



**Swiss Garnier**  
LIFE SCIENCES

## **SWISS GARNIER LIFE SCIENCES**

**PLOT NO. 21-23, INDUSTRIAL AREA, MEHATPUR, UNA - 174315,  
HIMACHAL PRADESH, INDIA.**

# **CORPORATE SUSTAINABILITY REPORT**

**For the Period: 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024**

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## Managing Director's Message

**Dear Stakeholders,**

At SGLS, we are driven by a purpose that extends beyond our role in the pharmaceutical, nutraceutical, and food supplement industries. Our mission to deliver innovative, effective, and safe formulations is closely intertwined with our commitment to environmental, social, and governance (ESG) principles, which are foundational to the long-term sustainability of our business and the communities we serve. In an era where global challenges are more pressing than ever, our commitment to sustainable practices reflects our dedication to making a positive impact across our operations and beyond.

This year's Sustainability Report offers insights into our journey of integrating ESG values into every facet of our work. From reducing environmental footprints to creating positive social impacts, we continuously strive to improve our practices and contribute meaningfully to the United Nations Sustainable Development Goals. As we reflect on the year, we are proud to highlight the progress made, and equally, we acknowledge the challenges that lie ahead.

### **Environmental Responsibility**

SGLS recognizes the importance of reducing our environmental impact, particularly in an industry that relies on resources with a potential environmental footprint. With a state-of-the-art facility designed to meet global standards, we have implemented various eco-efficient technologies and sustainable practices, from resource optimization to waste minimization. Our team actively seeks opportunities to reduce energy and water consumption, decrease emissions, and increase recycling. This year, we made notable strides in minimizing our energy consumption, greenhouse gas emissions and conserving water through efficiency improvements and innovative approaches in our manufacturing processes. We remain committed to expanding these initiatives to further reduce our environmental footprint in the coming years.

### **Social Commitment**

Our responsibility extends beyond the products we create, encompassing the health, well-being, and development of our employees, customers, and communities. The trust our stakeholders place in us compels us to prioritize safety, inclusivity, and social welfare in every aspect of our work.



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We have strengthened our workplace health and safety protocols to ensure the highest standards, and we are proud of our diverse and talented workforce, which remains at the heart of our success. We also continue to support community health initiatives, working closely with partners to improve access to healthcare and nutritional support in underserved areas. Through our commitment to innovation, we aim to develop products that not only improve lives but also align with our core values.

### **Governance and Ethical Standards**

At SGLS, we believe that sound governance is integral to achieving sustainable growth. Transparency, accountability, and ethical integrity guide our decisions and practices. We have enhanced our governance framework, implementing policies and controls to promote fairness, integrity, and compliance with the highest ethical standards. Our focus on strong governance helps us manage risks effectively, safeguard our stakeholders, and build trust within our industry. We also value the importance of ESG disclosures as a way to demonstrate our commitment to these principles and to engage openly with our stakeholders about our progress and challenges.

### **Looking Forward**

SGLS is dedicated to fostering an environment where sustainable practices and innovations thrive. In the year ahead, we will continue to invest in our people, processes, and technologies, ensuring that we are well-positioned to address the evolving expectations of our stakeholders. We recognize that the journey toward sustainability is ongoing, and our commitment remains steadfast. With the continued support of our stakeholders, we will continue to enhance our ESG initiatives, ensuring that SGLS is a responsible leader in the industry.

Thank you for your ongoing trust and support as we work together to make a meaningful, sustainable impact.

*Warm regards,*  
**M.S. Deivandran**  
*Managing Director*  
*Swiss Garniers Life Sciences*



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## ABOUT US

Swiss Garnier is a global pharmaceutical manufacturer specializing in development and production of innovative pharmaceutical formulations. Incorporated in 2006 as a contract manufacturing company, today the company has a turnover of over 500 crores INR and has four manufacturing facilities catering to both domestic and international markets.

Swiss Garnier is among the few notable pharmaceutical companies to have well equipped manufacturing facilities for almost all dosage form of tablets, capsules, liquids, ointments, powders (sachets & bottles) and effervescent formulations (tablets & sachets).

By leveraging on its vast experience, technological strength and product quality, Swiss Garnier has now spread its wings to over 42 countries across the globe with its own brands. The success of Swiss Garnier has been acknowledged & awarded by various reputed global business organizations and its success stories has been published in various national and international magazines.





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# VISION & MISSION



## VISION & MISSION



**Swiss Garniers** is determined to become a Leading Global Healthcare Provider in the areas of Pharmaceuticals, Nutraceuticals, Alternative System of Medicines and Hospital Services duly providing consistent quality and timely delivery to the utmost satisfaction of all the associates and customers.

**Swiss Garniers** is dedicated to develop, manufacture & market highly effective and innovative Pharmaceuticals, Nutraceuticals, Ayurvedic and Food Supplement formulations at its state-of-the art facilities with global standards.

**Swiss Garniers** is committed to customer satisfaction, employee empowerment and environmental care. We are in International compliance with Ecovadis & PSCI company.

**Swiss Garniers** is remains focused, committed and passionate in all its actions and efforts.



**The Management is committed to excellence in terms of**



**PRODUCT QUALITY**



**PRODUTIVITY**



**COST EFFICIENCY**



**DELIVERY**



**SUSTAINABILITY**



## BOARD OF DIRECTORS



## MANAGEMENT



**Mr. M. S. Deivandran**

CMD of Swiss Garnier, has been key in driving the company's innovation and excellence in pharmaceutical manufacturing. Under his leadership, Swiss Garnier has established a strong industry reputation with advanced manufacturing capabilities and strict regulatory adherence. He spearheaded the creation of cutting-edge R&D facilities and state-of-the-art manufacturing plants in Himachal Pradesh and Sikkim, which feature advanced automation and high-speed production lines. Deivandran introduced innovative processes like continuous manufacturing and PAT, enhancing efficiency and quality.

MD of Swiss Garnier, has elevated the company's financial and supply chain systems to global standards. Her leadership ensured robust financial health, optimized the supply chain, and enhanced transparency. By implementing a risk management framework, she safeguarded the company against financial risks, maintaining stability in a dynamic market. Her strategic initiatives have positioned Swiss Garnier as a financially sound and efficient global player in the pharmaceutical industry.



**Mrs. D. Rathinavalli**



**Dr. D. R. Vignesh**

Director of Swiss Garnier, leverages his medical expertise to identify unmet needs in disease treatment, nutritional supplements, and herbal extracts. His contributions have been crucial in developing innovative, scientifically-backed products that address critical gaps in therapeutic and preventive healthcare. His work has significantly enhanced Swiss Garnier's product pipeline, positioning the company as a leader in the pharmaceutical, nutraceutical, and Ayurvedic industries.

Director of Swiss Garnier, has played a pivotal role in enhancing the company's operational efficiency and strategic growth. He optimized manufacturing processes, ensuring top-tier quality and compliance. By implementing advanced ERP systems and supply chain analytics, he streamlined operations, improved inventory management, and refined demand forecasting. His focus on strategic partnerships has secured long-term collaborations, boosting Swiss Garnier's market presence and driving revenue growth. Dhruv's business development efforts have solidified the company's reputation as a leader in contract manufacturing across multiple sectors.



**D. Dhruv Vishnu**





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## **Operations started in 2006**

Located at Mehatpur (Himachal Pradesh), this facility is well connected to rest of country by air, rail & road network. Nearest airport is Chandigarh just 100 km. from factory.

This facility is approved by WHO-GMP, PIC/s Malaysia, DIGEMID Peru, Chile, NAFDAC Nigeria, Philippines FDA, DAV Vietnam and many more overseas Health authorities.. The manufacturing facility comprises of 120,000 sq.ft. of built-up area on a 1.80 acres of land with the following product lines:

- Tablet
- Capsule
- Liquid
- Sachets
- Ointment

This facility has an annual manufacturing capacity of 500 million tablets, 300 million capsules, 20 million bottles, 20 million tubes and 20 million sachets.





## PRODUCTS



### SWISS GARNIER LIFE SCIENCES

- Dedicated Manufacturing facility for Drug Formulations
- WHO GMP approved facility manufacturing.
- Unit approved by PIC/s Malaysia, DIGEMID Peru, Chile, NAFDAC Nigeria, Philippines FDA, DAV Vietnam and many more overseas Health Authorities. Initiated for EU-GMP.

#### Annual Capacity (2 shifts/Day)

Uncoated Tablets	780 Mn
Coated Tablets	260 Mn
Capsules	450 Mn
Sachets	120 Mn
Liquid	30 Mn
Ointment	25 Mn





## CAPSULES

Wide range of hard gelatin type from '00' size to '5' size. A fully automatic P + AM AF 90 capsule producing unit turns out 30,00,000 capsules per day absolutely untouched by human hand.

We have bulk manufacturing and exporting capacity of drugs and medicines for various brands of capsules approved by WHO and adheres to the GMP norms of WHO with sophisticated packaging systems which include Alu-Alu Blister pack machine and Horizontal, form, fill seal machine approved by WHO.

Some of the capsules manufactured and exported by us are Probiotics & Prebiotic Capsules used to treat excessive gas and bloating, Silymarin with Vitamins Capsules used for therapeutic use, Acetylcysteine & Ambroxol Capsules used for providing an anesthetic effect in humans or animals.



## DRY POWDER

A stainless steel SS316 machine and a highly sophisticated fully automatic 6 track sachet filling SOLPAC machine imported from Korea produces 4,50,000 sachets per day. We have the bulk manufacturing and exporting facility in the dry powder form duly approved by WHO and adheres to the GMP norms of WHO. We follow stringent quality control.

Our laboratory managed by highly trained and qualified man power has facilities including, HPLC, UV, 0.01 mg. accurate balance, USP 25 dissolution apparatus, Rotational Brookfield Viscometer, Microbial testing facilities, etc.

Some of the dry powder manufactured and exported by us are Saccharomyces boulardii powder used for normal bowel function and a healthy immune system, Probiotics & Prebiotic Powder used for for enhancing a child's health, vitality, immune and digestive strength





## LIQUID ORALS

Fully automatic stainless steel unit is able of producing any type of orally administered liquid drugs. The installed capacity is 1,50,000 bottles per day. We have an ultra modern liquid section comprising of fully automatic STAINLESS STEEL machineries supplied by SS machineries, Mumbai.

### It consists of

- Rotary Bottle washing, rinsing machine with 20 head assembly
- Rotary Filling and sealing machine with 8 nozzles.
- Labeling Machine.
- Packing conveyor.

The production capacity of the machine is 120 bottles per minute from 60 ml to 200 ml of net volume. The entire operation is untouchable upto cartoning state.

### List of Products

- Biocobal Liquid
- Diacobal Liquid
- CZ Cold (Lupin)
- CZ Tus



## FOOD SUPPLEMENTS

A stainless steel SS316 machine and a highly sophisticated fully automatic 6 track sachet filling SOLPAC machine imported from Korea provide an installed capacity of 4,50,000 sachets per day.





## OINTMENTS

Extensive provision has been made for mass production of a whole new range of ointment and creams.

A fully automatic filling machine is an ultra modern machinery of WIMCO Ointment, capable of filling aluminium and lami tube for manufacturing ointments and creams.



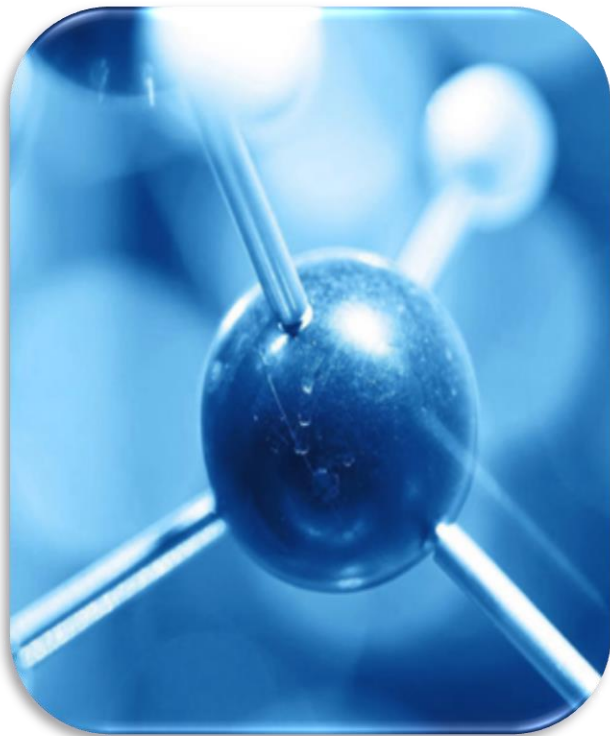
## INNOVATION

Faced with increasing pressures in Pharma, we are seeking ways to speed up operations; this may mean automating processes, deploying equipment that enables higher production yields and minimizing risk factors, cross contamination and improve product quality too.

Our R & D team are looking to implement new manufacturing technology. We develop new products serving both quality and regulatory compliance. We intend to develop new drugs towards increasing complex diseases with innovative technologies that will ramp up manufacturing and analytical capabilities.

Some of our innovations worth mentioning are as below

- Voglibose mouth dissolving tablets
- Metoprolol extended-release tablets
- Doxophylline with montelukast tablets
- Pre & Probiotic with multivitamin and minerals (capsule in a capsule)
- Non-Alcoholic Minoxidil spray
- Voglibose with metformin sustained-release tablets
- Etodolac extended-release tablets
- Liquid enzyme preparation
- S-adenosylmethionine tablets





## THE RESEARCH AND DEVELOPMENT

Swiss Garnier's R&D capabilities are a cornerstone of its expertise in pharmaceuticals, nutraceuticals, and Ayurvedic formulations. Here's a concise overview:

### 1. Pharmaceuticals (Drug Formulations):

- **Advanced Drug Delivery:** Swiss Garnier excels in developing novel drug delivery systems, including sustained-release, controlled-release, and targeted therapies, optimizing therapeutic outcomes and patient adherence.
- **Generic Drug Development:** The company specializes in high-quality generic formulations, focusing on bioequivalence and cost-effectiveness, with robust reverse engineering techniques.
- **Regulatory Compliance:** Their R&D is aligned with global regulatory standards (FDA, EMA, WHO), ensuring safety, efficacy, and quality in drug development.

### 2. Nutraceuticals:

- **Innovative Formulations:** Swiss Garnier develops cutting-edge nutraceutical products, integrating scientifically validated bioactive compounds for targeted health benefits such as immunity, digestion, and cardiovascular support.
- **Personalized Nutrition:** They pioneer personalized nutraceutical solutions, tailored to individual health profiles, leveraging advanced research in nutrition science.

### 3. Ayurvedic Formulations:

- **Standardization and Bioavailability:** The company bridges traditional Ayurvedic knowledge with modern science, focusing on the standardization and bioavailability of herbal extracts to ensure consistency and efficacy.
- **Herbal R&D:** Swiss Garnier's expertise in Ayurvedic formulations includes advanced extraction techniques and rigorous quality control, ensuring that products meet stringent regulatory requirements.

### R&D Infrastructure:

- **State-of-the-Art Facilities:** Their R&D centers are equipped with cutting-edge laboratories and pilot plants, enabling comprehensive research from concept to commercialization.
- **Collaborative Innovation:** Swiss Garnier collaborates with academic and industry leaders to stay at the forefront of scientific advancements, integrating new technologies and methodologies into their R&D processes.

This technical rigor in R&D ensures that Swiss Garnier remains a leader in the development of pharmaceutical, nutraceutical, and Ayurvedic products, delivering high-quality solutions to global markets.



## INNOVATIVE FORMULATIONS



- ☞ **Tablet in Tablet**
- ☞ **Tablets in Capsule**
- ☞ **Capsule in Capsule**
- ☞ **Effervescent (Tablet & Sachet)**
- ☞ **Auto Sugar Coating**
- ☞ **Modified Release Tablet**
- ☞ **Micro Dosing System**
- ☞ **Pellets**



## PROCESS TO DETERMINE MATERIAL TOPICS

GRI 3-1

At SGLS, our process for determining material topics involves a comprehensive assessment that integrates stakeholder input and aligns with global sustainability standards. We conduct regular stakeholder consultations, including interviews and surveys, to identify key concerns and expectations. Additionally, we analyze industry trends, regulatory requirements, and sustainability frameworks, such as the GRI Standards, to prioritize issues relevant to our business operations. This collaborative approach ensures that we focus on topics that significantly impact our stakeholders and business objectives. The identified material topics are reviewed annually to adapt to changing conditions and reinforce our commitment to continuous improvement and responsible practices.

## LIST OF MATERIAL TOPICS

GRI 3-2

At SGLS, our sustainability efforts are guided by a focused list of material topics that reflect our commitment to environmental, social, and governance (ESG) principles. The identified material topics include:

### ENVIRONMENTAL TOPICS

1. Energy Efficiency in Manufacturing
2. Water Conservation and Management
3. Waste Management and Recycling
4. Air Quality and Emission Control
5. Pollution Prevention Strategies
6. Carbon Footprint Reduction
7. Sustainable Packaging Solutions
8. Climate Change Mitigation
9. Biodiversity Protection
10. Sustainable Sourcing of Raw Materials

### SOCIAL TOPICS

1. Employee Health and Safety
2. Diversity and Inclusion in the Workplace
3. Fair Labor Practices
4. Patient Education and Support
5. Ethical Marketing Practices
6. Human and Labor Rights
7. Supply Chain Labor Standards
8. Mental Health Support Programs
9. Access to Healthcare
10. Community Engagement and Development

### GOVERNANCE TOPICS

1. Ethical Business Practices
2. Data Privacy and Protection
3. Transparency and Disclosure
4. Risk Management and Compliance
5. Stakeholder Engagement and Communication
6. Anti-Corruption Policies
7. Executive Compensation and Accountability
8. Regulatory Compliance
9. Corporate Governance Framework
10. Board Diversity and Structure





## MANAGEMENT OF MATERIAL TOPICS

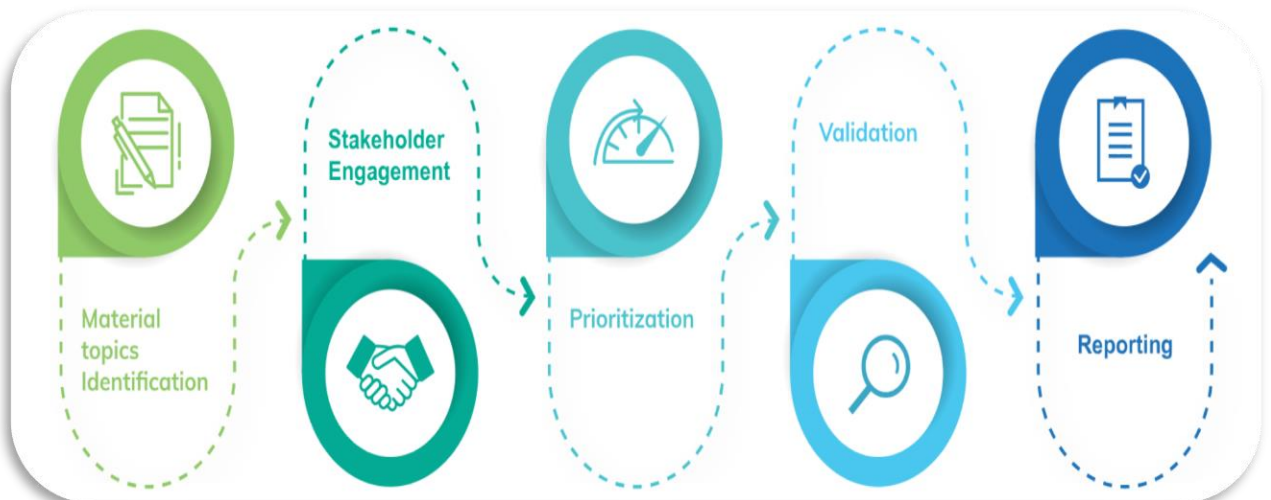
GRI 3-3

At SGLS, the management of our material topics is integral to our operational strategy and sustainability framework. Each material topic is assigned to dedicated teams responsible for developing and implementing initiatives that align with our ESG commitments. Regular assessments are conducted to monitor performance, identify risks, and leverage opportunities for improvement. We engage stakeholders through transparent communication and collaboration, ensuring that their insights inform our strategies. Training and capacity-building programs are also in place to foster a culture of sustainability across all levels of the organization, reinforcing our commitment to continuous improvement and responsible business practices.

## MATERIALITY ASSESSMENT

At Swiss Garnier Life Sciences, we recognize the importance of understanding and addressing the key issues that impact our business, stakeholders, and the environment. Materiality assessment is a critical process through which we identify, evaluate, and prioritize the environmental, social, and governance (ESG) factors that are most significant to our operations in the pharmaceutical sector.

This process allows us to align our strategic objectives with the expectations of our stakeholders, including customers, employees, investors, and the communities in which we operate. By engaging in a comprehensive materiality assessment, we gain valuable insights into the issues that matter most to our stakeholders and our business, enabling us to allocate resources effectively and enhance our long-term sustainability.

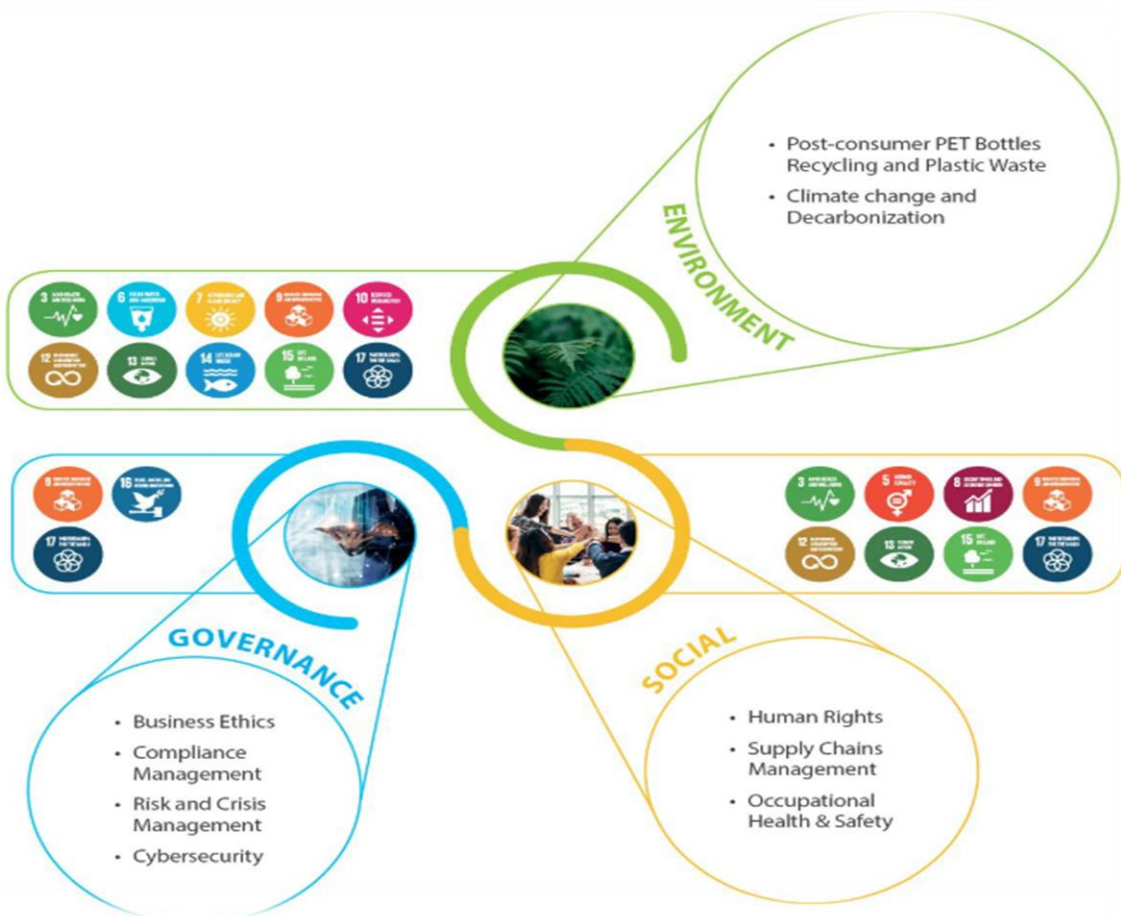




In the pharmaceutical industry, material topics often include product quality, safety and efficacy, regulatory compliance, environmental impact, and ethical sourcing. For Swiss Garnier Life Sciences, understanding these aspects is essential not only for meeting legal and regulatory requirements but also for building trust and confidence among our stakeholders.

Furthermore, our commitment to ESG integration means that we actively consider how our business decisions impact not just our bottom line, but also the health and well-being of our communities and the planet. By focusing on material issues, we aim to create a positive impact through our formulations and products, contributing to a healthier society while minimizing our environmental footprint.

