been serving the community for over a decade. Located at Suragajakkanahalli, it caters to a population of over 12,500 across 10 villages, offering comprehensive Preventive, Promotive, and Curative healthcare services. The facility is equipped with essential healthcare infrastructure, including X-ray, ultrasound scan, pharmacy, minor operation theatre (OT), and pathology laboratory. It also hosts a range of specialty clinics, such as general medicine, dentistry, gynecology, pediatrics, and ophthalmology.	10350	100.00
2	Siva Sakthi Homes - The Siva Sakthi Sathya Sai Charitable Trust is a dedicated institution committed to the care and support of intellectually challenged individuals and senior citizens. The Trust operates a branch in Sri Raja Rajeswari Nagar, Bengaluru, which currently houses 28 intellectually challenged residents with conditions ranging from mild to severe. Strides Foundation supports the Trust by sponsoring the annual requirements for groceries and medicines, ensuring the well-being and care of the inmates.	28	100.00
3	LeAPS - The Leadership Adoption Program at Schools (LeAPS) aims to provide life skills training to students in Government schools. Currently, we are delivering life skills training at two government schools in Haragadde, while also offering academic support to enhance the overall learning experience for the students and their better academic performance.	643	100.00
4	SVRCC - Under our Employability Empowerment Program, in collaboration with Swami Vivekananda Rural Community College, we are providing vocational skills training to the youth from the fisherman community in Puducherry. The selected youth, who are both deserving and motivated, will undergo one year of vocational training tailored to their aptitudes and abilities. This initiative aims to enhance employment opportunities and nurture responsible, skilled citizens from the local fisherman community.	100	100.00
5	BVOC - TISS - 3-year Programme to provide hands on experience & higher education to improve the lives of disadvantaged and marginalized youth. The programme enables them to learn the skill through OJT at the shop floor of the industry and also acquire a graduate degree BVOC through classroom training. Bachelor of Vocational Training in Pharma manufacturing (BVOC) is awarded by Tata Institute of Social Sciences to empower youth and build & nurture pharma professionals	30	100.00
6	Vidyadhama - Model School Initiative Strides is developing Vidyadhama, a model school for the students of the Government Higher Primary School in Haragadde. This initiative is set to become operational from June 2025. The school is designed to offer state-of-the-art infrastructure, including a composite science laboratory, a Mathematics and Science activity center, smart classrooms, a library, a computer lab, a robotics lab, a space lab, and open-air learning spaces for young children. The initiative aims to create an engaging and future-ready learning environment for government school students.	0	100.00

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators						
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	Strides has a robust complaint management system in place. It follows risk-based approach with defined timelines for each key stage of complaint management. The complaints are logged in and managed till final closure, through a qualified software. After receipt of complaint (through email, calls, social site & other communication channels) at Strides, each complaint is logged in and assigned a unique complaint number for tracking purpose. An acknowledgement is sent to the complainant and immediate risk assessment of the complaint is carried out. Based upon assessment, necessary corrections and containment actions are taken, along with effective follow-up activities as part of the corrective action plan. Wherever a potential impact on distributed product is anticipated, the respective regulatory authorities are duly informed as per applicable regulations. A thorough investigation is conducted by an internal crossfunctional team comprising of quality, manufacturing, legal, and relevant stakeholders, depending upon the nature of complaint to identify the root cause. Based upon investigation findings a final risk assessment is done and necessary corrective and preventive actions, commensurate with the risk associated with the complaint, are implemented. Wherever complaints are about adverse events or impact on patient health, such complaints are forwarded to Pharmacovigilance and Medical Affairs team for clinical assessment. After completion of investigations, a response is sent to the complainant including the summary of investigation, the identified root cause(s) and actions taken/ planned as applicable. A period of 15 days is provided for complainant's feedback, before final closure of the complaint.					
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about	As a percentage to total turnover					
Environmental and social parameters relevant to the product	0.00					
Safe and responsible usage	0.00					
Recycling and/or safe disposal	0.00					
3. Number of consumer complaints in respect of the following	FY (2024-25)		Remark	PY (2023-24)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	368	67	As of April 25, 2025, 34 complaints are closed, and for 33 complaints, investigations are in-progress	269	52	All 52 complaints are closed as of November 2024
4. Details of instances of product recalls on account of safety issues	Number			Reasons for recall		
Voluntary recalls	1			Extraneous matter		
Forced recalls	0			NA		
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes					
If available, provide a web-link of the policy	https://strides.com/privacy_policy.html					
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	Active monitoring of cyber security for Strides is handled both internally and by third-party experts. Routine reviews are carried out, and necessary steps are taken to enhance the cyber security measures. Employees are educated on data privacy awareness, and new procedures for data privacy requirements are being reviewed and prepared for implementation. On matters relating to project recall, relevant SoPs have been revised to ensure that contamination related deviation is escalated and addressed more comprehensively.					
7. Provide the following information relating to data breaches:						
a. Number of instances of data breaches along-with impact	0					
b. Percentage of data breaches involving personally identifiable information of customers	0.00					
c. Impact, if any, of the data breaches	Not Applicable					
Leadership Indicators						
1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Details of Strides' products can be assessed/seen on the website, viz., www.strides.com					
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services	All our products have a product information leaflet provided, this document covers all aspects on the product usage, the potential side effects, and precautionary note.					
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	In the unlikely event of possible disruption or discontinuation of product supply, the respective Customers are informed as per applicable Technical Agreement and the Regulatory Authorities are informed, as per applicable statutory requirements.					

4. Does the entity display product information on the product over and above what is mandated as per local laws?	Yes	
If yes, provide details in brief.	The company provides detailed product booklet and information is available in public domain for consumer knowledge.	
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?	No	
Notes		