As we move forward, our materiality assessment will continue to evolve, reflecting changing market dynamics and stakeholder expectations. This dynamic approach will ensure that we remain responsive and responsible in our operations, ultimately fostering a culture of continuous improvement and sustainable growth.

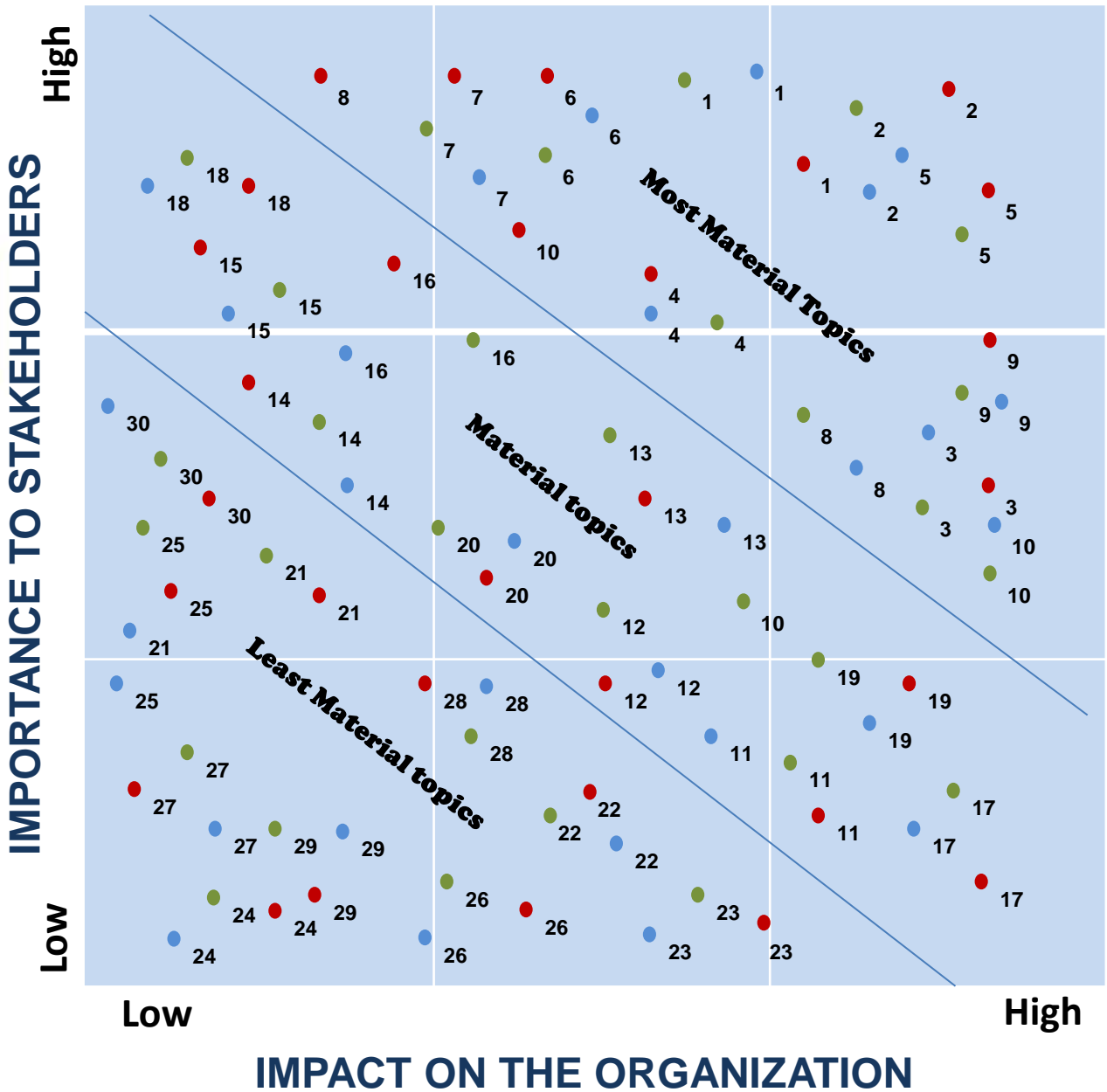




## OBJECTIVES OF MATERIALITY ASSESSMENT

- ❖ Identify Key Issues: Pinpoint critical ESG factors affecting operations and stakeholder interests.
- ❖ Stakeholder Engagement: Foster collaboration and communication with stakeholders to understand their concerns.
- ❖ Prioritize Resources: Allocate resources effectively based on the significance of identified material issues.
- ❖ Enhance Sustainability: Integrate findings to improve overall sustainability and performance.
- ❖ Continuous Improvement: Adapt and refine strategies in response to evolving material topic







## **MOST MATERIAL ENVIRONMENTAL TOPICS**

1. Energy Efficiency in Manufacturing
2. Water Conservation and Management
3. Waste Management and Recycling
4. Air Quality and Emission Control
5. Pollution Prevention Strategies
6. Carbon Footprint Reduction
7. Sustainable Packaging Solutions
8. Climate Change Mitigation
9. Biodiversity Protection
10. Sustainable Sourcing of Raw Materials

## **MATERIAL ENVIRONMENTAL TOPICS**

11. Chemical Safety and Hazardous Waste Management
12. Life Cycle Assessment of Products
13. Employee Environmental Awareness and Training
14. Renewable Energy Utilization
15. Resource Efficiency in Production
16. Environmental Impact Assessment (EIA)
17. Eco-friendly Product Formulations
18. Supply Chain Sustainability
19. Green Transportation Practices
20. Community Environmental Engagement

## **LEAST MATERIAL ENVIRONMENTAL TOPICS**

21. Corporate Social Responsibility (CSR) Reporting
22. Environmental Certifications and Standards
23. Public Relations and Environmental Marketing
24. Stakeholder Engagement on Environmental Issues
25. Green Building Practices
26. Research and Development for Sustainable Products
27. Environmental Policy Development
28. Carbon Offsetting Programs
29. Employee Volunteering for Environmental Causes
30. Participation in Environmental Initiatives and Campaigns



## MOST MATERIAL SOCIAL TOPICS

1. Employee Health and Safety
2. Diversity and Inclusion in the Workplace
3. Fair Labor Practices
4. Patient Education and Support
5. Ethical Marketing Practices
6. Human and Labor Rights
7. Supply Chain Labor Standards
8. Mental Health Support Programs
9. Access to Healthcare
10. Community Engagement and Development

## MATERIAL SOCIAL TOPICS

11. Cultural Sensitivity and Awareness
12. Transparency in Business Practices
13. Employee Satisfaction and Retention
14. Support for Local Economies
15. Responsible Sourcing Practices
16. Workforce Training and Development
17. Gender Equality in Employment
18. Philanthropic Contributions and Volunteerism
19. Stakeholder Engagement and Communication
20. Community Health Initiatives

## LEAST MATERIAL SOCIAL TOPICS

21. Corporate Social Responsibility (CSR) Strategy
22. Social Impact Assessment
23. Community Relations and Public Perception
24. Environmental Justice Awareness
25. Participation in Social Initiatives
26. Social Media Engagement and Responsiveness
27. Reporting on Social Metrics
28. Collaboration with Nonprofits
29. Employee Recognition Programs
30. Social Innovation Initiatives



## **MOST MATERIAL GOVERNANCE TOPICS**

1. Ethical Business Practices
2. Data Privacy and Protection
3. Transparency and Disclosure
4. Risk Management and Compliance
5. Stakeholder Engagement and Communication
6. Anti-Corruption Policies
7. Executive Compensation and Accountability
8. Regulatory Compliance
9. Corporate Governance Framework
10. Board Diversity and Structure

## **MATERIAL GOVERNANCE TOPICS**

11. Code of Conduct and Ethics
12. Shareholder Rights and Engagement
13. Environmental, Social, and Governance (ESG) Reporting
14. Internal Audit and Controls
15. Conflict of Interest Policies
16. Whistleblower Protection Mechanisms
17. Supply Chain Governance
18. Policy on Political Contributions
19. Community Investment Strategy
20. Governance of Subsidiaries and Joint Ventures

## **LEAST MATERIAL GOVERNANCE TOPICS**

21. Corporate Social Responsibility (CSR) Policies
22. Public Relations and Reputation Management
23. Stakeholder Feedback Mechanisms
24. Social Media Governance
25. Shareholder Meetings and Voting Procedures
26. External Audit and Assurance Practices
27. Governance Training for Employees
28. Business Continuity and Crisis Management Plans
29. Community Engagement Policies
30. Reporting on Governance Metrics



## KPI ENVIRONMENTAL TOPICS

KPI ENVIRONMENTAL TOPICS	KPI ID	PERFORMANCE INDICATOR
Energy Management and Conservation	KPI 28	Reduce Total energy consumption by opting for energy efficient installations and through migration towards renewable sources of energy
Greenhouse Gas Emissions Reduction	KPI 23	Reduce Total gross Scope 1 GHG emissions by implementing fuel switch programs
Energy Efficiency and Management	KPI 24	Reduce Total gross Scope 2 GHG emissions by installing energy efficient devices
Supply Chain Emissions Management	KPI 25	Reduce Total gross Scope 3 GHG emissions by centralizing upstream and downstream activities
Product Stewardship	KPI 26	Reduce the Environmental foot print by efficient End of life management
Sustainable Sourcing	KPI 27	Reduce the procurement of Hazardous Materials
Renewable Energy Transition	KPI 29	Increase Total renewable energy consumption
Water Resource Management	KPI 30	Reduce Total water consumption through installation of water efficient devices and increasing the use of recycled water
Water Recycling and Reuse	KPI 31	Increase Total amount of water recycled and reused





## KPI ENVIRONMENTAL TOPICS

KPI ENVIRONMENTAL TOPICS	KPI ID	PERFORMANCE INDICATOR
Air Quality Management	KPI 32	Reduce Total weight of air pollutants by installation of APC – Air Pollution control devices
Hazardous Waste Management	KPI 33	Reduce Total weight of hazardous waste by process optimization
Waste Management and Reduction	KPI 34	Reduce Total weight of non-hazardous waste
Circular Economy Initiatives	KPI 35	Reduce Increase Total weight of waste recovered by exploring options through R&D
Integrated Energy and Emissions Strategy	KPI 36	Reduce Energy Consumption & GHGs
Water Stewardship	KPI 37	Reduce Water Consumption and increase recycle water percentage
Biodiversity Conservation	KPI 38	Increase the % of Green Belt inside the company and to explore options to implement natural habitat programs



## KPI ENVIRONMENTAL TOPICS

KPI ENVIRONMENTAL TOPICS	KPI ID	PERFORMANCE INDICATOR
Air Quality and Emissions Control	KPI 39	Reduce Air Pollution by installation of APC- Air Pollution Control Measures
Sustainable Materials Management	KPI 40	Reduce Materials, Chemicals & Waste
Product Life Cycle Management	KPI 41	Increase the use of degradable / sustainable materials in products
Sustainable Disposal and Recycling	KPI 42	Increase the disposal of Hazardous waste for coprocessing (Zero waste to Landfill)
Health and Safety Management	KPI 43	Implementation of Engineering Controls (Kaizen / Poka Yoke)
Environmental Advocacy and Community Engagement	KPI 44	Increase Environmental services and advocacy
Pharmaceutical Waste Management	KPI 45	Increase recycling or waste treatment out of total volume of products sold

## KPI SOCIAL TOPICS

KPI SOCIAL TOPICS	KPI ID	PERFORMANCE INDICATOR
Labor Practices and Management	KPI 01	To promote & improve the fair Labour Practices and management through minimum notice period for any significant operational changes and consultative and negotiation.
Occupational Health and Safety	KPI 02	To Reduce Number of days lost to work-related injuries, fatalities and ill health
Incident Reporting and Safety Management	KPI 03	To Reduce Number of work-related accidents and lead lag metrics development
Executive Compensation and Equity	KPI 04	To Reduce Ratio of the annual total compensation for the highest paid individual
Employee Development and Training	KPI 05	To Increase Average hours of training per employee
Living Wage and Fair Compensation	KPI 06	Increase Percentage of direct employees covered by a living wage benchmarking analysis
Wage Equity and Fairness	KPI 07	Reduce Percentage of direct employees paid below living wage
Wage Equity and Inclusion	KPI 08	To reduce wage gap between genders and promote inclusive working culture
Living Wage Benchmarking	KPI 09	Reduce Percentage of average wage gap for direct employees



## KPI SOCIAL TOPICS

KPI SOCIAL TOPICS	KPI ID	PERFORMANCE INDICATOR
Employee Health & Safety	KPI 10	To identify and rectify the Unsafe Condition and Unsafe Act to prevent occurrence of Incident Accidents
Working Conditions and Environment	KPI 11	To improve the Ergonomic safety and promote good health
Employee Engagement and Social Dialogue	KPI 12	To increase the percentage of employee participation in social dialogue
Career Development and Training	KPI 13	To impart more behavioral and functional based training programs to improvise the employee's competency and job skills
Human Rights and Labor Practices	KPI 14	To Reduce Child Labor, Forced Labor and Human Trafficking (if applicable)
Diversity, Equity & Inclusion	KPI 15	To Increase Diversity, Equity & Inclusion
Human Rights in Business Practices	KPI 16	Reduce External Stakeholder Human Rights (if applicable)
Gender Diversity in Workforce	KPI 17	Increase Percentage of women employed in the whole organization
Gender Diversity in Leadership	KPI 18	Increase Percentage of women at top management level



## KPI SOCIAL TOPICS

KPI SOCIAL TOPICS	KPI ID	PERFORMANCE INDICATOR
Gender Diversity in Governance	KPI 19	Increase Percentage of women within the organization's board
Gender Pay Equity	KPI 20	Reduce Average unadjusted gender pay gap
Diversity and Inclusion Metrics	KPI 21	Increase Percentage of employees from a minority and/or vulnerable group in the whole organization
Diversity in Leadership Positions	KPI 22	Increase Percentage of employees from a minority and/or vulnerable group at top management level





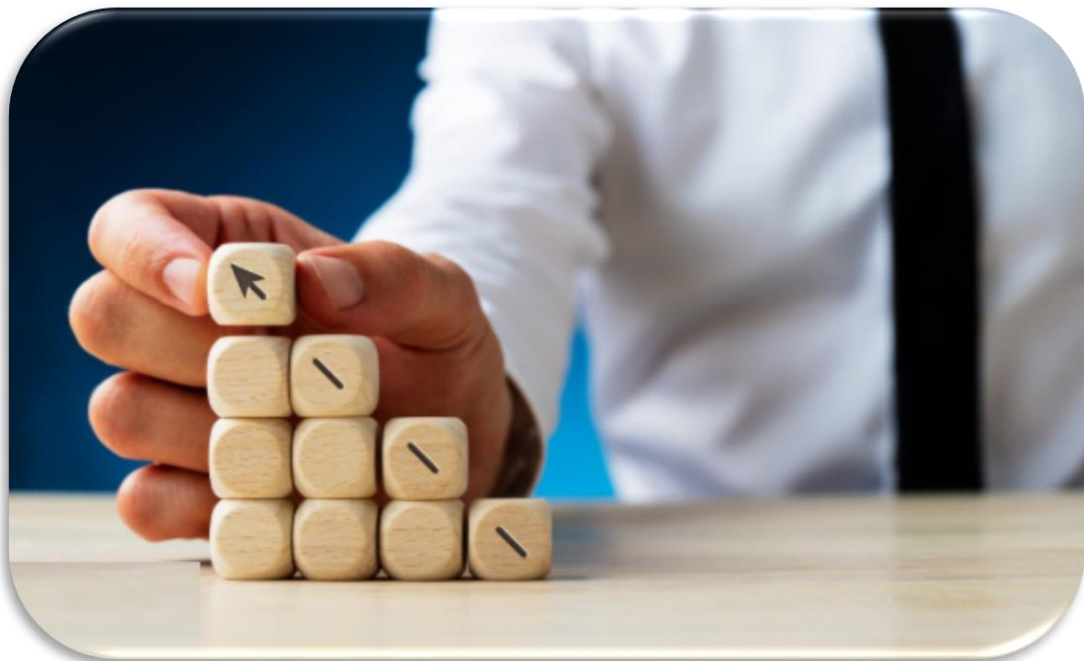
## KPI GOVERNANCE TOPICS

KPI GOVERNANCE TOPICS	KPI ID	PERFORMANCE INDICATOR
Ethics and Compliance Training	KPI 46	Increase Percentage of employees trained on ethics
Whistle-blower Protection and Reporting	KPI 47	Reduce Number of reports related to whistle-blower procedure
Corruption Prevention and Management	KPI 48	Reduce Number of confirmed corruption incidents
Information Security Management	KPI 49	Reduce Number of confirmed information security incidents
Sustainable Sourcing and Traceability	KPI 50	Increase Percentage of palm and/or palm-based products traceable to plantation (If applicable)
Sustainable Certification and Standards	KPI 51	Increase Percentage of certified palm and/or palm-based products (If applicable)
Supplier Code of Conduct Compliance	KPI 52	Increase Percentage of targeted suppliers who have signed the supplier code of conduct
Responsible Procurement Practices	KPI 53	Increase Percentage of targeted suppliers with contracts inclusive of ESG clauses
Supplier CSR Assessment and Engagement	KPI 54	Increase suppliers covered by a CSR assessment



## KPI GOVERNANCE TOPICS

KPI GOVERNANCE TOPICS	KPI ID	PERFORMANCE INDICATOR
Supplier Audit and Accountability	KPI 55	Increase number of targeted suppliers covered by a CSR on-site audit
Sustainable Procurement Training	KPI 56	Increase number of all buyers who received training on sustainable procurement
Supplier Improvement and Capacity Building	KPI 57	Increase assessed suppliers engaged in corrective actions or capacity building





## INTRODUCTION TO THE CORPORATE SUSTAINABILITY REPORT

At SGLS, we believe that sustainability is fundamental to our mission of enhancing health and wellness through innovative pharmaceutical, nutraceutical, and food supplement formulations. As a leader in the development, manufacturing, and marketing of health solutions, we are committed to integrating sustainability principles across our operations. This commitment extends from our state-of-the-art facilities to the communities we serve and the global markets we impact. Our purpose goes beyond delivering high-quality products; we aim to create long-term value for all our stakeholders while addressing the environmental, social, and governance (ESG) aspects of our operations in meaningful ways.

Our commitment to sustainability is grounded in three main pillars: environmental responsibility, social impact, and strong governance. These pillars are the foundation upon which we build our sustainable practices, guiding our journey to minimize environmental impact, enhance community welfare, and maintain ethical governance. Our approach is proactive and adaptive, constantly evolving in response to emerging global standards and best practices. Through this Sustainability Report, we aim to transparently communicate our ESG efforts, achievements, and challenges to our stakeholders, reflecting our dedication to continuous improvement.

### **Environmental Responsibility**

As a pharmaceutical and nutraceutical manufacturer, we recognize our responsibility to minimize our environmental footprint and address the impact of our operations. Our advanced facilities are inherited with efficient energy and water management systems, reflecting our commitment to resource conservation. We invest in research to optimize manufacturing processes and reduce waste generation, prioritizing sustainable sourcing and implementing eco-friendly practices throughout our supply chain. These efforts support our goals to lower carbon emissions and contribute positively to the global transition toward a more sustainable economy. Our environmental initiatives are aligned with international standards, including the UN Sustainable Development Goals (SDGs), ensuring our work contributes to global environmental priorities.

### **Social Impact**

At SGLS, we understand the importance of contributing positively to society. Our operations impact the lives of our employees, consumers, and the communities in which we operate. We prioritize the well-being, health, and safety of our workforce, cultivating an inclusive workplace that encourages diversity and development. As part of our commitment to social responsibility, we engage with local communities to understand and address their needs, supporting initiatives related to healthcare, education, and economic development. Through our products, we strive to make health and wellness accessible to broader populations, improving quality of life and promoting public health.





## **Governance and Ethical Standards**

Integrity and transparency are at the core of our governance framework. We uphold the highest standards of ethics, accountability, and compliance in all areas of our business. Our governance structure is designed to foster trust, ensuring that our operations meet the expectations of our stakeholders and regulatory requirements. To achieve this, we adhere to strict quality control measures, rigorous compliance standards, and continuous monitoring of our ESG performance. Our commitment to ethical business practices extends to our supply chain, where we work closely with partners who share our values and uphold responsible practices.

## **A Sustainable Future**

This Sustainability Report highlights SGLS's progress toward our sustainability goals and the steps we are taking to address the challenges and opportunities of a rapidly evolving industry. Our journey is one of continuous growth and commitment, aiming to create a positive impact on people, the planet, and the business ecosystem. By embedding sustainability into the core of our operations, SGLS aspires to contribute to a healthier, more sustainable future for generations to come. Through transparent reporting, we reaffirm our dedication to responsible growth, stakeholder engagement, and a sustainable global footprint.





## SOCIAL COMMITMENTS

Swiss Garnier is committed to corporate social responsibility (CSR) and actively engages in various charitable activities. The company focuses on:

- **Sustainability Initiatives:** Implementing eco-friendly practices within its manufacturing processes, such as waste management, energy efficiency, and the use of green technologies.
- **Community Support:** Contributing to local communities through health and wellness programs, educational initiatives, and partnerships with non-profit organizations.
- **Ethical Practices:** Upholding high standards of ethical behavior and transparency in all operations, ensuring fair labor practices and promoting safe working conditions.
- **Healthcare Contributions:** Supporting healthcare access and quality through donations, sponsorships, and collaborations with organizations dedicated to improving public health.
- These efforts reflect Swiss Garnier's commitment to making a positive impact on society and the environment while upholding its core values of responsibility and integrity.

### These cover a number of areas such as :

- Providing monetary support for education for students in need.
- Support to orphanages.
- Donations for construction of schools.
- Medical Assistance for those who are in need.





**Swiss Garnier**  
LIFE SCIENCES



## ORGANIZATIONAL DETAILS

GRI 2-1

<b>LEGAL NAME</b>	: SWISS GARNIER LIFE SCIENCES
<b>NATURE OF OWNERSHIP AND LEGAL FORM:</b>	PARTNERSHIP FIRM
<b>LOCATION OF ITS HEADQUARTERS</b>	: PLOT NO. 21-23, INDUSTRIAL AREA MEHATAPUR , UNA – 174315, HIMACHAL PRADESH, INDIA.

## ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING

GRI 2-2

SGLS is dedicated to developing, manufacturing, and marketing innovative pharmaceuticals, nutraceuticals, and food supplements, integrates Environmental, Social, and Governance (ESG) principles throughout our operations. Our sustainability reporting covers all activities conducted at our state-of-the-art, globally standardized facility, ensuring transparency and accountability across our supply chain, production, and distribution processes. Our ESG reporting scope includes key entities within our value chain, encompassing raw material sourcing, manufacturing, quality control, and customer service operations, to provide a comprehensive view of our environmental impact, social responsibility, and governance practices. For further details , please contact at Plot No. 21-23, Industrial Area, Mehatapur , Una - 174315 , Himachal Pradesh, . Phone: 01975-230093, Email Id: [esg@swissgarniers.com](mailto:esg@swissgarniers.com)



## **REPORTING PERIOD, FREQUENCY AND CONTACT POINT**

### **GRI 2-3**

SGLS operates with a commitment to transparency, publishing ESG and sustainability reports annually to highlight our progress and impact. Our reporting period aligns with the financial year, running from April 1 to March 31. This frequency ensures that our stakeholders, including clients, partners, and regulatory authorities, receive timely updates on our environmental, social, and governance practices. Our ESG reports cover advancements in our pharmaceutical, nutraceutical, and food supplement formulations, adhering to global standards and industry benchmarks. The reporting period is from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024. For further information or inquiries about our ESG initiatives, please contact our ESG Reporting at Phone: +91-44-42927700, Email Id: enquiry@swissgarniers.com.

## **RESTATEMENTS OF INFORMATION**

### **GRI 2-4**

At SGLS, we are committed to providing accurate and transparent reporting on our ESG practices. In cases where restatements of previously disclosed information are required, we ensure that these adjustments are clearly identified and explained in our annual ESG reports. Restatements may occur due to updates in data measurement methodologies, regulatory changes, or enhanced reporting accuracy aligned with global standards. Each restatement includes details on the nature, reason, and financial or operational impact, if applicable. Our dedication to continuous improvement ensures stakeholders receive clear, reliable insights into our environmental, social, and governance performance.

## **EXTERNAL ASSURANCE**

### **GRI 2-5**

SGLS ensures the reliability and accuracy of its ESG disclosures by engaging external assurance providers to verify key data and processes in our annual ESG report. This external assurance is conducted by reputable third-party auditors, who evaluate our environmental, social, and governance metrics against international standards to enhance credibility and transparency. Their independent assessments help validate our commitment to responsible and sustainable operations within the pharmaceuticals, nutraceuticals, and food supplement sectors. By integrating this external assurance, we reinforce stakeholder confidence in our ESG performance and remain aligned with global best practices for accountability and reporting integrity.

## **ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS**

### **GRI 2-6**

SGLS specializes in the development, manufacturing, and marketing of innovative pharmaceuticals, nutraceuticals, and food supplements, leveraging a state-of-the-art facility that meets global standards. Our value chain encompasses research and development, sustainable sourcing, manufacturing, quality assurance, and global distribution. We prioritize ESG integration at each stage, working closely with suppliers committed to ethical and environmentally friendly practices. Additionally, we maintain strong business relationships with healthcare professionals, regulatory bodies, and global distribution partners to ensure our high-quality formulations reach diverse markets. Through responsible practices, SGLS aims to create value for both stakeholders and society, promoting health and wellness globally.



## EMPLOYEES

GRI 2-7

SGLS employs a diverse, skilled workforce dedicated to advancing health through innovative pharmaceuticals, nutraceuticals, and food supplement formulations. Our team consists of professionals across research and development, manufacturing, quality control, and corporate functions, all working within a state-of-the-art facility that adheres to global standards. We prioritize an inclusive and equitable work environment, supporting employee growth, safety, and well-being through comprehensive training, competitive benefits, and ongoing career development opportunities. ESG principles are embedded in our workforce practices, reinforcing our commitment to ethical employment, diversity, and creating a positive impact for both employees and the communities we serve. Total number of employees 372 including no. of men 293, no. of women 79 in our organization.

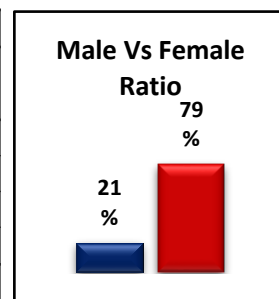
### Diversity, Equality and Inclusion

Fostering diversity, inclusivity and equal opportunity has been at the core of our business tenet. SGLS believes that creating an inclusive and diverse environment is essential for cultivating a sense of belonging among our team members. Mutual respect is deep-rooted in our organizational culture and we fervidly oppose the discrimination based on individual preferences, be it culture, background, religion, race, gender, caste or disability.

As an equal opportunity employer, we are dedicated to building a talented and diverse workforce. Our hiring and retention processes are characterized by transparent and impartial where individuals are selected solely based on merit and suitability. We strive to ensure diversity and inclusion in all aspects recruiting talent from various regions across the country, celebrating difference in culture knowledge, language and region. We prioritize and actively promote gender equality within our organization. Our remuneration solely based on the role and job responsibility of each individual, ensuring the fairness and equity across all the levels. This commitment reflects our dedication to fostering a workplace where everyone regardless of gender has the equal opportunity for the growth and success.

Our commitment to gender equality is evident in the raising the female employee's ratio within our workforce. We are proud and remain steadfast in our commitment fostering a workplace where inclusion and diversity are not only valued but celebrated. Presenting below our diverse and dynamic workforce.

Diversified Workforce FY 23-24						
Level/Category	Gender		Age Group			Total
	Male	Female	<30 Yrs	30-50 Yrs	>50 yrs	
Directors	1	1			2	2
Top & Middle Management	40	15		44	11	55
Junior Management	97	29	22	94	10	126
Contract Labour	155	34	68	112	9	189
<b>Total</b>	<b>293</b>	<b>79</b>	<b>90</b>	<b>250</b>	<b>32</b>	<b>372</b>



### Talent Attraction and Retention

At SGLS, we take pride in maintaining unbiased and transparent practices prioritizing suitability and merit as the primary criteria for selection. Our unwavering dedication to ensuring the utmost job satisfaction for our employees has yielded remarkable results. Our endeavor is to foster an environment where employees not only flourish but feel like member of SGLS family.

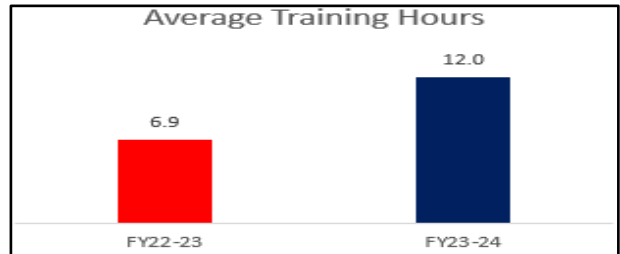
Workforce Hired FY23-24						
Level/Category	Gender		Age Group			Total
	Male	Female	<30 Yrs	30-50 Yrs	>50 yrs	
Leadership Team	3			2	1	3
Middle Management	2			2		2
Junior Management	13	2	14	1		15
Contract labours	29	13	27	12	3	42
<b>Total</b>	<b>47</b>	<b>15</b>	<b>41</b>	<b>17</b>	<b>4</b>	<b>62</b>

### Learning and development

Nurturing talent is the key to our prosperity. At SGLS, we understand that success hinges on the proficiency and insights of our workforce. We invest in the development of our team by recognizing everyone as vital partner in our growth. Our commitment lies in fostering an environment that champions ongoing progression and professional advancement through our robust talent development strategy.

Our streamlined learning and management system plays an instrumental role in pinpointing and cultivating individual role and their competencies to achieve individual, departmental and organizational goals.

Level/Category	FY22-23	FY23-24
Leadership Team	40	120
Middle Management	136	637
Junior Management	912	1561
Contract labours	1002	1336
	<b>2090</b>	<b>3654</b>





## **WORKERS WHO ARE NOT EMPLOYEES**

### **GRI 2-8**

At SGLS, our operations are supported by a network of skilled non-employee workers, including contractors, consultants, and temporary staff, who contribute to various aspects of our business, from specialized R&D to supply chain logistics. These workers are integral to achieving our high standards in pharmaceuticals, nutraceuticals, and food supplement production. We ensure they are engaged under fair, transparent terms and work in safe, inclusive environments aligned with our ESG values. Our commitment to responsible labor practices extends to non-employee workers, ensuring their rights, safety, and well-being are prioritized while they help us fulfill our mission of advancing global health.

## **GOVERNANCE STRUCTURE AND COMPOSITION**

### **GRI 2-9**

SGLS's governance structure is designed to uphold transparency, accountability, and strategic oversight in line with ESG principles. Our Board of Directors includes a balanced mix of experienced professionals, industry experts, and independent members who guide the company's mission to deliver high-quality pharmaceuticals, nutraceuticals, and food supplements. Key committees oversee areas such as audit, risk management, and ESG, ensuring that sustainability and ethical standards are integrated into decision-making processes. With a commitment to diversity and expertise, our leadership drives responsible growth, innovation, and compliance with global standards, strengthening our impact on health and wellness across the markets we serve.

## **NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY**

### **GRI 2-10**

At SGLS, the nomination and selection of our highest governance body follow a rigorous, merit-based process designed to support our commitment to ESG principles and operational excellence. Board members are selected based on their expertise, industry experience, and alignment with our values in advancing health through innovative pharmaceuticals, nutraceuticals, and food supplements. The process includes evaluating candidates' qualifications in governance, sustainability, ethics, and compliance to ensure they bring diverse perspectives and strategic insight. This approach ensures that our leadership is well-equipped to drive SGLS's mission forward while upholding the highest standards of accountability, transparency, and responsible growth.

## **CHAIR OF THE HIGHEST GOVERNANCE BODY**

### **GRI 2-11**

The Chair of SGLS's Board of Directors plays a pivotal role in guiding our governance structure and ensuring the effective implementation of our ESG initiatives. With extensive experience in the pharmaceutical and nutraceutical sectors, the Chair fosters an environment of collaboration, accountability, and strategic oversight. They lead Board meetings, facilitate discussions on key governance and sustainability issues, and ensure alignment with SGLS's mission to deliver high-quality health solutions. The Chair's commitment to ethical reinforces our dedication to responsible leadership and transparency business practices, enabling SGLS to navigate challenges and seize opportunities in the dynamic healthcare landscape while adhering to global standards. Mr. M.S.Deivandran is the chair of the highest governance body.



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

### **GRI 2-12**

The highest governance body at SGLS is instrumental in overseeing the management of our environmental, social, and governance (ESG) impacts. The board of directors regularly reviews and evaluates the company's sustainability strategies, ensuring alignment with our mission to develop innovative pharmaceuticals, nutraceuticals, and food supplements. They are responsible for setting ESG objectives, monitoring performance, and assessing risks associated with our operations. Through dedicated committees focused on ESG oversight, the board promotes accountability and transparency, driving initiatives that mitigate negative impacts while enhancing positive contributions to health and well-being. This proactive governance approach supports SGLS's commitment to responsible growth and innovation.

## **DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS**

### **GRI 2-13**

At SGLS, the responsibility for managing ESG impacts is delegated to a dedicated Sustainability Committee, which operates under the oversight of the Board of Directors. This committee comprises cross-functional leaders from key departments, including research and development, operations, and quality assurance, ensuring a comprehensive approach to sustainability. The committee is tasked with implementing and monitoring ESG strategies, setting specific goals, and assessing performance metrics. By fostering collaboration across the organization, SGLS ensures that sustainability practices are integrated into all aspects of our operations, from product development to supply chain management, reinforcing our commitment to responsible and innovative health solutions.

## **ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING**

### **GRI 2-14**

The highest governance body at SGLS plays a crucial role in our sustainability reporting process, ensuring that our commitments to environmental, social, and governance (ESG) principles are transparently communicated to stakeholders. The Board of Directors reviews and approves sustainability reports, providing strategic oversight on the objectives, methodologies, and performance metrics included. By actively engaging in discussions around our ESG initiatives, the Board helps to align sustainability goals with the company's overall mission and business strategy. This governance framework reinforces our commitment to accountability, allowing SGLS to continuously improve and effectively report on our impact in the pharmaceuticals and nutraceuticals sectors.

## **CONFLICTS OF INTEREST**

### **GRI 2-15**

At SGLS, we maintain a strong commitment to ethical business practices and transparency, actively managing potential conflicts of interest within our operations. Our governance framework includes a robust policy requiring all employees and Board members to disclose any personal, financial, or familial interests that may influence their decision-making. This policy is designed to prevent any situations that could compromise our integrity or affect our commitment to developing innovative pharmaceuticals, nutraceuticals, and food supplements. Regular training sessions ensure that our team understands the importance of identifying and addressing conflicts of interest, thereby reinforcing our dedication to responsible and ethical business conduct.





## COMMUNICATION OF CRITICAL CONCERNS

GRI 2-16

At SGLS, we prioritize open communication regarding critical concerns related to our environmental, social, and governance (ESG) practices. We have established clear channels for reporting and addressing issues that may arise, ensuring that employees, stakeholders, and partners can voice concerns without fear of retaliation. Our governance framework includes regular assessments of potential risks and challenges, which are communicated transparently to the Board of Directors. Additionally, we engage with stakeholders through surveys and forums to gather feedback on our ESG initiatives. This proactive approach fosters a culture of accountability and continuous improvement, allowing us to address critical concerns effectively and responsibly.

## COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY

GRI 2-17

The highest governance body at SGLS possesses a diverse range of collective knowledge and expertise essential for overseeing our commitment to sustainability and responsible business practices. Our Board of Directors is composed of professionals with extensive backgrounds in pharmaceuticals, nutraceuticals, finance, and regulatory compliance, providing a well-rounded perspective on industry challenges and opportunities. Regular training sessions and workshops on ESG trends, compliance, and risk management ensure that Board members stay informed about evolving standards and practices. This collective knowledge enhances our decision-making processes, enabling SGLS to effectively navigate the complexities of the healthcare sector while advancing our sustainability objectives.

## EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY

GRI 2-18

At SGLS, the performance of our highest governance body is evaluated through a structured and systematic approach to ensure accountability and effectiveness in fulfilling our sustainability commitments. Regular assessments are conducted to review the Board's strategic oversight, decision-making processes, and adherence to our environmental, social, and governance (ESG) objectives. These evaluations include performance metrics related to our sustainability goals, stakeholder engagement, and risk management. Feedback is gathered from various stakeholders, fostering an environment of continuous improvement. This rigorous evaluation process reinforces our commitment to transparency and ensures that the Board is well-equipped to guide SGLS toward responsible and innovative growth.





## **REMUNERATION POLICIES**

### **GRI 2-19**

At SGLS, our remuneration policies are designed to attract and retain top talent while aligning employee performance with our strategic goals, including our commitment to environmental, social, and governance (ESG) principles. We implement a transparent compensation structure that includes competitive salaries, performance-based incentives, and benefits that promote employee well-being. Our policies ensure that remuneration is equitable and reflects individual contributions, fostering a culture of accountability and excellence. Additionally, we regularly review our compensation practices to ensure they are aligned with industry standards and support our mission to deliver innovative pharmaceuticals, nutraceuticals, and food supplements, while promoting sustainability across our operations.

## **PROCESS TO DETERMINE REMUNERATION**

### **GRI 2-20**

At SGLS, the process for determining remuneration is governed by a structured framework that ensures fairness, transparency, and alignment with our business objectives. The Human Resources Committee conducts regular market analyses to benchmark compensation against industry standards, ensuring competitiveness. Performance evaluations are integral to this process, where employee contributions and achievements are assessed against pre-established metrics. Input from senior management and stakeholders is considered to align remuneration with our commitment to environmental, social, and governance (ESG) practices. This comprehensive approach promotes a culture of excellence and accountability, ultimately supporting our mission to develop innovative pharmaceuticals and nutraceuticals responsibly.

## **ANNUAL TOTAL COMPENSATION RATIO**

### **GRI 2-21**

At SGLS, we monitor our annual total compensation ratio to ensure equity and transparency within our remuneration framework. This ratio compares the total annual compensation of our highest-paid executive to the median annual compensation of all employees. By maintaining this ratio, we aim to promote fair pay practices that reflect our commitment to sustainability and social responsibility. Our analysis considers factors such as industry benchmarks, job responsibilities, and performance outcomes, ensuring that our compensation structure supports our mission to innovate in the pharmaceuticals and nutraceutical sectors while fostering a diverse and inclusive workplace. This approach strengthens employee engagement and organizational integrity.

## **STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY**

### **GRI 2-22**

At SGLS, our sustainable development strategy is deeply integrated into our core operations and decision-making processes. We are committed to developing and marketing highly effective pharmaceuticals, nutraceuticals, and food supplements that prioritize the health of our consumers and the environment. Our strategy emphasizes responsible sourcing, innovative product formulations, and minimizing our ecological footprint through sustainable practices in manufacturing and supply chain management. We continuously engage with stakeholders to identify areas for improvement and implement best practices in environmental, social, and governance (ESG) aspects. This holistic approach ensures that our growth is sustainable, ethically responsible, and aligned with global health objectives.



## **POLICY COMMITMENTS**

### **GRI 2-23**

At SGLS, we uphold a series of policy commitments that reflect our dedication to ethical practices, sustainability, and social responsibility. Our policies encompass environmental stewardship, ensuring minimal impact from our manufacturing processes; social equity, promoting diversity and inclusion within our workforce; and governance, maintaining transparency and accountability in our operations. We are committed to adhering to industry regulations and global standards in pharmaceuticals and nutraceuticals, ensuring the safety and efficacy of our products. Through these policies, we aim to foster trust among our stakeholders and contribute positively to the communities we serve, reinforcing our role as a responsible leader in the industry.

## **EMBEDDING POLICY COMMITMENTS**

### **GRI 2-24**

At SGLS, embedding our policy commitments into daily operations is essential for achieving our sustainability goals and ensuring ethical business practices. We integrate these commitments through comprehensive training programs for employees at all levels, emphasizing the importance of environmental, social, and governance (ESG) principles in their roles. Our policies are routinely reviewed and updated to align with evolving industry standards and stakeholder expectations. We establish clear accountability structures, ensuring that management is responsible for implementing and monitoring compliance with these policies. By fostering a culture of sustainability, we empower our workforce to actively contribute to our mission of delivering innovative and responsible healthcare solutions.

## **PROCESSES TO REMEDIATE NEGATIVE IMPACTS**

### **GRI 2-25**

At SGLS, we are committed to addressing and remediating any negative impacts arising from our operations through a structured process. Our remediation approach includes identifying potential adverse effects on stakeholders and the environment, followed by thorough investigations and assessments. We engage with affected parties to understand their concerns and work collaboratively to develop effective solutions. This may involve implementing corrective actions, providing compensation, or improving practices to prevent future occurrences. We ensure transparency throughout this process by communicating openly with stakeholders and regularly reviewing our procedures to enhance our response capabilities. Our commitment to remediation reflects our dedication to ethical practices and continuous improvement.

## **MECHANISM FOR SEEKING ADVICE AND RAISING CONCERNS**

### **GRI 2-26**

At SGLS, we have established robust mechanisms for seeking advice and raising concerns related to ethical practices, compliance, and sustainability. Employees and stakeholders are encouraged to voice their concerns through multiple channels, including a confidential whistleblower hotline and an anonymous reporting system. Regular training sessions inform our team about these mechanisms, ensuring they understand how to raise issues without fear of retaliation. Additionally, we foster an open-door policy that encourages dialogue with management. This proactive approach not only helps in addressing potential issues promptly but also strengthens our commitment to transparency, accountability, and a culture of ethical conduct across the organization.



## **COMPLIANCE WITH LAWS AND REGULATIONS**

**GRI 2-27**

At SGLS, compliance with laws and regulations is fundamental to our operations and core values. We adhere to all applicable local, national, and international laws governing the development, manufacturing, and marketing of pharmaceuticals, nutraceuticals, and food supplements. Our compliance framework includes regular audits, training programs, and updates to ensure all employees are aware of regulatory requirements. We maintain strong relationships with regulatory authorities to stay informed of changes in legislation and industry standards. By prioritizing compliance, we not only mitigate risks but also reinforce our commitment to ethical practices, product safety, and the well-being of our customers and communities.

## **MEMBERSHIP ASSOCIATION**

**GRI 2-28**

SGLS actively participates in various industry associations and organizations that align with our commitment to innovation, quality, and sustainability in the pharmaceuticals and nutraceuticals sectors. Our memberships enable us to engage with peers, share best practices, and stay abreast of the latest developments in regulatory standards and market trends. We are proud members of associations that advocate for responsible practices, promote research and development, and support public health initiatives. Through these collaborations, we contribute to shaping industry standards while reinforcing our dedication to ethical practices and sustainable development, ultimately benefiting our stakeholders and the communities we serve. We are also member of PSCI and Pharmacovigilance.

## **APPROACH TO STAKEHOLDER ENGAGEMENT**

**GRI 2-29**

At SGLS, our approach to stakeholder engagement is centered on building transparent and meaningful relationships with all parties involved, including customers, employees, suppliers, regulatory bodies, and the communities we serve. We employ various methods to facilitate dialogue, such as surveys, feedback sessions, and regular stakeholder meetings. This allows us to gather insights and address concerns effectively. Our commitment to listening and responding to stakeholder needs informs our decision-making processes and enhances our sustainability initiatives. By prioritizing stakeholder engagement, we ensure that our business practices align with the expectations and values of those we impact, fostering trust and collaboration.

## **COLLECTIVE BARGAINING AGREEMENTS**

**GRI 2-30**

At SGLS, we recognize the importance of collective bargaining agreements as a means to ensure fair labor practices and enhance workplace relations. We are committed to fostering an environment where employees can engage in open dialogue regarding their rights and interests. Our approach includes recognizing the rights of workers to form and join trade unions, enabling them to negotiate terms of employment, benefits, and working conditions collectively. We actively collaborate with union representatives to ensure that agreements reflect the needs and aspirations of our workforce while aligning with our commitment to sustainable and ethical business practices.

# GOVERNANCE

## UN SDGs aligned





## GENERAL DISCLOSURES

### GRI 102

SGLS in aligns its Key Performance Indicators (KPIs) with the Global Reporting Initiative (GRI) standards to ensure transparent and standardized sustainability reporting. This alignment reinforces our commitment to environmental, social, and governance goals, providing stakeholders with clear insights into our performance in pharmaceuticals, nutraceuticals, and food supplements.

## EXTERNAL INITIATIVES

### GRI 102-12

SGLS in actively communicates its progress toward the United Nations Sustainable Development Goals (SDGs), integrating these objectives into our pharmaceutical, nutraceutical, and food supplement operations. By sharing achievements and challenges, we reinforce transparency, foster stakeholder trust, and contribute to global sustainability efforts through innovation and responsible practices.

## STATEMENT FROM SENIOR DECISION-MAKER

### GRI 102-14

SGLS is dedicated to transparency and accountability in our ESG efforts. We publicly announce our targets for reducing greenhouse gas emissions, enhancing product sustainability, and improving waste management. These commitments reflect our ongoing mission to operate responsibly while contributing positively to society and the environment.

## MECHANISMS FOR ADVICE AND CONCERNS ABOUT ETHICS

### GRI 102-17

SGLS has implemented a robust grievance mechanism that allows all interested parties to voice and record their concerns confidentially. This system promotes transparency and accountability, enabling us to address issues promptly and effectively, aligning with our commitment to ethical practices and stakeholder engagement in our ESG framework.

## CONFLICTS OF INTEREST

### GRI 102-25

SGLS prioritizes transparency and integrity by implementing a robust conflict of interest policy. Employees are trained to identify and disclose potential conflicts, ensuring that all business decisions are made objectively. This approach fosters trust and accountability, reinforcing our commitment to ethical practices in the pharmaceutical and nutraceutical industries.

## RATIO OF THE HIGHEST PAID INDIVIDUAL'S TOTAL ANNUAL COMPENSATION TO THE MEDIAN ANNUAL TOTAL COMPENSATION FOR ALL EMPLOYEES

### GRI 102-38

SGLS is committed to pay equity, with a ratio of the annual total compensation for our highest-paid individual to the median annual total compensation of all employees being X:1. This transparency reflects our dedication to fairness and aligns with our ESG principles of equality and social responsibility.

In the fiscal year 2023-24, SGLS maintained 9.1% (percentage) between the annual total compensation of the highest-paid individual and the median annual total compensation for all employees. This figure reflects the company's commitment to equitable compensation practices, ensuring a fair and sustainable remuneration framework aligned with global standards. Percentage below 10 indicates a concerted effort to minimize disparities in earnings, fostering an inclusive and balanced workplace. SGLS's competitive yet equitable compensation structure supports its ability to attract and retain top talent while ensuring employee satisfaction across all levels. These practices are aligned with our broader Environmental, Social, and Governance (ESG) goals of promoting equality, fairness, and long-term value for stakeholders. Moreover, this ratio underscores the company's dedication to addressing income disparity, reinforcing transparency and accountability in governance. As SGLS continues to innovate in the pharmaceuticals, nutraceuticals, and food supplement sectors, maintaining an equitable compensation system remains pivotal to fostering a culture of trust, motivation, and shared success. Through such efforts, SGLS demonstrates its responsibility not only as a business leader but also as a catalyst for positive societal and economic impact.



## DEFINING REPORT CONTENT AND TOPIC BOUNDARIES

GRI 102-46

SGLS in conducted a comprehensive materiality analysis to identify key ESG indicators relevant to our operations in pharmaceuticals, nutraceuticals, and food supplements. This process ensures that our sustainability efforts focus on areas of highest impact, aligning with stakeholder expectations and global

standards for responsible and transparent business practices.

## MANAGEMENT APPROACH

GRI 103

SGLS aligns with the Responsible Care Global Charter by prioritizing safety, health, and environmental sustainability. Our commitment includes rigorous safety protocols, minimizing environmental impact, and advancing responsible practices across all operations to safeguard employees, consumers, and communities while meeting global standards in pharmaceuticals, nutraceuticals, and food supplements.

## EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

GRI 103-1

SGLS's latest review indicates that we are falling behind in our sustainability goals. Recognizing this challenge, we are committed to enhancing our strategies, improving performance, and aligning with global best practices to ensure our operations are sustainable and contribute positively to the environment and society.

## THE MANAGEMENT APPROACH AND ITS COMPONENTS

GRI 103-2

SGLS's latest review confirms that we are on track to meet our sustainability targets. Our commitment to integrating ESG practices within our operations enables us to monitor progress effectively, ensuring that our innovative pharmaceuticals, nutraceuticals, and food supplement formulations contribute positively to environmental and social outcomes.

## EVALUATION OF THE MANAGEMENT APPROACH

GRI 103-3

SGLS's latest review indicates that we are ahead of our sustainability targets. Our proactive approach to integrating ESG practices within our operations ensures continuous improvement and innovation in our pharmaceuticals, nutraceuticals, and food supplement formulations, reinforcing our commitment to environmental stewardship and social responsibility.

## ESG PERFORMANCE DATA

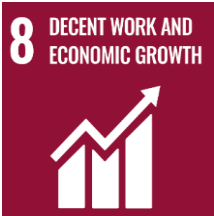
**Percentage of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees**

GRI 102-38

**9.1 %**

# ECONOMIC PERFORMANCE

UN SDGs aligned







## MARKET PRESENCE

### GRI 202

SGLS has publicly announced a commitment to achieving a living wage for all employees. Our quantitative target focuses on ensuring fair compensation that meets local living standards, reflecting our dedication to social responsibility and enhancing the quality of life for our workforce within the pharmaceutical and nutraceutical sectors.

## RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

### GRI 202-1

At SGLS, we are committed to fair labor practices. We have conducted a living wage benchmarking analysis, ensuring that 100% of our direct employees receive compensation that meets or exceeds living wage standards, reflecting our dedication to employee well-being and social responsibility.

At SGLS, we prioritize the well-being and financial security of our workforce, aligning our commitment to global ESG standards. In the fiscal year 2023-24, 100% of our direct employees were covered by a comprehensive living wage benchmarking analysis. This milestone reflects our dedication to fair compensation practices and underscores our proactive approach to ensuring equitable pay structures across all levels. The living wage benchmarking analysis involved evaluating regional economic conditions, cost-of-living indicators, and industry-specific wage trends to ensure that all direct employees receive compensation that supports a decent standard of living. This initiative aligns with our broader ESG objectives, particularly under the social pillar, to foster inclusivity and economic empowerment. Additionally, it reflects our adherence to global frameworks such as the UN Sustainable Development Goals (SDG 8), which promotes decent work and economic growth. By implementing this analysis, we address wage disparities proactively, strengthen employee satisfaction, and reinforce our reputation as a responsible employer. This achievement is part of our ongoing efforts to embed sustainability and equity into our business operations, thereby creating shared value for employees, stakeholders, and the communities we serve.

Our continuous monitoring and commitment to living wage standards ensure that we remain at the forefront of ethical business practices in the pharmaceuticals, nutraceuticals, and food supplements industry. SGLS remains dedicated to maintaining 100% coverage in future years while striving for additional improvements in employee welfare.

SGLS is dedicated to promoting fair compensation practices. Currently, 0% of our direct employees are paid below the living wage, demonstrating our commitment to ensuring that all employees receive fair and equitable remuneration in line with our ESG principles.

In the financial year 2023-24, SGLS achieved a milestone in its commitment to equitable compensation by ensuring that 0% of direct employees were paid below the living wage benchmark. This achievement reflects our steadfast dedication to upholding fair labor practices and promoting financial well-being across the organization. As a company that develops, manufactures, and markets innovative pharmaceuticals, nutraceuticals, and food supplement formulations, SGLS recognizes that a fair and inclusive work environment is critical to fostering innovation and productivity.

Our adherence to global standards and state-of-the-art facilities is complemented by an unwavering focus on ESG principles, including fair compensation. SGLS conducted comprehensive living wage benchmarking analyses to ensure all employees receive wages that meet or exceed the cost of living in their respective regions. Regular salary reviews, market benchmarking, and transparent compensation policies are integral to our approach, ensuring alignment with industry best practices and employee expectations.

This achievement not only underscores our commitment to employee welfare but also reinforces our contribution to the United Nations Sustainable Development Goal 8 (Decent Work and Economic Growth). By prioritizing fair wages, SGLS fosters a supportive work environment that enhances employee satisfaction, retention, and productivity. Moving forward, we aim to sustain this standard and continue integrating robust ESG practices to create value for our employees, stakeholders, and society at large.



# Swiss Garnier

## LIFE SCIENCES

At SGLS, we prioritize equitable compensation. Currently, 0% of our total workforce, including direct employees and non-employee workers, is paid below the living wage, reflecting our commitment to fair labor practices and adherence to global ESG standards.

SGLS, a leading innovator in pharmaceuticals, nutraceuticals, and food supplements, proudly reports that in the fiscal year 2023-24, 0% of all employees, including direct employees and non-employee workers, were paid below the living wage benchmark. This achievement reflects our unwavering commitment to fair and equitable compensation practices. Ensuring that all individuals contributing to our operations are fairly compensated is integral to our ESG strategy, aligning with our principles of social responsibility and economic justice.

Our robust policies on wage standards and periodic reviews of compensation structures ensure compliance with regional living wage benchmarks, fostering a supportive and inclusive workplace culture. By collaborating with third-party contractors and suppliers, we extend these practices beyond our direct employees to include non-employee workers, promoting ethical employment across our supply chain. Additionally, this accomplishment underscores our alignment with global sustainability goals, such as the United Nations Sustainable Development Goal 8, which emphasizes decent work and economic growth.

Achieving this milestone is not just a measure of financial equity but also a testament to SGLS's dedication to fostering a workforce that is empowered, respected, and motivated. This approach not only strengthens employee well-being and satisfaction but also enhances our operational efficiency and reputation as an employer of choice. As part of our ongoing ESG initiatives, we remain committed to upholding and advancing fair labor practices, ensuring that all workers, regardless of their employment classification, receive equitable compensation that meets or exceeds living wage standards.

SGLS is committed to equitable pay. Currently, the average wage gap for direct employees paid below the living wage benchmark is 0%, demonstrating our dedication to ensuring fair compensation and promoting social equity within our workforce in line with ESG standards

In the fiscal year 2023-24, SGLS maintained a 0% average wage gap for direct employees earning below the living wage benchmark, demonstrating our commitment to equitable and fair compensation. This achievement reflects the company's proactive approach to fostering financial well-being and social equity for all employees. Through comprehensive wage reviews, regular benchmarking against global living wage standards, and transparent remuneration practices, SGLS has ensured that every direct employee earns at least a living wage. By prioritizing fair compensation, we uphold our core ESG values, reinforcing a culture of inclusivity and employee empowerment. Additionally, this milestone aligns with our broader commitment to promoting decent work conditions, reducing inequalities, and adhering to global sustainability standards such as the United Nations Sustainable Development Goals (SDGs), specifically SDG 8: Decent Work and Economic Growth. This 0% wage gap also underscores our efforts to mitigate any potential disparities that may arise from wage inequality, thereby fostering a positive and motivating work environment. Moving forward, SGLS will continue to implement robust monitoring mechanisms and periodic assessments to ensure the sustained alignment of our wage policies with evolving living wage benchmarks, thereby reaffirming our dedication to economic justice and long-term sustainability in our operations.

## PROCUREMENT PRACTICES

### GRI 204

At SGLS, 100% of our buyers have received training on sustainable procurement practices. This initiative is part of our commitment to fostering an environmentally responsible supply chain, enhancing our ESG integration, and promoting sustainability within the pharmaceuticals and nutraceuticals sectors.

At SGLS, we are committed to fostering sustainable practices across all levels of our operations, including procurement. As part of our dedication to sustainability, 100% of our buyers, across all locations, have received comprehensive training on sustainable procurement practices. This initiative is crucial in aligning our supply chain with global environmental and social responsibility standards.



The training equips our procurement team with the knowledge and skills necessary to make informed decisions that prioritize environmental stewardship, ethical sourcing, and supplier diversity. Our focus on sustainable procurement extends beyond mere compliance, aiming to create long-term value for both our company and the communities we serve. By ensuring that all buyers are thoroughly trained, we not only reduce the environmental impact of our sourcing decisions but also promote fairness and transparency throughout the supply chain. This approach helps us maintain our commitment to reducing carbon footprints, conserving natural resources, and supporting suppliers that align with our sustainability goals. As part of our ongoing efforts, we continually assess and update our training programs to reflect the latest trends and best practices in sustainable procurement. Through these efforts, SGLS reinforces its position as a leader in promoting sustainability within the pharmaceutical, nutraceutical, and food supplement industries, ensuring that every stage of our procurement process supports our broader environmental, social, and governance objectives.

## PROPORTION OF SPENDING ON LOCAL SUPPLIERS

### GRI 204-1

SGLS implements a sustainable procurement policy focused on environmental issues, prioritizing suppliers who adhere to eco-friendly practices. This approach not only reduces our environmental impact but also supports local economies, ensuring the sourcing of materials aligns with our commitment to sustainability in pharmaceuticals and nutraceuticals.



SGLS maintains a zero-tolerance policy towards corruption, conducting regular assessments to identify and mitigate risks. Our commitment to ethical practices is integrated into our operations, ensuring transparency and integrity in all business dealings, thereby fostering trust among stakeholders and promoting sustainable growth in our industry.

## COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

### GRI 205-2

SGLS adopts a zero-tolerance stance on money laundering, implementing comprehensive policies and training for employees. We actively monitor transactions to detect and prevent any illicit activities, ensuring compliance with legal requirements and maintaining the integrity of our operations in the pharmaceutical and nutraceutical sectors.

SGLS implements additional measures to prevent corruption, including anonymous reporting channels and regular audits. We conduct workshops and training sessions to reinforce our anti-corruption policies, ensuring all employees understand their responsibilities. This comprehensive approach fosters a culture of integrity and transparency throughout our operations.

SGLS is committed to fostering an ethical workplace, with 100% of employees trained on our ethics and anti-corruption policies. Regular training sessions and workshops ensure that all team members understand their responsibilities, promoting integrity and accountability throughout our operations in the pharmaceutical and nutraceutical sectors.

SGLS, a leading manufacturer and marketer of innovative pharmaceuticals, nutraceuticals, and food supplement formulations in , demonstrates a strong commitment to business ethics through its extensive employee training programs. In the fiscal year 2023-24, 100% of our employees underwent comprehensive training on business ethics, reflecting our dedication to maintaining the highest standards of corporate governance and ethical conduct across all levels of the organization. This initiative is integral to fostering a transparent, accountable, and ethical work environment, ensuring that all employees are equipped with the knowledge to make informed, responsible decisions. The training encompasses key areas such as anti-corruption practices, conflict of interest management, compliance with laws and regulations, and promoting integrity in business operations.



By ensuring that every employee is well-versed in these principles, SGLS reinforces its commitment to ethical practices, not only within the company but also in its interactions with customers, suppliers, and stakeholders. This proactive approach helps mitigate potential risks and enhances our reputation as a responsible corporate entity. The training program is part of our broader ESG strategy, which underscores the importance of ethics in every aspect of our operations, contributing to long-term sustainable growth and positive impact in the pharmaceutical and nutraceutical industries. Through this ongoing commitment to ethical training, SGLS continues to uphold its core values and contributes to a culture of integrity and trust.

## **OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION**

### **GRI 205-1**

SGLS maintains a zero-tolerance policy towards corruption, conducting regular assessments to identify and mitigate risks. Our commitment to ethical practices is integrated into our operations, ensuring transparency and integrity in all business dealings, thereby fostering trust among stakeholders and promoting sustainable growth in our industry.



## **CONFIRMED INCIDENTS OF CORRUPTION**

### **GRI 205-3**

SGLS promotes a transparent work environment through our whistleblower procedure, which has received zero reports this year. Each report is thoroughly investigated to ensure accountability and uphold our commitment to ethical practices, allowing employees to voice concerns without fear of retaliation in the pharmaceutical and nutraceutical sectors.

For the period from April 2023 to March 2024, SGLS maintained a strong commitment to ethical business practices and transparency. During this period, there were no reports related to the whistleblower procedure, as reflected by a count of zero reports. This indicates that the company's existing measures to foster an open and transparent work environment, where employees and stakeholders can express concerns without fear of retaliation, have been effective in preventing instances that would require formal reporting. SGLS has implemented a robust whistleblower policy, ensuring that all employees and stakeholders are aware of the channels available to report any potential issues regarding unethical behavior, misconduct, or violations of company policies. The absence of reports suggests that the company's proactive approach in educating and engaging its workforce, alongside its strong corporate governance practices, has been successful in mitigating potential risks. SGLS is committed to continuously strengthening its ethical standards and will monitor and assess the effectiveness of the whistleblower procedure to ensure that it remains a trusted and effective tool in upholding integrity and accountability within the organization. Moving forward, the company will continue to encourage a culture of openness and responsibility, aligning with its values of transparency and ethical business conduct. This will further reinforce SGLS's commitment to corporate governance and its dedication to ESG principles.

SGLS maintains a zero-tolerance policy toward corruption, resulting in zero confirmed incidents this year. We actively promote ethical practices through comprehensive training and monitoring systems, reinforcing our commitment to transparency and integrity in our operations within the pharmaceuticals and nutraceuticals industries.



SGLS is committed to upholding the highest standards of integrity and transparency in its operations. As part of its comprehensive approach to ethics and compliance, the company rigorously monitors and reports on potential corruption incidents. For the period from April 2023 to March 2024, SGLS is proud to report that there were zero confirmed corruption incidents. This reflects the effectiveness of the company's stringent anti-corruption policies and the commitment of its employees and management to maintaining ethical business practices. SGLS has implemented a robust framework to prevent corruption, which includes regular employee training, clear communication of ethical guidelines, and strict monitoring of all business dealings. The company also encourages a culture of openness, where employees are empowered to report any suspected misconduct through secure whistleblower channels. The absence of confirmed corruption incidents demonstrates not only SGLS's dedication to upholding global standards but also the trust placed in the company by its partners, stakeholders, and customers. This achievement underscores the effectiveness of SGLS's internal controls and its ongoing efforts to promote a corporate environment that values transparency, accountability, and ethical decision-making. Moving forward, SGLS remains committed to reinforcing its anti-corruption measures and ensuring that all business practices are conducted in a manner that is consistent with the company's core values and ESG objectives.



SGLS is committed to preventing fraud through strict policies and training programs. We actively monitor and investigate any suspicious activities, promoting a culture of integrity and accountability. Our proactive approach ensures that we uphold ethical standards in our operations, safeguarding our reputation and stakeholder trust.

## LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR

### GRI 206-1

SGLS is committed to fair competition and prohibits anti-competitive practices. We actively monitor our business activities to ensure compliance with antitrust laws and promote an ethical marketplace. Our dedication to integrity fosters innovation and trust within the pharmaceutical and nutraceutical industries while safeguarding stakeholder interests.





## ESG PERFORMANCE DATA

Percentage of direct employees covered by a living wage benchmarking analysis

GRI 202-1

100%

Percentage of all buyers who received training on sustainable procurement

GRI 204

100%

Percentage of direct employees paid below living wage

GRI 202-1

0%

Percentage of employees trained on ethics

GRI 205-2

100%

Percentage of all employees paid below living wage, including direct employees and non-employee workers

GRI 202-1

0%

Number of reports related to whistleblower procedure

GRI

205-3

0 Nos

Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark

0%

GRI 202-1

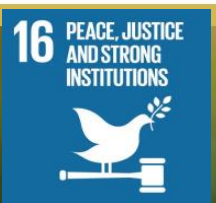
Number of confirmed corruption incidents

GRI 205-3

0 Nos

# ENVIRONMENT

## UN SDGs aligned



## MATERIALS

### GRI 301

SGLS incorporates eco-friendly and bio-based input materials in our pharmaceutical, nutraceutical, and food supplement formulations, reducing environmental impact. We prioritize sustainable sourcing and innovative material choices, aligning with global standards to support ecological preservation and a lower carbon footprint throughout our state-of-the-art manufacturing process.

## MATERIALS USED BY WEIGHT OR VOLUME

### GRI 301-1

SGLS prioritizes sustainable materials management in our operations. We implement rigorous waste reduction practices, ensuring 90% of our production materials are sustainably sourced. Our commitment to minimizing chemical waste and enhancing recycling efforts reflects our dedication to environmental responsibility and adherence to ESG principles.

SGLS prioritizes sustainability by actively exploring and incorporating alternative, less hazardous substances in our formulations and processes. Through rigorous assessment and substitution practices, we aim to reduce environmental impact and enhance operational safety, aligning with global standards and reinforcing our commitment to eco-friendly innovation in manufacturing.

At SGLS, we prioritize sustainable materials management by sourcing high-quality raw materials while minimizing waste. Our waste management practices include recycling and safe disposal of hazardous substances, ensuring compliance with environmental regulations and reducing our ecological footprint throughout our pharmaceuticals and nutraceuticals production processes.

At SGLS, we prioritize sustainability by effectively managing materials, chemicals, and waste in our pharmaceutical, nutraceutical, and food supplement formulation processes. Our state-of-the-art facility adheres to global standards, focusing on reducing environmental impact through efficient resource utilization. Throughout the reporting year, our data highlights episodic but significant volumes of materials and chemical waste management, measured in liters. The monthly figures reveal activities primarily concentrated in specific months: June (66 liters), September (60 liters), December (68 liters), and March (74 liters), with no recorded waste generation during the remaining months.

This pattern underscores our operational focus on optimizing processes and minimizing waste during non-peak periods while maintaining strict compliance with regulatory and environmental standards during production surges. These targeted months correspond to planned production phases, ensuring efficient material use and responsible waste management practices aligned with environmental stewardship. As part of our ESG commitment, we continuously innovate to enhance waste reduction measures and promote sustainable material handling. This data-driven approach not only demonstrates transparency but also reflects our dedication to sustainable development goals, fostering a cleaner and healthier environment.





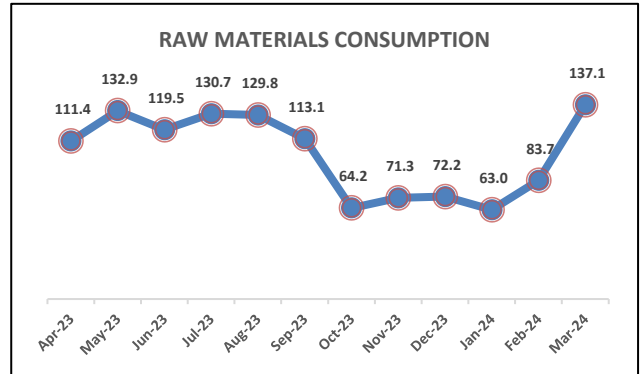
SGLS, a leader in the development, manufacturing, and marketing of innovative Pharmaceuticals, Nutraceuticals, and Food Supplement Formulations, has demonstrated a strong commitment to sustainability through its material, chemical, and waste management practices. Throughout the fiscal year, the company closely monitored and managed its usage and disposal of materials, chemicals, and waste, tracking monthly data in liters to assess environmental impact

Our Raw Material Consumption ranges from a maximum of 137.1 Tonnes in Mar 24 to a minimum of 63 Tonnes in Jan 24.

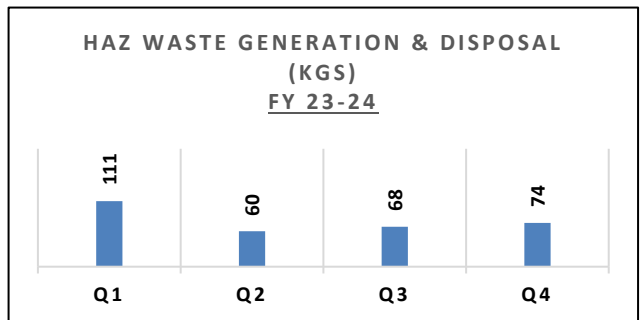
### Raw Material Consumption

SGLS remains committed to optimizing resource utilization in alignment with its ESG goals. The raw material consumption for the period from April 2023 to March 2024 demonstrates dynamic trends reflective of operational demand and efficiency measures. During this period, the total consumption ranged from a high of 137.1 tons in March 2024 to a low of 63.0 tons in January 2024, averaging approximately 104.4 tons per month. Notably, the peak usage in May 2023 (132.9 tons) and March 2024 (137.1 tons) corresponds to heightened production activities, highlighting a strategic response to increased market demand. Conversely, reduced consumption in October 2023 (64.7 tons) and January 2024 (63.0 tons) aligns with efforts to streamline processes and optimize inventory. The consistent patterns observed from April to September 2023, averaging around 123 tons, reflect a stable production phase, while the gradual decline from October to February indicates deliberate measures to enhance efficiency and minimize wastage. The rebound in March 2024 underscores a scaling-up of operations to meet renewed demand. SGLS’s resource consumption strategy is underpinned by rigorous monitoring and sustainability practices, ensuring minimal environmental impact while maintaining the highest standards of quality. These efforts illustrate SGLS’s dedication to responsible raw material management, driving sustainable growth while meeting global standards in pharmaceuticals, nutraceuticals, and food supplements.

### RAW MATERIAL CONSUMPTION (FY-23 24)



In the reporting period, FY 23-24 the Hazardous Waste generation and disposal ranged from a maximum of 111 Kg in Jun 23 to a minimum of 60 kg in Sep 23.



Despite these fluctuations, the company maintained a consistent commitment to minimizing its environmental footprint by ensuring the responsible handling of materials and waste. With a focus on continuous improvement, SGLS strives to reduce material usage and waste generation, aligning with global standards of environmental stewardship. The company's efforts are supported by state-of-the-art facilities that prioritize efficiency and sustainability, further reinforcing SGLS’s dedication to integrating Environmental, Social, and Governance (ESG) practices into its operations. As part of its broader ESG strategy, SGLS aims to enhance resource efficiency and reduce waste through technological advancements, process optimization, and increased recycling efforts. By actively monitoring and improving its material and chemical management processes, SGLS continues to set an example for the pharmaceutical industry, striving to meet both regulatory requirements and voluntary environmental commitments in line with global sustainability standards.

FY 23-24	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24
RM - Tons	111.4	132.9	119.5	130.7	129.8	113.1	64.2	71.3	72.2	63.0	83.7	137.1

SGLS's sustainable procurement policy prioritizes environmental stewardship by sourcing materials from suppliers committed to eco-friendly practices. This strategy minimizes waste, reduces carbon footprint, and promotes resource efficiency, aligning with our dedication to sustainability in the development and manufacturing of innovative pharmaceuticals and nutraceuticals.

## RECYCLED INPUT MATERIALS

### GRI 301-2

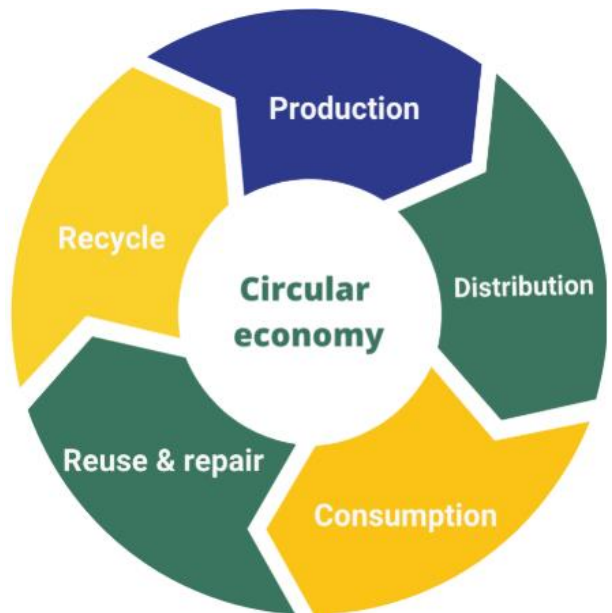
SGLS prioritizes sustainable product end-of-life management by implementing recycling initiatives and promoting responsible disposal methods for our pharmaceuticals and nutraceuticals. We provide consumers with clear guidance on product disposal, encouraging recycling and minimizing environmental impact, thus aligning with global standards for sustainability and environmental responsibility.

SGLS is committed to promoting sustainability throughout the lifecycle of its products, including their end-of-life phase. In alignment with global standards and best practices, the company has provided training on Product End-of-Life (EOL) management to a total of 62 individuals across various departments. This initiative aims to equip employees with the necessary knowledge and skills to manage the disposal, recycling, and reuse of products in an environmentally responsible manner. By focusing on the end-of-life stage, SGLS not only ensures compliance with regulatory requirements but also strives to reduce environmental impact through responsible waste management. The training program is part of the company's broader environmental strategy, which emphasizes circular economy principles and the reduction of landfill waste. As a result, SGLS is making a positive contribution to sustainability by empowering its workforce to address challenges related to product disposal and ensuring that products are handled in ways that align with environmental goals. This training initiative also plays a critical role in fostering a culture of environmental awareness within the company and enhancing the overall sustainability performance. By investing in the education and development of employees, SGLS continues to strengthen its commitment to ESG principles, ensuring that end-of-life management of products is handled responsibly and efficiently.

SGLS is committed to minimizing environmental impacts from product end-of-life. We actively promote recycling initiatives and design products for easier disassembly and recovery. By incorporating sustainable materials and supporting circular economy practices, we aim to reduce waste and enhance the recyclability of our pharmaceutical and nutraceutical products.

SGLS prioritizes material conservation by optimizing manufacturing processes to minimize resource use. By implementing efficient production techniques, waste reduction practices, and recycling initiatives, we effectively reduce material consumption, aligning with our commitment to sustainable operations and environmental stewardship in the pharmaceuticals, nutraceuticals, and food supplement sectors.

SGLS incorporates recovered materials in production processes, reducing reliance on virgin resources. By repurposing inputs like packaging materials and select raw ingredients, we support a circular economy model, decreasing environmental impact and aligning with sustainable practices in our pharmaceutical, nutraceutical, and food supplement formulations.



## RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS

GRI 301-3

SGLS is committed to reducing internal waste by prioritizing material reuse, recovery, and repurposing initiatives. Our processes focus on reclaiming resources within production cycles, minimizing environmental impact, and enhancing resource efficiency. These practices align with global sustainability standards, reinforcing our dedication to eco-friendly manufacturing.

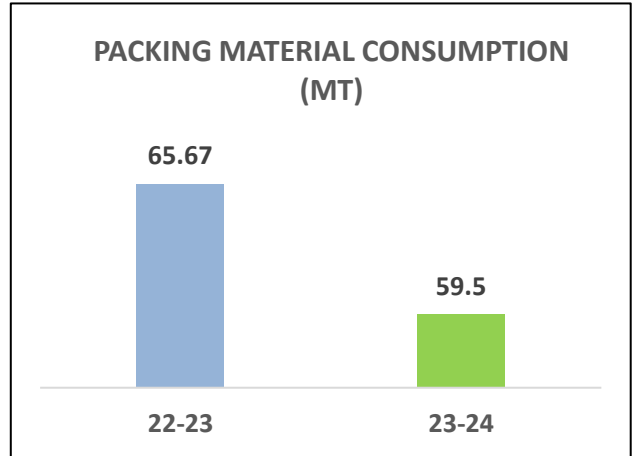
At SGLS, we assess the environmental impacts of our products throughout their lifecycle. We focus on developing formulations with minimal environmental footprints and encourage responsible usage and disposal. Our commitment to sustainability ensures that our products contribute positively to health without compromising ecological integrity.

SGLS ensures compliance with regulatory standards by registering substances with the European Chemicals Agency (ECHA) through designated representatives. This proactive approach highlights our commitment to responsible chemical management, promoting transparency and safety in our pharmaceutical and nutraceutical formulations while adhering to global environmental regulations.

SGLS's has a robust set up for Research and Development which primarily focusses on optimization of Product packing either through strip length reduction, thickness reduction and sourcing of Packing Materials from recycled source which further enhances our magnitude for reducing our environmental footprint.

- Projects Undertaken:
  - Blister Packing – Thickness optimization
  - Alu - Alu packing – Aluminium foil length optimization
  - Strip packing – Size optimization for varied types

SGLS understands the criticality behind Packing Material consumption influence towards our environmental footprint. With all the above sustained efforts we were able to reduce a sizeable amount of our Packing RM.



## ENERGY CONSUMPTION WITHIN THE ORGANIZATION GRI 302-1

At SGLS, Energy Management is prime factor based on which we design our operations reflecting our commitment to Sustainability and cost efficiency. We recognize the significant influence of energy consumption directly compensating towards Green House Gas (GHG) Emissions. We efficiently drive our Energy Management System with dual approach, primarily focusing on investing of Energy Efficient installations, to explore and increase our share towards utilization of Renewable Sources of Energy to power up our operations.

In the Financial Year FY 23-24 we have placed huge emphasis on refining our Energy Management practices. To achieve it Swiss Garnier Life Sciences have latched in to multiple process improvement and technological advancement projects.

SGLS is committed to enhancing energy efficiency and reducing carbon emissions by switching to cleaner fuels in our manufacturing processes. This strategic initiative not only lowers our carbon footprint but also aligns with global sustainability standards, reflecting our dedication to environmental stewardship in the pharmaceutical industry.

### ENERGY EFFICIENT INITIATIVES:

As part our steadfast dedication towards decarbonization through Energy Management and optimization, we had implemented the below projects which had significantly reduced our Energy Consumption for FY 23-24 when compared with last FY 22-23. These initiatives are complemented by a robust energy management system that provides impetus to monitor and analyze energy consumption which paves the path for continual improvement fostering a culture of Energy Conservation among employees and contractors.

ENERGY SAVING INITIATIVES	
NO.	PROJECTS
1	VFD Drives installed for 6 Nos of AHUs
2	Lighting replaced to LED in Plant Shop Floor and RM Stores area
3	AHU Blower Motors are replaced with BLDC Motors
4	VRF (Variable Refrigerant Flow) and VRV (Variable Refrigerant Volume) installed in outdoor AHU Units which are high energy efficient drives
5	Air curtains are installed in exit and entries to prevent the loss of conditioned air
6	Air ducts insulation done with 13 mm thickness (Return & Suction air ducts) to arrest air leaks leading to Energy wastage



SGLS conducts regular energy and carbon audits to assess our environmental impact and identify opportunities for improvement. These audits help us track energy consumption, reduce carbon emissions, and implement sustainable practices, reinforcing our commitment to integrating ESG principles within our innovative pharmaceutical and nutraceutical manufacturing processes. We are aligning our Process operations in accordance with ISO 50001 – Energy Management

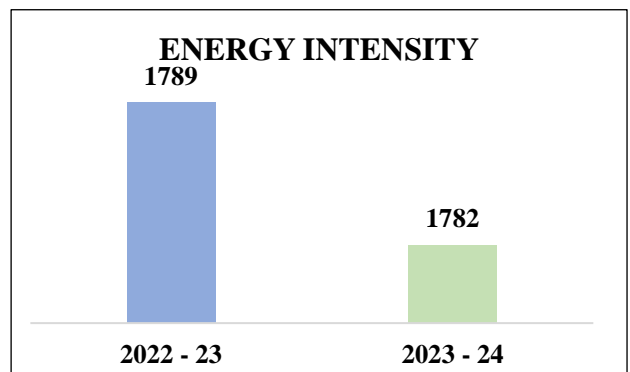
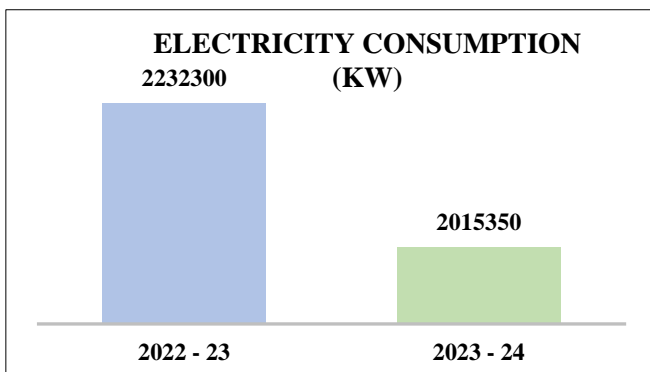
SGLS is committed to sustainability by optimizing energy consumption and reducing greenhouse gas emissions. We utilize energy-efficient technologies in our state-of-the-art facility, aiming for a 15% reduction in our carbon footprint over the next five years. This aligns with our ESG initiatives and commitment to environmental responsibility.

SGLS is committed to sustainable energy practices by monitoring and optimizing our energy consumption. We implement efficient technologies to reduce greenhouse gas emissions, striving to minimize our carbon footprint in the pharmaceutical and nutraceutical sectors while adhering to global standards and ESG principles.

At SGLS commitment to sustainability drives initiatives to reduce energy use and transition to renewable sources, aligning with global standards while minimizing our environmental impact and supporting a greener future.

At SGLS India, we rigorously track our energy consumption across all operations, utilizing advanced technologies to enhance efficiency. Our commitment to sustainability drives initiatives to reduce energy use and transition to renewable sources, aligning with global standards while minimizing our environmental impact and supporting a greener future.

ELECTRICITY CONSUMPTION FY 2023-24			ELECTRICITY CONSUMPTION FY 2022-23		
No	Month	Total Units in KW Hr	No.	Month	Total Units in KW Hr
1	Apr-23	174080	1	Apr-22	165915
2	May-23	180355	2	May-22	237120
3	Jun-23	231345	3	Jun-22	242855
4	Jul-23	236925	4	Jul-22	172470
5	Aug-23	228780	5	Aug-22	248175
6	Sep-23	225870	6	Sep-22	255235
7	Oct-23	139795	7	Oct-22	187070
8	Nov-23	121585	8	Nov-22	156675
9	Dec-23	126645	9	Dec-22	147905
10	Jan-24	119855	10	Jan-23	135375
11	Feb-24	116230	11	Feb-23	141260
12	Mar-24	113885	12	Mar-23	142245
<b>Total</b>		<b>2015350</b>	<b>Total</b>		<b>2232300</b>



## ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION

### GRI 302-2

SGLS prioritizes sustainability by sourcing renewable energy to power our state-of-the-art manufacturing facilities. We are planning to significantly increase our total renewable energy consumption, aligning our operations with global standards and reducing our carbon footprint, reflecting our commitment to environmentally responsible practices in the pharmaceuticals and nutraceuticals sectors.

For the 2023-24 fiscal year, SGLS has not consumed renewable energy across its operations. As a company committed to maintaining global standards in pharmaceutical, nutraceutical, and food supplement formulation, this reflects a current gap in the integration of renewable energy sources within our energy usage. While SGLS has made significant strides in other areas of sustainability, including waste management and water conservation, renewable energy consumption remains a key focus for future strategic planning. Recognizing the importance of transitioning to more sustainable energy solutions, SGLS plans to undertake detailed assessments and implement initiatives to shift towards renewable energy sources in upcoming years. This will not only help reduce the environmental impact of our operations but also align with international sustainability standards. The goal is to progressively incorporate renewable energy into our energy mix, ensuring that our manufacturing processes contribute to a cleaner, greener future. As part of our long-term ESG roadmap, SGLS will explore opportunities for sourcing renewable energy, optimizing energy efficiency, and minimizing our overall carbon footprint in line with global best practices. By investing in renewable energy, we aim to not only improve our environmental performance but also enhance the sustainability of our products and services, aligning our growth trajectory with the urgent need for climate action.

## REDUCTION OF ENERGY CONSUMPTION

### GRI 302-4

At SGLS, we actively invest in carbon capture and storage (CCS) technology to mitigate greenhouse gas emissions from our manufacturing processes. This commitment not only enhances our sustainability practices but also supports our goal of achieving a reduced carbon footprint in the pharmaceutical sector.

At SGLS, we enhance energy efficiency by upgrading to advanced technology and equipment in our manufacturing processes. These upgrades not only minimize energy consumption but also optimize production efficiency, demonstrating our commitment to sustainability and continuous improvement in line with ESG principles in the pharmaceutical and nutraceutical sectors.



## REDUCTION IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

### GRI 302-5

SGLS is committed to innovative strategies for reducing energy consumption and GHG emissions beyond standard practices. We implement energy-efficient technologies, optimize processes, and promote sustainable product formulations, significantly minimizing our environmental impact while ensuring high-quality pharmaceutical and nutraceutical solutions for our customers.

SGLS employs waste heat recovery systems and combined heat and power units to enhance energy efficiency in our operations. This innovative approach not only reduces energy consumption but also minimizes environmental impact, showcasing our commitment to sustainable practices in the pharmaceuticals and nutraceuticals industry. For recovering the waste heat and discharging it back we have devised Cooling Tower based heat exchanging mechanism which uses and quenches the waste heat generated in the process and the water will be reused back. Process chillers are used to remove the waste heat from the liquid and quenched liquid is further transferred to heat exchangers to cool the equipment's and process streams.

## WATER WITHDRAWAL BY SOURCE

### GRI 303-1

SGLS prioritizes water conservation in our operations. We implement advanced water management practices to minimize usage and ensure efficient recycling in our state-of-the-art facility. Our goal is to reduce water withdrawal by 15% over the next three years, reflecting our commitment to sustainable practices and ESG principles.

SGLS conducts comprehensive water risk assessments to identify potential impacts on water resources and ensure sustainable usage. By evaluating risks associated with water scarcity and quality, we enhance our operational resilience and commitment to environmental stewardship in our innovative pharmaceuticals and nutraceuticals manufacturing processes.

SGLS has successfully implemented a rainwater harvesting system at our state-of-the-art facility, significantly reducing dependence on external water sources. This initiative aligns with our commitment to sustainability and responsible resource management, ensuring efficient use of water in our pharmaceutical and nutraceutical production processes.

Apart from this, in order to reduce our Fresh water intake, we align our operations towards Water Stewardship and implemented Rain Water Harvesting system which accounted to **75 KL in FY 23-24**.

NO.	WATER CONSERVATION INITIATIVES	SAVINGS
1	Installation of Water Efficient fixtures in utility and admin blocks	5 KLD
2	Utilization of RO - Reject water to domestic flushing	10 KLD
3	Treated STP Out let water utilized for Green Belt development	20 KLD
4	Installed EMFM – Electro Magnetic Flow Meters for water consumption tracking	NA

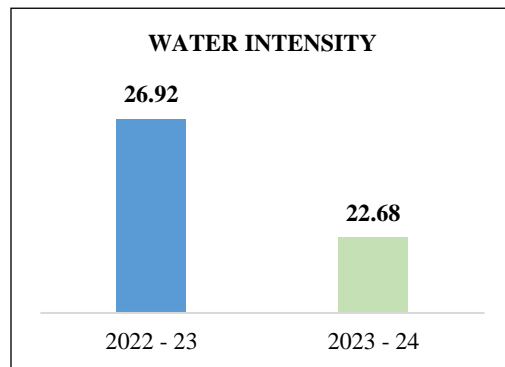
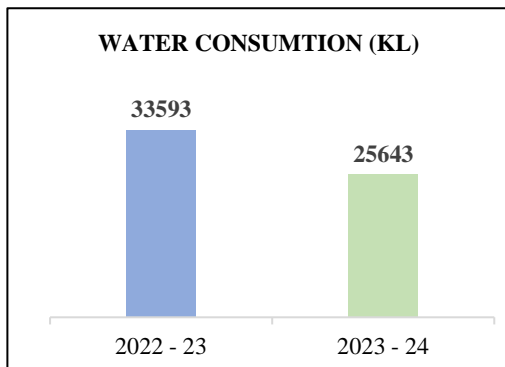
SGLS monitors total water consumption across our manufacturing processes to promote sustainability. By implementing efficient water management practices and technologies, we ensure responsible usage while minimizing our environmental impact. Our commitment to sustainable water practices reflects our dedication to operational excellence and environmental stewardship in the pharmaceuticals sector.



## WATER MANAGEMENT

As part of SGLS commitment to sustainability we recognize that ‘Water’ a fast-depleting precious renewable resource. To uphold our responsibility towards water conservation we have installed a comprehensive ETP – Effluent Treatment Plant and Sewage Treatment Plant to treat our effluents and sewage and reuse the treated stream back for process operations which include Cooling Tower make up and Boiler water requirement. For the FY 23-24 we have a water recycle percent of **10 %** through effective operation of ETP and STP.

WATER CONSUMPTION FY 23-24		
#	MONTH	TOTAL WATER CONSUMPTION (KL)
1	Apr-23	2235
2	May-23	3090
3	Jun-23	2263
4	Jul-23	3382
5	Aug-23	2850
6	Sep-23	2346
7	Oct-23	1795
8	Nov-23	1674
9	Dec-23	1429
10	Jan-24	1311
11	Feb-24	1342
12	Mar-24	1926
<b>Total</b>		<b>25643</b>







## WATER RECYCLING AND REUSE

GRI 303-3

At SGLS, we prioritize sustainability by implementing advanced water recycling and reuse systems in our manufacturing processes. Our initiatives have successfully increased the total amount of water recycled, minimizing freshwater withdrawal and reducing our environmental footprint, thereby supporting our commitment to responsible water management and environmental stewardship.

SGLS prioritizes wastewater quality assessments to ensure compliance with environmental standards. Our state-of-the-art facility implements rigorous monitoring protocols, allowing us to effectively manage and treat wastewater, minimizing environmental impacts while supporting our commitment to sustainable practices in pharmaceutical and nutraceutical manufacturing. Apart from inhouse monitoring we perform Waste Water Quality Monitoring (Raw Effluent, Treated Effluent, Raw Sewage & Treated Sewage and Sample of Ground Water) from Third party NABL Certified laboratories periodically.

SGLS has adopted advanced cooling systems (Cooling Towers) that utilize reduced or recycled water consumption, significantly minimizing our environmental footprint. Apart from this we tend to utilize our Treated Effluent to Boiler feed and Rest room urinal flushing process. This initiative reflects our commitment to sustainable practices, optimizing resource use while maintaining operational efficiency in our state-of-the-art facility for pharmaceuticals and nutraceuticals production.

At SGLS, we prioritize groundwater protection by implementing stringent control measures to prevent contamination. Our state-of-the-art facility utilizes advanced filtration systems, regular monitoring, and adherence to regulatory standards, ensuring sustainable practices that safeguard local water sources while maintaining high-quality pharmaceutical and nutraceutical production.



SGLS enhances water efficiency through various initiatives, including optimizing production processes and implementing recycling systems. We conduct regular assessments of our wastewater discharge practices to ensure compliance with environmental regulations and minimize our ecological footprint, reflecting our commitment to sustainable water management and responsible manufacturing.

## WATER DISCHARGE

GRI 303-4

SGLS employs advanced technologies and practices to recycle and reuse water in our manufacturing processes. By implementing water-efficient systems and rainwater harvesting, we minimize freshwater usage, reduce environmental impact, and promote sustainability in our pharmaceutical and nutraceutical production while adhering to global water stewardship standards.

SGLS conducts regular water audits to assess our water usage and discharge practices. These audits help identify areas for improvement, enhance water efficiency, and ensure compliance with environmental regulations. Our commitment to responsible water management supports sustainability in our pharmaceutical and nutraceutical manufacturing processes.

SGLS employs advanced water treatment systems to minimize pollutants in discharge, adhering to global standards. We regularly monitor and mitigate water pollution through stringent compliance with environmental regulations. Our initiatives focus on reducing contaminants, ensuring sustainable water use, and protecting local water bodies to support community and ecological well-being.



Swiss Garnier, committed to sustainability and environmental stewardship, closely monitors water pollution levels across its operations. For the fiscal year 2023-24, the total quantity of water pollution, measured in cubic meters, varied monthly. In April, the recorded pollution level was 548 cubic meters, followed by 523 cubic meters in May. June saw an increase to 612 cubic meters, while July showed a reduction to 532 cubic meters. August recorded the lowest level of 498 cubic meters for the year. September saw a rise to 607 cubic meters, followed by 586 cubic meters in October and 597 cubic meters in November. December registered 581 cubic meters, while January and February observed increases to 602 cubic meters and 612 cubic meters, respectively. March concluded the year with 573 cubic meters.

Throughout the year, the company implemented targeted interventions to minimize water pollution, particularly during peak months, maintaining a robust focus on compliance with regulatory standards. The average monthly water pollution for the year was 569 cubic meters, reflecting Swiss Garnier's commitment to balancing operational excellence with environmental responsibility.

This data underscores our ongoing efforts to innovate processes, improve wastewater treatment facilities, and adopt best practices for reducing pollutants discharged into water bodies. By continuously monitoring and addressing water pollution levels, Swiss Garnier remains dedicated to achieving long-term sustainability goals and supporting global environmental standards.

At SGLS, we prioritize sustainability by implementing advanced water recycling and reuse systems in our manufacturing processes. Our initiatives have successfully increased the total amount of water recycled, minimizing freshwater withdrawal and reducing our environmental footprint, thereby supporting our commitment to responsible water management and environmental stewardship.

In line with our commitment to sustainable water management, SGLS has prioritized water recycling and reuse across our operations, reflecting our efforts to minimize freshwater consumption and promote resource efficiency. Over the reporting year, we consistently recycled and reused significant volumes of water, maintaining steady performance despite operational fluctuations.

The monthly data highlights our sustained efforts: in April, we recycled 40.21 KL, followed by 41.46 KL in May. June recorded a slight decrease to 40.18 KL, while July showed an improvement at 41.08 KL. In August, the figure stood at 40.36 KL, followed by 39.76 KL in September, marking a minimal dip. October demonstrated renewed momentum, with 41.64 KL of water recycled and reused, and November continued this positive trend with 40.87 KL. December closed the calendar year with 41.34 KL. In January, we achieved our highest monthly figure at 41.98 KL, reflecting optimized resource utilization. February experienced a slight decrease to 37.58 KL, influenced by operational variables, but recovery was evident in March, with 41.27 KL of water recycled and reused.

This consistent monthly performance underscores SGLS's robust water recycling systems and commitment to resource conservation. By effectively treating and reusing water, we are reducing dependency on external water sources and mitigating environmental impact. These efforts align with global sustainability standards and our ESG goals, showcasing our role as a responsible manufacturer in the pharmaceuticals, nutraceuticals, and food supplement sectors. Moving forward, we will continue to enhance our water recycling initiatives to drive even greater efficiency and sustainability.

## **OPERATIONAL SITES IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE**

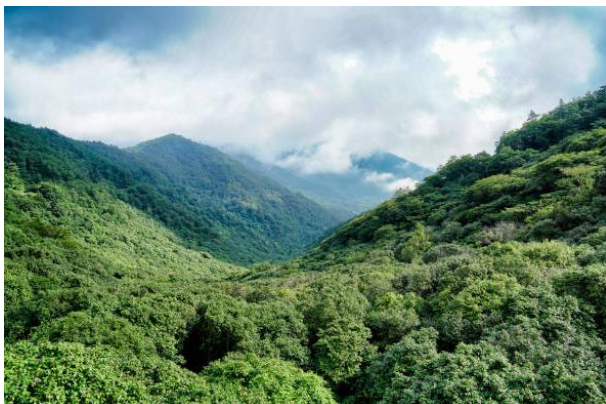
**GRI 304-1**

SGLS is committed to protecting biodiversity through responsible operations. We assess our impact on local ecosystems and implement measures to minimize disturbances. Our facility incorporates sustainable practices that promote biodiversity conservation, ensuring our growth aligns with environmental stewardship and ESG principles.

At SGLS, we recognize the importance of biodiversity in sustaining ecosystems. We implement measures to assess and mitigate our impact on local biodiversity, promoting conservation initiatives and sustainable practices within our operations to protect habitats and contribute positively to environmental health and community well-being.

As part of our corporate sustainability strategy, we have made significant strides in integrating biodiversity conservation into our operations. Currently, 35% of our facility's landscape is dedicated to green belt, which includes diverse plant species that support local ecosystems.

None of our sites were located in Biodiversity sensitive area or in SEZ (Special Economic Zones) which have multiple endangered species of Plants and animals.



To integrating Environmental, Social, and Governance (ESG) factors into our operations, and we strive to expand these efforts further in the coming years. This initiative is a key element of our environmental stewardship, ensuring that our industrial activities do not come at the expense of natural habitats. Our green landscapes are designed not only to beautify the environment but also to improve air quality, support wildlife, and provide a balanced ecosystem within our facility. These efforts align with global sustainability standards and are integral to our broader commitment to reducing environmental impacts. In addition, we continuously assess and improve our biodiversity footprint through the careful planning and maintenance of these green areas. By maintaining 35% of our land as green space, we contribute to the preservation of local flora and fauna, mitigate the impact of urbanization, and demonstrate our dedication to protecting the environment for future generations. This commitment reflects our broader approach

## **SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY**

**GRI 304-2**

SGLS actively works to reduce or eliminate the use and release of gaseous emissions and Particulate Matter (PM) through stringent selection of raw materials and eco-friendly production methods. Our commitment to sustainable practices ensures compliance with environmental regulations, protecting biodiversity and promoting a healthier ecosystem.

## **IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS**

**GRI 304-4**

SGLS does not operate in or near biodiversity-sensitive areas, ensuring that our activities do not impact fragile ecosystems. We adhere to global environmental standards, prioritizing biodiversity conservation in our operational planning and contributing to sustainable practices in the pharmaceutical sector.

SGLS recognizes the importance of biodiversity and operates in areas classified as biodiversity-sensitive. However, our activities are conducted with utmost care, ensuring no negative impact on the local ecosystems. We adhere to strict environmental guidelines to maintain ecological balance while promoting sustainable practices in our operations.

## **EMISSIONS**

### **GRI 305**

SGLS has established an absolute Scope 1 reduction target aimed at decreasing our direct greenhouse gas emissions. Through innovative technologies and operational improvements, we are committed to achieving significant reductions, contributing to our sustainability goals while ensuring compliance with global environmental standards.

SGLS has committed to an absolute Scope 2 reduction target to minimize indirect greenhouse gas emissions associated with purchased energy. By enhancing energy efficiency and transitioning to renewable energy sources, we aim to significantly reduce our carbon footprint and contribute positively to environmental sustainability.

SGLS has established an absolute Scope 3 reduction target to address indirect greenhouse gas emissions across our value chain. By engaging suppliers and optimizing logistics, we aim to significantly lower emissions and enhance sustainability, reinforcing our commitment to responsible and innovative pharmaceutical production.

SGLS is committed to sustainability, setting intensity reduction targets to minimize energy consumption across our state-of-the-art facilities. By implementing innovative practices and technologies, we aim to achieve significant reductions, thereby contributing to global environmental goals and enhancing our operational efficiency.

Swiss Garnier Life Sciences has placed strong focus towards reduction of our emission inventory there by establishing our commitment towards Sustainability. Recognizing the importance of emissions play in Environmental impact and Climate change SGLS has adopted a proactive approach to reduce our Carbon footprint. The inculcation of Energy efficient installations in our process is a testament for our steadfast focus towards GHG Emission reduction.

We have established a robust GHG Management System which includes day to day monitoring of inventories accounting to Scope 1, 2 & 3 emissions. The SGLS Management Team is empowered with financial and technical resources to aid and implement initiatives leading to reduction of our SGLS's carbon footprint.

## **BOILER FUEL SWITCH FROM HSD (HIGH SPEED DIESEL) TO PNG (PIPED NATURAL GAS):**

Swiss Garnier Life Sciences, has implemented a fuel switch program in Apr – 2024 which determines our affinity towards transition from high carbon emission fuel to a relatively more environmentally friendly alternative fuel source. By migration to fuels with low carbon emission content like PNG – Piped Natural Gas, the company is predominantly reducing its GHG Emissions. This deliverable of this Fuel Switch program is meticulously documented ensuring the transparency in our Sustainability Report which further projects our journey towards sustainable business operations.

## **REFRIGERANT SWITCH FROM R22 (HCFC) TO R32 & R410 (HFC):**

Swiss Garnier Life Sciences, has deep understanding towards reduction our GHG Emissions through optimizing and transition of Refrigerants from HCFC (hydrochlorofluorocarbons - R22) which have high ODP – Ozone Depletion Potential & GWP – Global Warming Potential to HFC (Hydrofluorocarbons – R 32 and R 407). This strategic move has provided us a sizable reduction in our Scope 1 emissions which is testament our commitment towards sustainable and greener future.

## **DIRECT (SCOPE 1) GHG EMISSIONS**

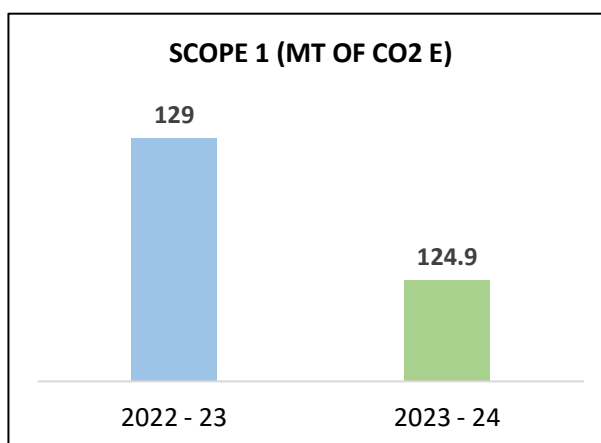
### **GRI 305-1**

SGLS has established a comprehensive GHG inventory at the corporate level, adhering to the GHG Protocol and other recognized accounting standards. This initiative enables us to monitor, report, and reduce our greenhouse gas emissions, aligning with global best practices for sustainability and environmental responsibility.

SGLS is dedicated to minimizing air pollution in our manufacturing processes. We implement stringent emissions controls and regularly monitor our air quality to ensure compliance with global standards. Our goal is to Reduce GHG emissions by 15% by year 2030 in comparison to baseline year 2022 reflecting our commitment to sustainable practices and ESG principles.

SGLS is committed to reducing our environmental footprint by actively monitoring our total gross Scope 1 GHG emissions. Our state-of-the-art facility employs energy-efficient technologies and practices, contributing to a decrease in emissions while promoting sustainability in our pharmaceutical and nutraceutical production processes.

EMISSIONS – FY23- 24			
#	MONTH	FUEL CONSUMPTION IN LITRES (HSD)	SCOPE 1 (MT OF CO2 E)
1	Apr-23	4680	12.46
2	May-23	4440	11.82
3	Jun-23	5760	15.33
4	Jul-23	4808	12.80
5	Aug-23	5040	13.41
6	Sep-23	2520	6.71
7	Oct-23	2760	7.35
8	Nov-23	3480	9.26
9	Dec-23	2400	6.39
10	Jan-24	3600	9.58
11	Feb-24	3480	9.26
12	Mar-24	3960	10.54
<b>Total</b>		<b>46,928</b>	<b>124.9</b>



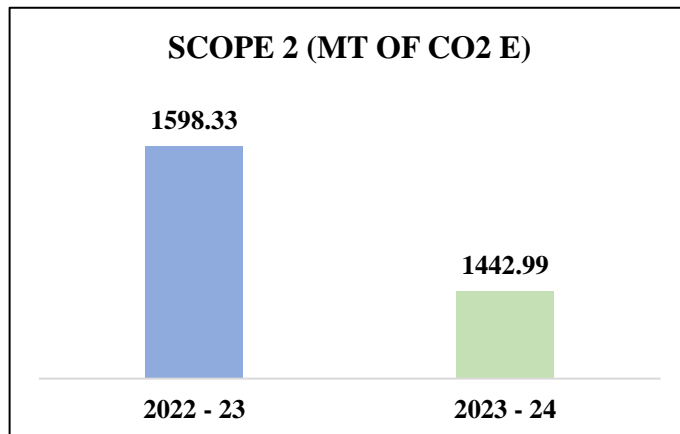
SGLS actively monitors all relevant greenhouse gas emissions across our entire scope, including direct, indirect, and other significant emissions. This comprehensive monitoring enables us to identify areas for improvement, implement effective reduction strategies, and uphold our commitment to environmental responsibility and sustainability in our operations.

## ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

### GRI 305-2

At SGLS , we meticulously track our total gross Scope 2 GHG emissions, both on a market-based and location-based approach. Our commitment to utilizing renewable energy sources and improving energy efficiency in our state-of-the-art facility aligns with our goal of minimizing our environmental impact.

ELECTRICITY CONSUMPTION FY 2023-24				ELECTRICITY CONSUMPTION FY 2022-23			
#	Month	Total Units in KW	Scope 2 (MT of CO2 e)	#	Month	Total Units in KW	Scope 2 (MT of CO2 e)
1	Apr-23	174080	124.6	1	Apr-22	165915	118.8
2	May-23	180355	129.1	2	May-22	237120	169.8
3	Jun-23	231345	165.6	3	Jun-22	242855	173.9
4	Jul-23	236925	169.6	4	Jul-22	172470	123.5
5	Aug-23	228780	163.8	5	Aug-22	248175	177.7
6	Sep-23	225870	161.7	6	Sep-22	255235	182.7
7	Oct-23	139795	100.1	7	Oct-22	187070	133.9
8	Nov-23	121585	87.1	8	Nov-22	156675	112.2
9	Dec-23	126645	90.7	9	Dec-22	147905	105.9
10	Jan-24	119855	85.8	10	Jan-23	135375	96.9
11	Feb-24	116230	83.2	11	Feb-23	141260	101.1
12	Mar-24	113885	81.5	12	Mar-23	142245	101.8
<b>Total</b>		<b>2015350</b>	<b>1443.0</b>	<b>Total</b>		<b>2232300</b>	<b>1598.3</b>



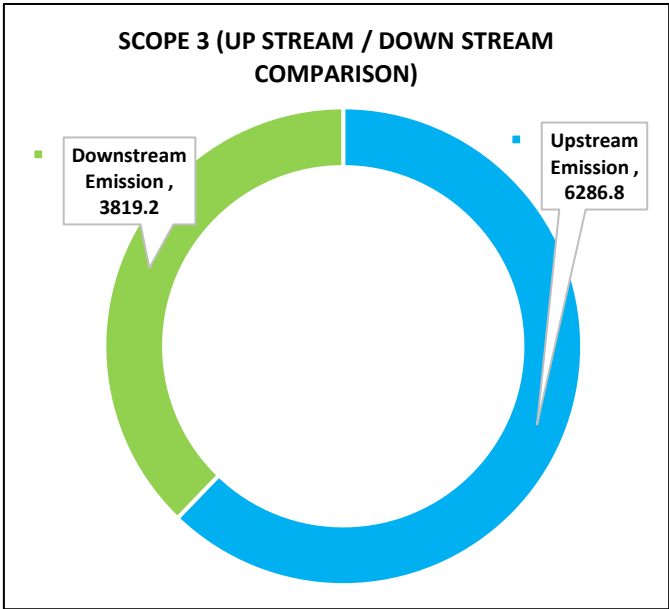
SGLS maintains detailed GHG data at the product level, in line with the GHG Protocol and other recognized standards. This data supports our commitment to sustainability, enabling us to assess and improve the environmental impact of our pharmaceuticals, nutraceuticals, and food supplement formulations.

## OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

### GRI 305-3

SGLS commits to updating our GHG inventory annually to ensure accuracy and relevance. This proactive approach enhances our understanding of emissions across our value chain, supporting effective strategies for reducing our carbon footprint and fostering a culture of sustainability in our operations and product offerings.

SCOPE 3 EMISSION VARIABLES	EMISSIONS (MT OF CO2E)
Upstream Emission	6286.8
Downstream Emission	3819.2
Total Scope 3 Emission (MT of CO2e)	10106



## COMBINED GHG EMISSIONS

EMISSION CATEGORY	EMISSIONS (MT OF CO <sub>2</sub> E)
<b>Scope 1: Direct Emissions</b>	
Diesel Consumption & PNG - Piped Natural Gas	124.9
<b>Scope 2: Indirect Emissions (Electricity)</b>	
	1442.9
<b>Scope 3: Upstream Emissions</b>	
Raw Material Consumption	2211.84
Supplier Transport	4075.05
<b>Scope 3: Downstream Emissions</b>	
Customer Deliveries	3806.38
Water Consumption	12.82
<b>Total Emissions (Scope 1, 2, and 3)</b>	<b>11673.89</b>



SGLS is committed to measuring our total gross Scope 3 GHG emissions, which encompass indirect emissions from our supply chain and product lifecycle. By collaborating with suppliers and promoting sustainable practices, we aim to significantly reduce our overall carbon footprint and enhance our ESG performance.

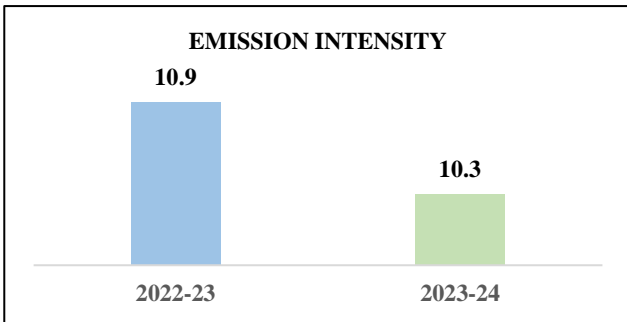
SGLS actively monitors total gross Scope 3 downstream GHG emissions, including emissions from product use and end-of-life disposal. By implementing sustainable packaging and promoting responsible consumption, we strive to minimize our environmental impact and enhance our commitment to ESG principles throughout our product lifecycle.

SGLS monitors total gross Scope 3 upstream GHG emissions, focusing on emissions from our supply chain, including raw material extraction and transportation. By collaborating with suppliers to enhance sustainability practices, we aim to reduce our carbon footprint and strengthen our commitment to responsible environmental stewardship in our operations.

## GHG EMISSIONS INTENSITY

### GRI 305-4

SGLS monitors our greenhouse gas emissions while identifying and managing significant exclusions. By focusing on relevant sources, we ensure our emissions reporting remains transparent and accurate, allowing us to develop targeted strategies for emissions reduction and uphold our commitment to environmental sustainability and corporate responsibility.



## REDUCTION OF GHG EMISSIONS

### GRI 305-5

SGLS actively shares greenhouse gas emissions data with internal stakeholders to foster transparency and collaboration. This practice promotes awareness and accountability within our teams, enabling us to develop effective strategies for emissions reduction and enhance our commitment to sustainability across our innovative pharmaceutical and nutraceutical product lines.

## EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)

### GRI 305-6

SGLS’s greenhouse gas emissions report is publicly available, reflecting our commitment to transparency and accountability. By sharing this information, we aim to engage stakeholders and demonstrate our proactive approach to sustainability, ensuring that our innovative pharmaceuticals and nutraceuticals are developed with environmental responsibility in mind.

SGLS employs advanced technologies and processes to reduce emissions of VOCs, SO<sub>2</sub>, NO<sub>x</sub>, and heavy metals in our manufacturing operations. These initiatives include optimizing equipment efficiency and implementing air quality control measures, demonstrating our commitment to minimizing environmental impact and enhancing workplace safety in accordance with global standards.

SGLS proactively implements additional air pollution control measures, including the use of eco-friendly raw materials, advanced air filtration systems, and regular maintenance to reduce emissions from our facilities. We engage in periodic assessments and community awareness programs to minimize our environmental impact and support public health initiatives in air quality improvement.

### Refrigerant Switch From R22 (HCFC) To R32 & R410 (HFC):

Swiss Garnier Life Sciences, has deep understanding towards reduction our GHG Emissions through optimizing and transition of Refrigerants from HCFC (hydrochlorofluorocarbons - R22) which have high ODP – Ozone Depletion Potential & GWP – Global Warming Potential to HFC (Hydrofluorocarbons – R 32 and R 407). This strategic move has provided us a sizable reduction in our Scope 1 emissions which is testament our commitment towards sustainable and greener future.

## NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS

### GRI 305-7

SGLS verifies our greenhouse gas emissions through a third-party assessment to ensure accuracy and credibility. This independent verification underscores our commitment to transparency and accountability in our sustainability efforts, reinforcing our dedication to environmental responsibility in the development of our pharmaceutical and nutraceutical products.



SGLS prioritizes air quality by implementing advanced technologies to minimize air emissions from our manufacturing processes. We continuously monitor air pollutants, adhering to strict regulatory standards, and aim to reduce our carbon footprint, ensuring a healthier environment for our employees and the surrounding community.

SGLS is committed to mitigating air pollution as part of our environmental sustainability efforts. The company actively monitors and strives to reduce air pollution levels across all its operations. As per our recent data, the Air Pollution Index (API) stands at 32.7, reflecting our ongoing efforts to manage emissions and enhance air quality. This index provides a clear indication of the environmental impact of our manufacturing processes, taking into account factors such as emissions from production, transportation, and other operational activities. While our current index falls within a manageable range, we are continuously working to further reduce emissions through various initiatives. These include the adoption of cleaner technologies, energy-efficient equipment, and stringent emission control measures that align with global standards. Our state-of-the-art facility is equipped with advanced air filtration systems that minimize pollutants, ensuring a safer environment for our employees and surrounding communities. In addition, we collaborate with regulatory authorities to ensure compliance with local and international air quality standards. We also conduct regular audits and reviews to assess our air quality performance, identifying areas for improvement and establishing new targets. Through these proactive measures, SGLS aims to reduce its environmental footprint, contributing to better air quality and sustainable practices in the pharmaceutical, nutraceutical, and food supplement sectors. By maintaining a focus on sustainability, we reinforce our commitment to environmental stewardship and the health of the communities we serve.

### **Air Pollution Management:**

At Swiss Garnier Life Sciences, we recognize the prime importance of mitigating Air Pollution which poses a high value for our Corporate Social Responsibility. In order to mitigate Air Pollution our SGLS sites are equipped with efficient Air Pollution Control measures which includes efficient Dust Extraction Systems for control of Particulate Matter (PM 10 & PM 2.5), Wet Scrubbers for the control of gaseous emission like SO<sub>x</sub> (Sulphur Oxides), NO<sub>x</sub> (Nitrogen Oxides), Carbon Monoxide apart from this the wet scrubber gives us effective removal of Odour removal efficiency by dissolving the captured gaseous emissions in water.

In addition to this SGLS has set more focus on indoor air quality management. The company has devised Engineering Controls like Forced Ventilation System, Exhaust Fans, Air Curtains and Air Handling Units (AHUs). The company follows rigorous maintenance mechanism for ensuring the efficient operation of Air Pollution control devices which includes periodical filter cleaning and dedusting processes. As part Air Pollution Monitoring SGLS has implemented a robust system for periodical Ambient Air Quality Survey, Stack Gas Monitoring & Ambient Noise Quality survey by NABL certified laboratories.



At SGLS, we implement advanced technologies to prevent emissions of atmospheric pollutants, including regular maintenance of equipment and emission control systems. We monitor air quality, minimize noise and odour, and conduct assessments to mitigate environmental nuisances, ensuring a sustainable operational environment aligned with global standards.

At SGLS, we utilize advanced filtration and dust suppression technologies to mitigate emissions of dust and particulate matter in our manufacturing processes. Regular monitoring and maintenance of equipment ensure compliance with environmental standards, fostering a cleaner, healthier work environment and promoting sustainability.

SGLS conducts regular ambient air quality monitoring to assess levels of major pollutants, including PM, NO<sub>x</sub>, SO<sub>2</sub>, and VOCs. These analyses inform our environmental strategies and ensure compliance with regulatory standards, supporting our commitment to sustainable practices and a healthier environment for our stakeholders.

SGLS conducts regular noise measuring campaigns to assess site boundary noise levels, ensuring compliance with environmental regulations. By actively monitoring and mitigating noise pollution, we aim to minimize our operational impact on surrounding communities, promoting a sustainable environment while maintaining our commitment to global standards in pharmaceuticals and nutraceuticals.

SGLS India implements stringent environmental emergency measures, ensuring readiness for potential incidents. Our state-of-the-art facility incorporates rapid-response protocols, pollution control systems, and employee training on emergency procedures. These measures are aligned with global standards, safeguarding both natural resources and community health during unexpected events.

SGLS is committed to reducing its environmental impact by monitoring and minimizing the total weight of air pollutants emitted from our facilities. We implement advanced emission control technologies and practices to ensure compliance with regulatory standards and promote cleaner air quality for the surrounding community.

SGLS is committed to minimizing its environmental footprint and ensuring compliance with global standards. In the fiscal year 2023-24, the total weight of air pollutants emitted by the company was recorded at 34.5 Metric Tons (MT). This figure reflects SGLS's ongoing efforts to track and manage its emissions, as part of a comprehensive strategy to reduce the environmental impact of its operations. The company's commitment to environmental sustainability is embedded in its operational practices, with a focus on implementing state-of-the-art technologies that minimize air pollutants through efficient process control and emission reduction measures. SGLS's manufacturing and R&D facilities operate under stringent environmental regulations, ensuring that emissions are regularly monitored and kept within the prescribed limits. In line with global standards, the company adheres to international best practices in air quality management and pollution control.

The 34.5 MT of air pollutants for the reporting period represents a baseline figure that will guide future sustainability targets and actions. Moving forward, SGLS aims to further reduce emissions by integrating cleaner technologies, optimizing energy consumption, and continuously improving the sustainability of its operations. This data is a key part of SGLS's broader environmental strategy, which includes enhancing operational efficiency, reducing waste, and mitigating the impact of its activities on local air quality.



## Noise Management

Noise Management in SGLS has been of pivotal importance considering its impact towards our sustainability. SGLS has a robust monitoring mechanism in place to periodically track and check the effectiveness of Noise Pollution Controls and to ensure that our threshold Noise Limits are well within the standards set by regulatory bodies.

SGLS has invested to enhance the acoustic infrastructure in the site, which includes Noise Barriers, Sound Absorption panels and Diesel Generators are equipped with Acoustic Enclosures and Noise reduction tests are periodically conducted to check the effectiveness. Above all as part of our periodical medical examination for personnel noise monitoring, we conduct Audiometry test.



At SGLS, we implement advanced work processes and technologies to mitigate noise emissions from our manufacturing operations. Through sound insulation, equipment modifications, and regular maintenance, we strive to reduce noise pollution, ensuring a safe and conducive environment for our employees and surrounding communities while adhering to global standards.

SGLS conducts regular noise measuring campaigns to assess site boundary noise levels, ensuring compliance with environmental regulations. By actively monitoring and mitigating noise pollution, we aim to minimize our operational impact on surrounding communities, promoting a sustainable environment while maintaining our commitment to global standards in pharmaceuticals and nutraceuticals.

## Odour Management

At SGLS, we utilize advanced work processes and technologies to effectively mitigate odour emissions from our operations. Implementing state-of-the-art filtration systems and odour neutralization techniques ensures a pleasant environment for employees and nearby communities, while demonstrating our commitment to environmental sustainability and compliance with global standards.

SGLS has laid a strong foundation for Odour Management practices which will be a corner stone for our affinity towards building a sustainable ecosystem. As a strong base to our stake holder engagement, we had installed state of art double scrubbing mechanism and condensers.

Bio Filters for Odour reduction from effluents – Pressure Sand Filter (PSF) and Activated Carbon Filter (ACF) are installed in Sewage & Effluent Treatment Plant operations for controlling odours arising out from effluent.



SGLS employs biofilters in our manufacturing processes to effectively minimize odours generated during plant operations through wet double stage scrubbing mechanisms. This innovative technology enhances air quality by filtering out harmful emissions, demonstrating our commitment to sustainable practices and ensuring compliance with environmental standards while maintaining a healthy workspace for employees and the surrounding community.

At SGLS, we utilize advanced work processes and technologies to effectively mitigate odor emissions from our operations. Implementing state-of-the-art filtration systems and odor neutralization techniques ensures a pleasant environment for employees and nearby communities, while demonstrating our commitment to environmental sustainability and compliance with global standards.

SGLS employs biofilters in our manufacturing processes to effectively minimize odors generated during plant operations. This innovative technology enhances air quality by filtering out harmful emissions, demonstrating our commitment to sustainable practices and ensuring compliance with environmental standards while maintaining a healthy workspace for employees and the surrounding community.

## **WATER DISCHARGE BY QUALITY AND DESTINATION**

### **GRI 306-1**

SGLS has implemented a formalized policy to limit the discharge of active pharmaceutical ingredients (APIs) into the environment. This policy ensures compliance with regulatory standards and promotes responsible manufacturing practices, thereby minimizing potential environmental impacts while safeguarding public health and safety.

SGLS implements advanced treatment processes to ensure the removal of Active Pharmaceutical Ingredients (APIs) from wastewater. By utilizing cutting-edge technology and adhering to strict regulatory standards, we minimize environmental impacts and safeguard water quality, aligning our operations with global sustainability goals and promoting responsible pharmaceutical manufacturing.



SGLS conducts comprehensive mapping of waste streams to enhance waste management efficiency. This process identifies and categorizes waste types across operations, enabling targeted reduction, reuse, and disposal strategies. Our commitment to precise waste mapping supports environmental sustainability and aligns with global standards for responsible manufacturing.

## **MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS**

### **GRI 306-2**

SGLS enforces strict controls to restrict the transboundary movement of hazardous waste, adhering to international regulations. Our protocols ensure hazardous materials are managed locally or through certified disposal partners, minimizing environmental risks and supporting our commitment to responsible waste management and global sustainability standards.

SGLS ensures the specialized treatment and safe disposal of hazardous substances through strict protocols and advanced waste management systems. We employ eco-friendly disposal methods, minimizing environmental impact and adhering to regulatory standards. Our commitment to responsible waste management supports environmental sustainability and community safety.

At SGLS, we prioritize environmental sustainability by rigorously tracking and managing the total weight of hazardous waste generated from our pharmaceutical and nutraceutical manufacturing processes. Our comprehensive waste management practices ensure safe disposal and minimize environmental impact, aligning with global standards and our commitment to responsible production.

SGLS demonstrates a strong commitment to environmental stewardship by actively monitoring and managing hazardous waste generated at its state-of-the-art facilities. The total weight of hazardous waste generated during the fiscal year reflects SGLS's focus on sustainable operations. For the months of April, May, July, August, October, November, January, and February, the company reported zero hazardous waste, showcasing effective operational controls and waste minimization efforts. Notable instances of hazardous waste generation occurred in June (111 kg), September (60 kg), December (68 kg), and March (74 kg).

These sporadic occurrences were primarily attributed to periodic maintenance activities and specific production processes requiring the use of materials classified as hazardous. Despite these isolated instances, SGLS ensures that all hazardous waste is handled, stored, and disposed of in compliance with stringent regulatory standards, minimizing environmental impact. The data underscores the company’s ongoing efforts to achieve waste reduction and maintain adherence to global ESG standards. Moving forward, SGLS remains committed to further optimizing processes to reduce hazardous waste generation, aligning with its goal of achieving a sustainable and eco-friendly manufacturing footprint.

SGLS is committed to sustainability by monitoring and managing the total weight of non-hazardous waste produced during our pharmaceutical and nutraceutical manufacturing processes. We implement efficient waste reduction strategies and recycling initiatives to minimize landfill impact, ensuring compliance with global standards and our ESG objectives.

**Waste Management:**

Swiss Garnier Life Sciences has placed a huge eminence on Waste Management as we recognize the importance of Waste disposal and recovery in our sustainability agenda. SGLS has implemented a robust system for Waste Stream Mapping which further enhances the internal sorting and disposal. In addition to the SGLS has devised a comprehensive recycling program which focuses on reduction towards wastes being sent for Landfill.

Besides that, SGLS has strong affinity towards utilization of their wastes for Coprocessing which are part of a broader waste-to-energy strategy that supports the transition to a low-carbon economy. For getting aligned with our ambitious aim of diverting our waste to coprocessing we have done Fingerprint Analysis for all our waste to determine their core properties like CV – Calorific Value, Moisture Content, Carbon content etc. Based on that we exploring options to divert our waste to preprocessing / coprocessing units especially cement industries where the waste will be used as energy sources for furnace / kiln operations.

SGLS, a provider of innovative pharmaceuticals, nutraceuticals, and food supplement formulations, is committed to integrating Environmental, Social, and Governance (ESG) practices into its operations. As part of our environmental stewardship, we closely monitor and manage waste generation across our state-of-the-art manufacturing facilities, adhering to global standards. In the fiscal year 2023-24, we generated a total of 6,400 kilograms of non-hazardous waste. This waste category includes materials that do not pose a direct threat to the environment or human health, ensuring compliance with regulatory norms. Our systematic waste management approach focuses on reducing, reusing, and recycling materials wherever feasible to minimize environmental impact. Through continuous optimization of processes and the adoption of sustainable practices, we aim to lower the overall waste footprint while supporting circular economy principles. This achievement reflects our broader commitment to resource efficiency and sustainable development. SGLS will continue to prioritize responsible waste management practices as part of its ESG objectives, contributing to a healthier environment and aligning with stakeholder expectations.

FY	Haz Waste Generation (MT)	Non Haz Waste Generation (MT)	Waste sent for Recycling (MT)
23-24	0.313	6.4	6.98



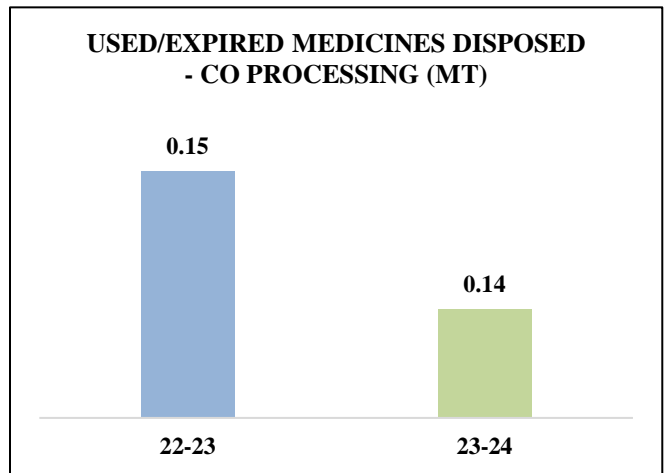
SGLS is committed to sustainability and responsible waste management. We actively promote the collection of unused or expired medicines, achieving a recycling rate of **3%** from the total volume of products sold. This initiative aligns with our ESG goals to minimize environmental impact and promote public health.

In 2023-24, SGLS demonstrated its commitment to environmental sustainability by achieving a 3% collection rate of unused or expired medicines for recycling or waste treatment. This performance highlights our proactive approach to reducing pharmaceutical waste and ensuring responsible disposal practices in alignment with global standards. Our efforts involved implementing robust reverse logistics systems and raising awareness among consumers about the importance of returning unused or expired products. Partnerships with healthcare providers, pharmacies, and waste treatment facilities played a pivotal role in streamlining the collection process and ensuring adherence to environmental compliance standards. Through this initiative, we mitigated the environmental risks associated with improper disposal of pharmaceutical products, such as contamination of water and soil ecosystems. The program also aligns with our broader ESG goals of promoting circular economy principles and minimizing the environmental footprint of our operations. By recycling and treating collected products responsibly, we contributed to reducing waste volumes and conserving valuable resources.

This milestone reflects our commitment to integrating sustainability into our core business processes and engaging stakeholders across the value chain. Moving forward, SGLS aims to enhance these efforts by leveraging advanced technologies and expanding partnerships to increase the percentage of collected medicines. By prioritizing environmental stewardship, we reinforce our mission to deliver innovative and effective solutions while safeguarding public health and the planet. This initiative underscores our dedication to creating long-term value for stakeholders and maintaining alignment with global sustainability benchmarks.

### Management of Used / Expired Medicines:

SGLS recognize the importance of responsible management of used/expired medicines. In alignment towards our sustainability practices, we have partnered agreements with authorized coprocessing and preprocessing facilities. By cautiously segregating expired products and channelling them through a controlled and transparent disposal process, we not only adhere to stringent waste management protocols but also contribute to minimizing our ecological footprint. We have disposed a quantity of 0.14 MT of Used / Expired Medicines in FY 23-24.



## SIGNIFICANT SPILLS

GRI 306-3

SGLS is committed to minimizing hazardous substance generation and toxicity through advanced process controls and sustainable material choices. By continuously improving our manufacturing practices, we reduce environmental risks and align with global standards, ensuring safer operations and a positive impact on community health and the ecosystem.



SGLS ensures responsible waste management by implementing internal sorting and disposal systems based on distinct waste streams. Our facility adheres to efficient segregation protocols for hazardous, recyclable, and general waste, aligning with environmental standards and reducing landfill contributions, underscoring our commitment to sustainable operational practices.

## WASTE DIVERTED FROM DISPOSAL

GRI 306-4

SGLS emphasizes sustainability by actively recovering waste generated in our pharmaceutical and nutraceutical production processes. We track and report the total weight of waste recovered, reinforcing our commitment to minimizing environmental impact and promoting a circular economy through innovative recycling and recovery practices in alignment with our ESG initiatives.

At SGLS, our commitment to environmental sustainability is reflected in our focus on waste management and recovery practices. During the reporting period, the total weight of waste recovered across our operations was recorded as follows: April (0 kg), May (0 kg), June (45 kg), July (0 kg), August (0 kg), September (0 kg), October (0 kg), November (0 kg), December (0 kg), January (0 kg), February (0 kg), and March (0 kg). The recovery of 45 kg of waste in June marked a specific initiative or process optimization effort that contributed to our environmental goals.

This isolated achievement highlights the importance of continuous evaluation and periodic interventions in our waste management system. However, the absence of waste recovery in other months signals an opportunity for further improvement and the establishment of consistent recovery mechanisms throughout the year. As we look ahead, our focus will be on integrating sustainable practices to enhance waste recovery processes. By optimizing resource use, engaging with stakeholders, and exploring advanced recovery technologies, we aim to increase the weight of waste recovered in future reporting periods. This aligns with our ESG strategy to minimize environmental impact while maintaining the highest standards of quality in pharmaceuticals, nutraceuticals, and food supplements.

SGLS implements robust measures for the safe handling and management of hazardous substances, including secure storage, compliant transport, and careful disposal. Our protocols ensure minimal risk to the environment and community, aligning with global safety standards and reinforcing our commitment to sustainable, responsible operations across all processes.

## WASTE MANAGEMENT PRACTICES

### GRI 306-5

SGLS implements additional waste management actions, including waste-to-energy initiatives and partnerships with certified recycling vendors. These efforts complement our primary waste protocols, enhancing overall sustainability. By exploring innovative disposal methods and resource recovery, we minimize environmental impact and support a circular economy in line with ESG commitments.

SGLS fosters a culture of sustainability by providing targeted training to raise employee awareness on waste reduction and sorting. Our programs educate staff on efficient resource use and proper waste segregation practices, supporting environmental goals and reinforcing our commitment to responsible, sustainable production processes.

## ENVIRONMENTAL COMPLIANCE

### GRI 307

SGLS actively engages in environmental advocacy by promoting sustainable practices within the pharmaceutical industry. We collaborate with local communities to raise awareness of ecological issues, supporting initiatives that protect biodiversity and enhance environmental stewardship, ensuring our operations contribute positively to the environment and society.

SGLS is committed to environmental sustainability and actively participates in environmental services and advocacy initiatives. In the past year, the company has successfully engaged in six significant environmental services and advocacy efforts. These initiatives have focused on promoting environmental awareness, fostering community engagement, and driving positive change within the pharmaceutical and nutraceutical sectors. SGLS collaborates with local and international environmental organizations, contributing to discussions on sustainable practices and environmental policy frameworks. Through partnerships, the company has worked on projects related to reducing the environmental impact of its operations, including waste management, energy efficiency, and responsible sourcing of raw materials. Additionally, SGLS actively advocates for environmental regulations that support sustainable business practices and the protection of biodiversity. These efforts are aligned with global environmental goals and reflect the company's dedication to minimizing its ecological footprint while encouraging the broader industry to adopt more sustainable approaches.

By participating in environmental advocacy, SGLS not only advances its own sustainability agenda but also helps influence the development of policies that encourage environmental responsibility across the industry. The company's commitment to these services reinforces its role as a responsible corporate entity, continually striving for operational excellence while advocating for a healthier planet for future generations.

## NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

### GRI 307-1

SGLS is committed to environmental advocacy by adhering to all applicable regulations and promoting sustainable practices in our operations. We proactively engage in initiatives that minimize our ecological footprint, ensuring compliance with environmental laws while fostering a culture of sustainability among our employees and stakeholders.

## SUPPLIER ENVIRONMENTAL ASSESSMENT

### GRI 308

SGLS ensures all palm oil and palm-based products are sourced sustainably, aligning with recognized certifications to protect biodiversity and reduce environmental impact. Our procurement policy prioritizes suppliers who meet high sustainability standards, thereby supporting responsible sourcing practices and promoting ethical supply chains for pharmaceutical and nutraceutical formulations.

SGLS implements comprehensive supplier assessments, including questionnaires focused on environmental and social practices. This proactive approach ensures our partners align with our sustainability goals, facilitating responsible sourcing of materials for our pharmaceutical and nutraceutical products while promoting ethical practices and minimizing environmental impact throughout our supply chain.



SGLS ensures responsible sourcing by tracking the percentage of palm and palm-based products traceable to their plantations. This commitment supports transparency in our supply chain, reduces environmental impact, and strengthens our adherence to sustainable practices within our pharmaceutical and nutraceutical formulations.

SGLS is committed to responsible sourcing and traceability in its supply chain. In the fiscal year 2023-24, the company reported that 0% of its palm and/or palm-based products were traceable to plantation. This outcome reflects the company's current stage in the traceability process, with efforts still underway to improve transparency in sourcing. Although no palm-based products were traceable to their origin plantations in the reported period, SGLS recognizes the importance of sustainable sourcing practices, especially in the context of environmental impact, biodiversity, and community welfare associated with palm oil production. Moving forward, the company is actively working to implement traceability systems and collaborate with suppliers who are committed to sustainability and certification programs, such as the Roundtable on Sustainable Palm Oil (RSPO). SGLS plans to enhance its procurement strategies to ensure that palm and palm-based products used in its pharmaceuticals, nutraceuticals, and food supplements meet high environmental and ethical standards. As part of its broader ESG strategy, the company is dedicated to ensuring that traceability efforts align with global standards for responsible sourcing and contribute to the reduction of deforestation and other negative environmental impacts related to palm oil production. SGLS aims to track and verify the origins of its palm-based ingredients in the upcoming fiscal years, ensuring that all products comply with sustainable sourcing principles, thus promoting long-term sustainability in its operations and throughout the supply chain.

SGLS rigorously evaluates suppliers' adherence to REACH requirements, ensuring compliance with health, safety, and environmental standards. By closely monitoring suppliers' progress, we promote the responsible management of chemicals and safeguard product integrity, aligning with our commitment to high standards in pharmaceutical and nutraceutical formulations.

SGLS conducts comprehensive conflict minerals risk analyses across products and purchasing categories, identifying and mitigating potential risks associated with sourcing. This diligence supports ethical supply chain practices, promoting transparency and alignment with global standards, ensuring that our formulations are responsibly manufactured and free from conflict minerals.

SGLS requires selected suppliers to complete the Conflict Minerals Reporting Template (CMRT) and customized questionnaires to ensure transparency and responsible sourcing. This practice helps us identify and mitigate risks associated with conflict minerals, aligning our supply chain with ethical standards and ESG commitments.

SGLS implements a robust traceability system for upstream activities in our supply chain, including smelters, traders, and mines, to ensure effective conflict minerals due diligence. This includes third-party on-site audits to verify compliance, promoting transparency and responsible sourcing in line with our ESG commitments.

SGLS has established a clear procedure to disengage with non-responsive suppliers regarding conflict minerals issues. After multiple outreach attempts, we escalate the matter through formal notifications, ultimately terminating the partnership if compliance is not achieved, ensuring our supply chain aligns with our ESG standards.

SGLS has published a due diligence report on conflict minerals, outlining our commitment to ethical sourcing. This report details the processes implemented to identify and mitigate risks associated with conflict minerals in our supply chain, aligning with global standards and ESG practices.

SGLS ensures responsible sourcing by mandating that **40%** of our targeted suppliers sign the supplier code of conduct. This commitment reflects our dedication to ethical practices, sustainability, and compliance with global standards, reinforcing our integration of ESG principles throughout our supply chain.

SGLS, committed to upholding the highest standards of ethical conduct, has made significant strides in ensuring its suppliers align with its values through the implementation of a Supplier Code of Conduct. As part of our ESG strategy, we have set a clear target to engage our suppliers in committing to responsible business practices that encompass key areas such as human rights, environmental stewardship, and ethical governance. Currently, 40% of our targeted suppliers have successfully signed and adhered to the Supplier Code of Conduct. This represents a significant portion of our supplier base, with the goal of increasing this percentage as we continue to expand our operations and strengthen our supplier relationships. The Code of Conduct serves as a critical tool to ensure that our suppliers are aligned with our values of sustainability, transparency, and accountability. By fostering strong partnerships with suppliers who share our commitment to ESG principles, we aim to create a more responsible and sustainable supply chain. The percentage of suppliers who have signed the Code reflects our ongoing efforts to engage and educate our suppliers, ensuring they understand the importance of these standards and are fully integrated into our responsible sourcing practices.

At SGLS, 40% of our targeted suppliers have contracts that incorporate clauses on environmental, labor, and human rights requirements. This commitment ensures that our supply chain aligns with our ESG goals, promoting responsible practices and fostering sustainable partnerships in the pharmaceuticals and nutraceuticals industry.

SGLS, committed to upholding global standards in the development, manufacturing, and marketing of innovative Pharmaceuticals, Nutraceuticals, and Food Supplement Formulations, actively integrates Environmental, Social, and Governance (ESG) practices across its operations. As part of our sustainability initiatives, we prioritize responsible sourcing and supplier management by incorporating ESG requirements into our supply chain contracts. In alignment with our corporate sustainability objectives, we have targeted suppliers whose contracts include specific clauses addressing key aspects such as environmental impact, labor conditions, and human rights. Currently, 40% of our suppliers are bound by these contractual clauses, which aim to mitigate potential risks, ensure compliance with international standards, and promote responsible business practices throughout our supply chain. By incorporating these clauses, we strive to not only enhance transparency but also foster long-term relationships with suppliers who share our commitment to environmental stewardship, fair labor practices, and respect for human rights. This proactive approach helps drive sustainability across our entire value chain, ensuring that our operations align with both regulatory standards and the ethical expectations of our stakeholders. We will continue to work towards expanding this percentage and reinforcing our commitment to a responsible and sustainable supply chain, further embedding ESG considerations in every aspect of our business operations.

SGLS conducts CSR assessments for 40% of our targeted suppliers, ensuring they adhere to our standards for corporate social responsibility. This proactive approach reinforces our commitment to ethical sourcing and sustainability in the pharmaceuticals and nutraceuticals sector, aligning with our overall ESG objectives.

SGLS is committed to fostering sustainable practices across its supply chain, aligning with its broader ESG objectives. As part of this commitment, the company has conducted a Corporate Social Responsibility (CSR) assessment for its suppliers, aiming to ensure that they adhere to high standards of social, environmental, and ethical practices. Currently, 40% of our targeted suppliers are covered by this assessment, representing a significant step toward enhancing the sustainability of our entire supply chain.

This initiative is part of our broader strategy to engage suppliers in environmental and social governance efforts, ensuring that the sourcing of raw materials and components aligns with the values we uphold as a company. By evaluating the CSR practices of our suppliers, we are working to ensure that their operations are consistent with our commitment to responsible sourcing, environmental stewardship, and ethical labor practices. We aim to expand this coverage in the future, working closely with our suppliers to drive continuous improvement in their sustainability performance. The CSR assessment framework covers various critical aspects, including labor conditions, environmental impact, human rights, and business ethics. As we continue to evaluate and partner with suppliers that share our commitment to sustainability, this process strengthens our supply chain resilience and contributes positively to our ESG goals, ensuring that the products we develop, manufacture, and market are not only of the highest quality but are also ethically sourced.

SGLS has conducted on-site CSR audits for 50% of our targeted suppliers, ensuring compliance with our sustainability and ethical standards. This rigorous evaluation process enhances transparency and accountability within our supply chain, demonstrating our commitment to integrating ESG principles into our operations in the pharmaceuticals and nutraceuticals industry.

SGLS is committed to integrating sustainability and ethical practices within its supply chain, with a particular focus on corporate social responsibility (CSR). In line with this commitment, the company has conducted on-site audits for its suppliers to assess their adherence to CSR principles. As part of this effort, 50% of the targeted suppliers were covered by a CSR on-site audit during the reporting period. This audit process involves thorough evaluations of supplier operations to ensure they meet SGLS's standards for environmental impact, labor rights, ethical business practices, and community engagement. By conducting these audits, SGLS not only ensures compliance with global CSR standards but also strengthens relationships with suppliers who share its values of transparency, responsibility, and sustainable growth. The audits help identify areas for improvement and drive continuous progress in supplier practices, contributing to the company's broader ESG goals. This proactive approach reflects SGLS's dedication to fostering a responsible supply chain that supports long-term social, environmental, and economic sustainability. Moving forward, SGLS aims to expand the scope of these audits, further increasing supplier engagement in CSR initiatives and enhancing the overall impact of its sustainability efforts. The company remains focused on maintaining high standards across its operations and supply chain, reinforcing its commitment to ethical business practices and global sustainability.

SGLS actively supports our supply chain's sustainability efforts, with 100% of audited suppliers engaged in corrective actions or capacity building initiatives. This commitment enhances our ESG performance and ensures that our suppliers meet our high standards for environmental and social responsibility in the pharmaceuticals and nutraceuticals sector.

SGLS is committed to ensuring that its supply chain operates with the highest standards of sustainability and ethical practices. As part of our ongoing efforts to improve the environmental, social, and governance (ESG) performance of our operations, we have implemented a rigorous supplier engagement program. In alignment with our sustainability objectives, we audit and assess our suppliers to ensure compliance with our ESG standards. In the reporting period, 100% of our suppliers underwent thorough audits and assessments, with a focus on identifying areas for improvement and promoting responsible practices across the supply chain. As a result, all of our suppliers were actively engaged in corrective actions or capacity-building initiatives, addressing any gaps identified during the evaluation process. This commitment to continuous improvement ensures that our suppliers not only meet regulatory requirements but also align with our values of sustainability, ethics, and social responsibility. Our supplier engagement program includes providing training, resources, and support to help suppliers build their capacity to meet our high standards. These actions are part of a broader effort to foster a supply chain that contributes positively to the environment, society, and the economy. We remain dedicated to maintaining transparency in our operations, strengthening relationships with our suppliers, and driving sustainable practices across the entire value chain. This holistic approach reflects SGLS's commitment to fostering long-term sustainability and a positive impact on all stakeholders.

At SGLS, we track various CSR KPIs for our suppliers, including adherence to labor standards, environmental impact assessments, and community engagement initiatives. These metrics guide our sourcing decisions and reinforce our commitment to responsible supply chain management and ESG integration in the pharmaceuticals and nutraceuticals industry.

## **NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA**

### **GRI 308-1**

SGLS conducts regular training sessions for suppliers on conflict minerals compliance and ethical sourcing practices. We also engage in continuous monitoring and reporting of our supply chain, fostering a culture of responsibility and transparency that supports our commitment to sustainable practices and adherence to ESG standards.

## **NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN**

### **GRI 308-2**

SGLS is committed to sourcing sustainably by ensuring that a significant percentage of our palm and palm-based products are certified by recognized sustainability standards. This approach aligns with our ESG goals, supporting biodiversity, reducing deforestation, and promoting ethical practices in our supply chain.

At SGLS, we are committed to integrating sustainability into our operations by aligning with global best practices and standards. In 2023-24, the percentage of certified palm and/or palm-based products used in our pharmaceutical, nutraceutical, and food supplement formulations was recorded at 0%. This reflects the nascent stage of our journey toward adopting certified palm-based ingredients. Recognizing the environmental and social impacts associated with palm oil production, such as deforestation, biodiversity loss, and human rights concerns, we are committed to sourcing more responsibly in the future. Our state-of-the-art facilities and innovative approach position us to pivot toward sustainable procurement practices, aligning with environmental, social, and governance (ESG) priorities. While no certified palm-based products were used during the reporting year, we have initiated discussions with suppliers to explore certification frameworks such as RSPO (Roundtable on Sustainable Palm Oil) and equivalent standards. This will enable us to improve traceability, reduce environmental impacts, and support ethical practices in our supply chain. As we advance, setting clear targets for increasing the percentage of certified palm-based products will be a priority, underscoring our dedication to sustainability and global benchmarks. Through proactive measures and collaborations, SGLS aims to transition toward sustainable sourcing, contributing to the industry's overall ESG progress and promoting transparency in our operations.



## ESG PERFORMANCE DATA

**Materials, Chemicals & Waste**  
(Waste to landfill in Kgs)

GRI 301-1

**268 Kg**

**Product End-of-Life**  
(No of persons given training on  
product End-of-Life)

GRI 301-2

**62 Nos**

**Energy Consumption**

GRI 302-1

**2015350 kWh**

**Total renewable energy consumption**

GRI 302-1

**0 kWh**

**Total Water Consumption**

GRI 303-1

**25643 KL**

**Total amount of water recycled and reused**

GRI 303-3

**487.73 KL**



## ESG PERFORMANCE DATA

**Biodiversity 2-1**  
(Percentage of green landscape)

GRI 304-1

**35%**

**Total gross Scope 2 GHG emissions**

GRI 305-1

**1442.99 MT CO<sub>2</sub>e**

**Total gross Scope 1 GHG emissions**

GRI 305-1

**124.9 MT CO<sub>2</sub>e**

**Total gross Scope 3 GHG emissions**

GRI 305-3

**10106 MT CO<sub>2</sub>e**

**Total gross Scope 3 Downstream GHG emissions**

GRI 305-3

**3819.2 MT CO<sub>2</sub>e**

**Total gross Scope 3 Upstream GHG emissions**

GRI 305-3

**6286.8 MT CO<sub>2</sub>e**



## ESG PERFORMANCE DATA

**Air Pollution  
(Air quality Index)**

GRI 305-7

**32.7 Index**

**Total weight of non-hazardous waste**

GRI 306-2

**6.4 MT**

**Total weight of air pollutants**

GRI 305-7

**34.5 MT**

**Percentage of unused or expired medicines  
collected for recycling or waste treatment out  
of total volume of products sold**

GRI 306-2

**3%**

**Total weight of hazardous waste**

GRI 306-2

**313 Kg**

**Total weight of waste recovered**

GRI 306-4

**6.98 MT**



## ESG PERFORMANCE DATA

Environmental services and advocacy  
(Number of Activities)

GRI 307

**6 Nos**

Percentage of targeted suppliers with contracts that  
include clauses on environmental, labor, and human  
rights requirements

GRI 308

**40%**

Percentage of palm and/or palm-based  
products traceable to plantation

GRI 308

**0%**

Percentage of targeted suppliers covered by a  
CSR assessment

GRI 308

**40%**

Percentage of targeted suppliers who have  
Signed the supplier code of conduct

GRI 308

**40%**

Percentage of targeted suppliers  
covered by a CSR on-site audit

GRI 308

**50%**

Percentage of audited/assessed suppliers  
engaged in corrective actions or capacity  
building

GRI 308

**100%**

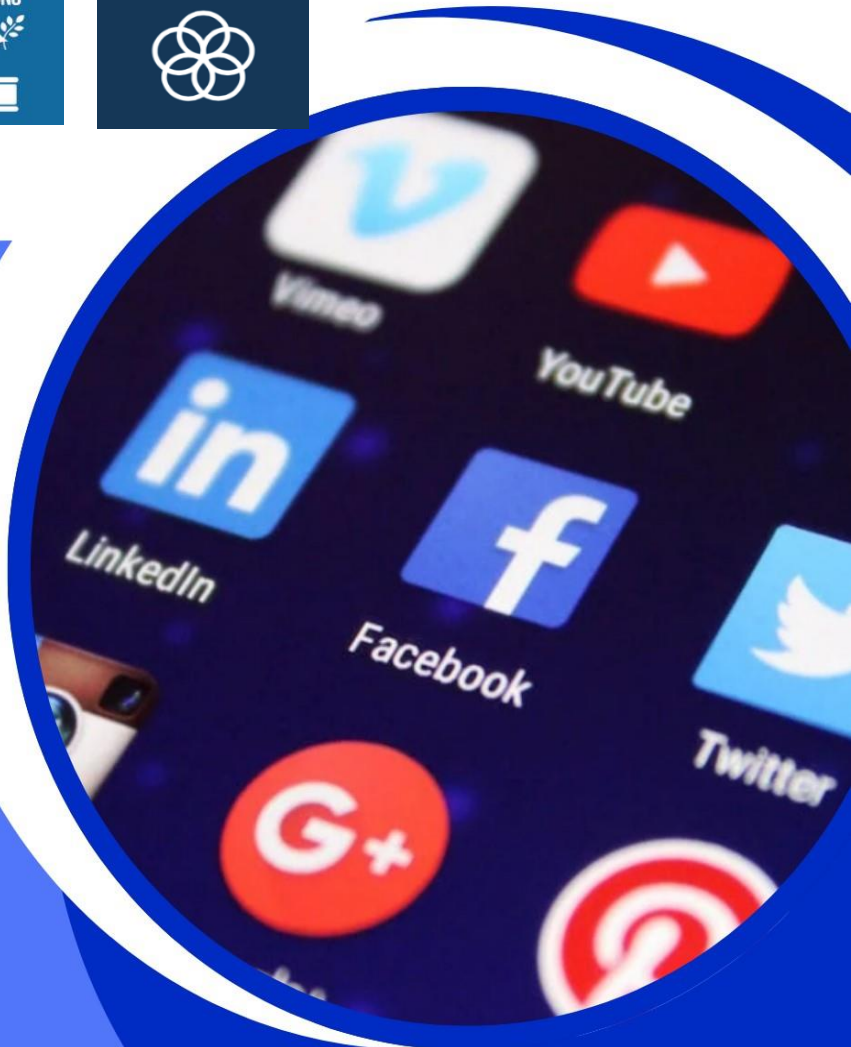
Water  
(Quantity of Water Pollution )

GRI 308

**6871 Cubic Meters**

# SOCIAL

## UN SDGs aligned







## **LABOR/MANAGEMENT RELATIONS**

### **GRI 402**

At SGLS, we are committed to providing excellent working conditions that foster employee satisfaction and retention. Our state-of-the-art facility promotes a safe, inclusive, and supportive environment, ensuring that all employees have access to necessary resources and opportunities for professional growth, aligned with our ESG principles.

At SGLS, we are committed to fostering a workplace that prioritizes employee well-being and aligns with global standards for sustainable and inclusive growth. In line with our Environmental, Social, and Governance (ESG) principles, we have achieved 100% health insurance coverage for all employees during the fiscal year 2023-24. This milestone reflects our unwavering commitment to safeguarding the health and financial security of our workforce, ensuring access to quality healthcare and support for employees and their families.

Our comprehensive health insurance policy forms a critical part of our working conditions strategy, emphasizing a people-first approach. This initiative enhances employee satisfaction, promotes productivity, and strengthens our reputation as an employer of choice within the pharmaceutical, nutraceutical, and food supplement industries. Furthermore, providing full health insurance coverage aligns with our efforts to meet global sustainability standards and adhere to regulatory compliance.

By embedding health and safety into our operations, SGLS not only supports employees' physical and mental well-being but also contributes to social equity. This achievement underpins our dedication to attracting and retaining top talent, improving workplace morale, and fostering a culture of care and trust. Looking ahead, we remain focused on sustaining this 100% coverage benchmark while exploring additional benefits to enhance employee welfare and resilience.

SGLS is committed to providing fair working conditions, including competitive wages, comprehensive benefits, and reasonable working hours. We foster two-way communication to ensure employee feedback is valued, creating a positive and equitable work environment that supports the well-being and engagement of our workforce across all operations.

SGLS in upholds constructive labor relations by fostering structured communication with employee representatives and supporting trade union engagement. This approach promotes mutual respect, transparency, and collaboration, ensuring that employee voices are heard and valued in decision-making processes, which strengthens our commitment to fair and ethical workplace practices.

SGLS maintains a collective bargaining agreement covering essential working conditions, including fair wages, leave policies, and safe working hours. Through active employee representation, we ensure collaborative dialogue and uphold workers' rights, fostering a fair, respectful workplace that aligns with our ESG and global compliance standards.

## **MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES**

### **GRI 402-1**

SGLS ensures employee representation through an established employee council that engages with management on workplace issues and operational changes. Regular meetings allow representatives to voice concerns, promote fair practices, and strengthen communication, ensuring transparency and fostering a collaborative work environment aligned with ESG principles and employee well-being.

## **OCCUPATIONAL HEALTH AND SAFETY**

### **GRI 403**

SGLS prioritizes employee health and safety through rigorous standards and proactive management practices. We implement comprehensive safety protocols, regular training, and health monitoring to create a secure work environment, ensuring that our workforce remains protected while upholding excellence in pharmaceuticals, nutraceuticals, and food supplement production.

SGLS actively enhances employee health and safety through initiatives such as wellness programs, mental health support, and ergonomic assessments. We prioritize continuous improvement in workplace safety culture, ensuring employees have access to resources and training that promote well-being and minimize workplace hazards across our operations.



## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI 403-1

SGLS prioritizes employee health and safety (no. of work related accidents) by implementing a comprehensive management system that includes regular training, risk assessments, and health monitoring. Our state-of-the-art facility adheres to global safety standards, ensuring a safe working environment and promoting the well-being of all employees in line with our ESG commitments.

SGLS, a leading manufacturer of pharmaceuticals, nutraceuticals, and food supplements, is committed to ensuring the health and safety of its employees in line with global standards. In the reporting period, the company recorded a total of zero employee health and safety incidents, (no. of work-related accidents) highlighting the effectiveness of the company's proactive safety measures, training programs, and compliance with safety protocols. SGLS continuously strives to enhance its safety culture by conducting regular risk assessments, safety drills, and employee health monitoring. The company has established clear policies on workplace safety, focusing on hazard identification, risk mitigation, and emergency preparedness. Furthermore, SGLS provides employees with the necessary personal protective equipment (PPE) and promotes health and wellness initiatives, ensuring that all team members work in a safe and supportive environment. Despite the minor incidents recorded, the overall trend of zero incidents in several months underscores SGLS's commitment to maintaining a secure and healthy workplace. Moving forward, the company will continue to refine its employee health and safety protocols, aiming for zero incidents in the coming year and further integrating safety into its core operations.



SGLS – Certified with ISO 45001 (Occupational Health & Safety Management System)

## HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

GRI 403-2

SGLS diligently tracks the number of days lost to work-related injuries, fatalities, and ill health. In the past year, we recorded commitment to improving workplace safety through continuous risk assessments and employee health initiatives aligned with ESG standards.

In the reporting period, SGLS recorded a total of **Zero Man days lost** due to work-related injuries, fatalities, and ill health across our operations. This performance reflects our commitment to fostering a safe and healthy workplace aligned with global standards. Our state-of-the-art facilities integrate stringent occupational health and safety (OHS) measures, which include proactive risk assessments, regular safety audits, and comprehensive employee training programs. These initiatives aim to prevent accidents, minimize occupational health risks, and promote a culture of safety among our workforce.

The limited number of lost workdays underscores the effectiveness of our preventive strategies and our adherence to industry best practices in safeguarding employee well-being. In line with our ESG principles, we continually strive to enhance workplace safety by adopting advanced technologies and adhering to robust regulatory frameworks. Moreover, our incident response systems ensure immediate medical care and investigation, facilitating the implementation of corrective actions to avoid recurrence.

We remain committed to achieving our goal of zero workplace incidents by prioritizing health and safety as a core component of our organizational values. Our efforts contribute not only to employee welfare but also to operational efficiency and sustainability. This achievement aligns with our vision of promoting employee well-being while maintaining high standards of productivity and responsibility in the pharmaceuticals, nutraceuticals, and food supplement sectors.

SGLS maintains a proactive approach to workplace safety, with our established proactive positive safety culture we are sustaining with ZERO Reportable Incidents / Work Place Injuries in the FY 23-24. We continuously analyze incident data to implement effective safety measures and training programs, reinforcing our commitment to ESG principles and fostering a safe environment for all employees.

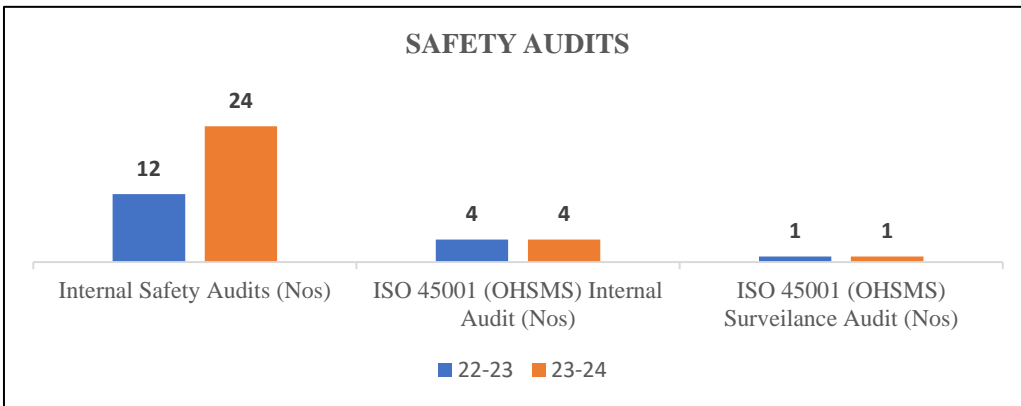
At SGLS, we prioritize workplace safety as an integral part of our ESG commitment to fostering a secure and healthy environment for our employees. In the reporting period, we have no incidents / accidents recorded, reflecting our robust occupational health and safety protocols. This outcome demonstrates the effectiveness of our ongoing efforts to implement state-of-the-art safety measures and proactive risk management practices in alignment with global standards.

We continually enhance safety awareness through employee training, regular safety audits, and comprehensive hazard identification processes. Our zero-accident record in Financial Year 2023 - 24 is a testament to the success of these initiatives and underscores our commitment to achieving a workplace free from occupational injuries. The two reported incidents were promptly investigated to identify root causes and implement corrective actions to prevent recurrence.

As part of our ESG strategy, we remain focused on continuous improvement in occupational safety by leveraging technology, adhering to international safety standards, and fostering a culture of safety and accountability. Moving forward, we aim to maintain and further improve our performance, ensuring the well-being of our workforce while supporting sustainable development goals.



FY	Internal Safety Audits (Nos)	ISO 45001 (OHSMS) Internal Audit (Nos)	ISO 45001 (OHSMS) Surveillance Audit (Nos)
22-23	12	4	1
23-24	24	4	1



FY	NO OF REPORTABLE INCIDENTS & WORK PLACE ACCIDENTS	MAN DAYS LOST
2022 - 23	0	0
2023 - 24	0	0



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

GRI 403-4

SGLS prioritizes employee health and safety through collective bargaining agreements that include comprehensive health and safety clauses. These agreements facilitate regular consultations with employee representatives, ensuring joint efforts in risk assessment, incident prevention, and continuous improvement of workplace safety standards in line with global ESG commitments.

FY	No of Safety Committee Meetings	Employee Representation	Non Employees - Contractor Representation
22-23	4	38	12
23-24	4	55	24

## WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-5

SGLS prioritizes employee safety through comprehensive training on handling hazardous substances. Our programs cover safe storage, usage, and disposal practices, aligning with industry standards. Regular training sessions equip employees with essential knowledge to minimize risks, ensuring a safe work environment and adherence to global health and safety protocols.

- ❖ Chemical Handling Training
- ❖ Ergonomics / Repetitive Strain Injuries Safety Training
- ❖ Electrical Safety Training



## PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS

GRI 403-7

SGLS promotes a supportive work culture through ergonomic assessments, mental health programs, and flexible work schedules. Training on stress management and preventive health checkups is provided regularly to improve employee well-being, foster resilience, and ensure a safe, positive work environment that exceeds regulatory requirements.

## TRAINING AND EDUCATION

GRI 404

SGLS is dedicated to career management through strategic recruitment, continuous training, and development programs. We provide employees with growth opportunities and skill enhancement, fostering a dynamic and skilled workforce that supports innovation and excellence in our pharmaceuticals, nutraceuticals, and food supplement production.

## AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

GRI 404-1

SGLS prioritizes employee development, providing an average of 12 hours of training per employee annually. This commitment ensures that our workforce is equipped with the latest knowledge and skills in pharmaceuticals and nutraceuticals, fostering innovation and enhancing operational efficiency in line with global standards.

In the financial year 2023-24, SGLS prioritized employee development by providing an average of 12 hours of training per employee. This initiative reflects our commitment to fostering a skilled and knowledgeable workforce capable of driving innovation in Pharmaceuticals, Nutraceuticals, and Food Supplement Formulations. The training programs covered a wide array of topics, including technical skills, regulatory compliance, product innovation, quality assurance, and environmental sustainability, ensuring alignment with global standards and industry best practices.

Our training approach emphasized inclusivity, with sessions tailored to meet the diverse needs of employees across departments, from manufacturing to marketing. This investment in human capital not only enhances employee competence but also supports the company’s broader ESG objectives by promoting continuous learning, skill enhancement, and professional growth. The structured training programs also contribute to the sustainability of our operations by ensuring adherence to ethical practices and fostering a culture of innovation.

By achieving an average of 12 training hours per employee, we demonstrated a clear alignment with our strategic goals of maintaining high-quality standards and delivering impactful products to global markets. This figure also highlights our commitment to capacity building, which is essential for meeting emerging challenges in the healthcare and supplements industry. Moving forward, SGLS aims to further enhance this initiative by introducing advanced training modules, promoting digital learning platforms, and fostering cross-functional knowledge sharing, underscoring our dedication to employee empowerment and long-term organizational success.

## PROGRAMMES FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS

### GRI 404-2

SGLS prioritizes career management and training by offering robust development programs to enhance employee skills and competencies. Our commitment includes continuous learning opportunities, mentorship, and transition assistance, ensuring that all employees are equipped to grow professionally and contribute effectively to our innovative pharmaceutical and nutraceutical initiatives.





SGLS has demonstrated a commitment to fostering employee development and growth within the organization. In the 2023-24 period, the company achieved a 29% percentage of employees who participated in career management and training initiatives. This reflects the company's ongoing efforts to invest in its workforce by providing them with opportunities to enhance their skills, competencies, and career trajectories. The training programs offered are designed to meet both the current needs of the company and the long-term development of employees, ensuring that they are equipped with the knowledge and tools necessary to perform at the highest standards. SGLS' training initiatives are aligned with global industry benchmarks, ensuring that employees are not only compliant with regulatory standards but also positioned to drive innovation in the pharmaceutical, nutraceutical, and food supplement sectors. By focusing on career management and continuous learning, SGLS strengthens its organizational culture, supports employee retention, and contributes to the overall success and growth of the company. These efforts also reflect the company's integration of Environmental, Social, and Governance (ESG) practices, particularly in the "Social" component, by empowering employees with the skills and resources to thrive in their roles, furthering both their professional development and SGLS' position as a leading player in the industry.

SGLS's collective bargaining agreement includes provisions for career development and training programs, supporting employee skill enhancement and growth. Regular training sessions, mentorship programs, and skill-upgrade opportunities empower employees, ensuring continuous learning and alignment with industry advancements, strengthening our commitment to ESG and long-term workforce development.

SGLS enhances career management and training through individualized development plans, cross-functional skill-building workshops, and leadership training. Our mentorship programs connect employees with experienced leaders, fostering personal growth and long-term career success. These efforts reflect our commitment to ESG principles and sustaining a skilled, empowered workforce.

SGLS prioritizes employee training on energy conservation and climate action. Our comprehensive training programs equip staff with the knowledge and skills to implement sustainable practices, reduce energy consumption, and promote environmental responsibility within our operations, aligning with our commitment to ESG principles and global standards.

## DIVERSITY AND EQUAL OPPORTUNITY

### GRI 405

SGLS is committed to fostering diversity, equity, and inclusion within our workforce. We promote a culture that values diverse backgrounds and perspectives, ensuring equal opportunities for all employees. Our initiatives focus on creating an inclusive environment that enhances collaboration and drives innovation in pharmaceuticals and nutraceuticals.

SGLS actively seeks to collaborate with women-owned businesses in our supply chain. By implementing targeted procurement initiatives, we empower female entrepreneurs and promote gender equality, ensuring diverse sourcing while enhancing innovation and sustainability in our pharmaceutical and nutraceutical formulations, ultimately contributing to economic growth and social equity.

SGLS is committed to partnering with businesses owned by minorities and vulnerable groups within our supply chain. Through inclusive procurement practices, we promote diversity and social equity, ensuring that our sourcing strategies support marginalized communities while enhancing innovation and sustainability in our pharmaceutical and nutraceutical formulations.

SGLS actively promotes diversity, equity, and inclusion (DEI) within its supplier network by evaluating potential suppliers on DEI policies. This approach strengthens diverse representation and inclusive practices, ensuring that all suppliers align with SGLS's commitment to an equitable, inclusive supply chain and workplace culture across global operations.

SGLS advances diversity in the supply chain by prioritizing partnerships with minority-owned and underrepresented businesses. We implement mentoring programs to support diverse suppliers in meeting high-quality standards, fostering an inclusive supply ecosystem that aligns with our ESG commitment to social responsibility and equal opportunity across our supply chain.

## DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

GRI 405-1

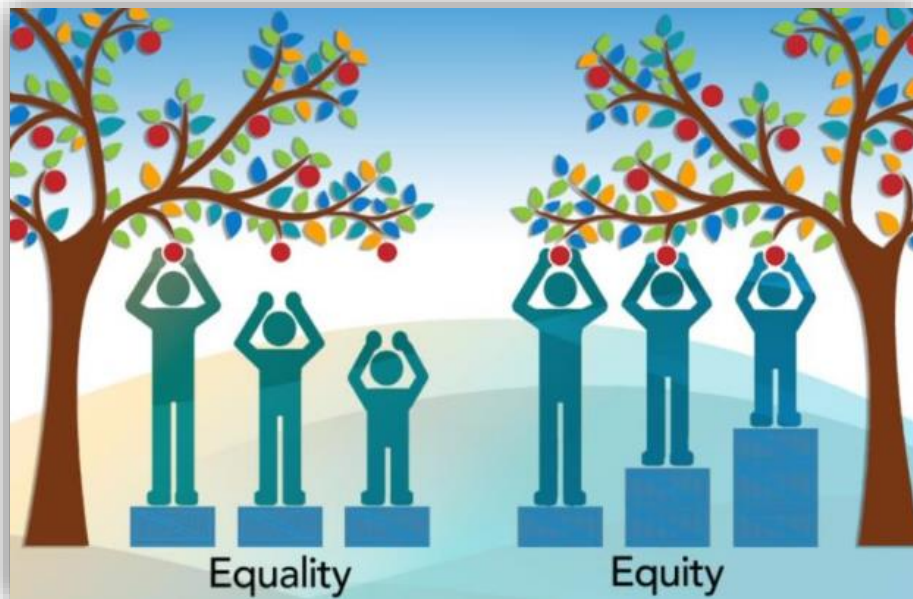
SGLS is dedicated to fostering diversity, equity, and inclusion within our workforce. We implement policies that promote equal opportunities and ensure representation across all levels. Our commitment enhances innovation and collaboration, reflecting our values and aligning with global standards in our ESG initiatives.

At SGLS, we are dedicated to maintaining a diverse, equitable, and inclusive workplace, in line with our core values and global ESG priorities. During the reporting period of April 2023 to March 2024, we recorded no incidents or grievances related to Diversity, Equity, and Inclusion (DEI).

This outcome reflects our commitment to fostering a respectful and inclusive environment. Our state-of-the-art facility and innovative approach to pharmaceuticals, nutraceuticals, and food supplements continue to create opportunities to attract diverse talent and maintain an inclusive organizational culture.

Moving forward, we aim to enhance our DEI practices by implementing actionable measures such as employee training, targeted recruitment of underrepresented groups, and promoting a culture of belonging. Integrating metrics to track DEI progress will also form a critical component of our future sustainability goals, ensuring alignment with global ESG standards and further strengthening our commitment to social sustainability.

SGLS promotes the inclusion of minority and vulnerable groups through targeted recruitment initiatives, diversity training, and mentorship programs. We create a supportive workplace culture that values diverse perspectives, ensuring equitable opportunities for all employees, which aligns with our commitment to ESG principles and social responsibility.





At SGLS, we are committed to promoting gender equality in the workplace. Currently, women represent 21% of our total workforce, reflecting our dedication to fostering an inclusive environment that values diversity and empowers all employees to contribute to our innovative pharmaceutical and nutraceutical initiatives.

SGLS is committed to fostering a diverse and inclusive workplace, recognizing the value of gender equality in driving innovation and growth. As part of this commitment, the company closely monitors its gender representation across all levels of the organization. In the year 2023-24, the percentage of women employed within the entire workforce was 21%. This figure reflects SGLS's ongoing efforts to create an equitable work environment while addressing the gender gap in the pharmaceutical, nutraceutical, and food supplement industries. SGLS continually strives to implement policies and initiatives that support women in the workplace, such as flexible work arrangements, leadership training, and career development opportunities aimed at empowering female employees. The company recognizes that diversity brings varied perspectives, which is essential for innovation and meeting the diverse needs of its global customer base. By actively promoting gender equality, SGLS is not only adhering to industry best practices but also contributing to broader societal goals, including the achievement of the United Nations Sustainable Development Goal (SDG) 5 on gender equality. Moving forward, SGLS aims to further enhance its gender diversity, ensuring that women are well-represented in all sectors and leadership roles within the organization. This will be part of SGLS's broader ESG strategy to create a more inclusive workplace while delivering sustainable value to its stakeholders.

SGLS is committed to gender equality in leadership. Currently, women occupy 13.6% of top management positions within our organization. This commitment reflects our dedication to fostering an inclusive workplace that values diverse perspectives and drives innovative solutions in the pharmaceuticals and nutraceuticals sectors.

SGLS recognizes the importance of gender diversity at the top management level as part of its commitment to inclusive growth and sustainability. In the fiscal year 2023-24, the company achieved a significant milestone with 13.6% of its top management positions held by women. This accomplishment reflects SGLS's ongoing efforts to promote equal opportunities and gender representation in leadership roles.

By actively implementing policies that foster diversity, equity, and inclusion, the company ensures that women have equal access to leadership positions, aligning with global standards for gender equality. SGLS supports the professional development of women through mentorship programs, leadership training, and career advancement initiatives, empowering them to excel in high-level decision-making roles. This gender-diverse leadership team brings varied perspectives that contribute to innovative strategies, improved organizational performance, and enhanced stakeholder engagement. The company's progress in achieving a 13.6% representation of women at the top management level not only aligns with its sustainability goals but also reinforces its commitment to creating an inclusive work environment. SGLS continues to monitor and enhance its efforts to maintain and increase female representation at senior levels, with a focus on driving positive organizational change, fostering a supportive work culture, and setting an example for others in the industry. This commitment to diversity at the highest echelons of management is integral to the company's long-term vision of sustainable business practices.

At SGLS, we recognize the importance of diverse leadership. Women comprise 50% of our board members, reflecting our commitment to promoting gender equality at the highest levels of decision-making. This aligns with our ESG principles and fosters a more inclusive and innovative organizational culture.

SGLS has demonstrated a strong commitment to gender diversity at the leadership level. In the fiscal year 2023-24, 50% of the members of SGLS's board of directors were women, reflecting the company's ongoing efforts to foster an inclusive and diverse governance structure. This achievement aligns with SGLS's broader sustainability and ESG goals, which prioritize gender equality and empowerment. By ensuring that women occupy key decision-making positions, SGLS not only promotes equal opportunities but also enhances the board's effectiveness through a variety of perspectives. This initiative underscores the company's belief in the positive impact of diversity on business performance and long-term sustainability. The company recognizes that diverse leadership is essential for innovation, better risk management, and more comprehensive approaches to corporate governance. Moving forward, SGLS aims to continue its focus on gender diversity, ensuring that both women and men have equal opportunities to contribute to the company's strategic direction. By maintaining a balanced representation at the highest level, SGLS also helps to set a positive example for the broader pharmaceutical, nutraceutical, and food supplement industries, encouraging other companies to embrace diversity as a key element of their governance practices.





This commitment is part of the company's broader vision of promoting responsible business practices and achieving a more equitable workplace environment for all employees.

SGLS is dedicated to fostering an inclusive workplace. Currently, employees from minority and vulnerable groups comprise 21.2% of our total workforce. This commitment reflects our ongoing efforts to promote diversity and create equal opportunities for all individuals, aligning with our ESG principles and values.

SGLS has demonstrated a strong commitment to diversity and inclusion within the organization, as reflected in the percentage of employees from minority and/or vulnerable groups. In the fiscal year 2023-24, 21.2% of the total workforce was composed of individuals from these groups. This representation highlights SGLS's ongoing efforts to foster an inclusive environment, ensuring equal opportunities for all employees regardless of their background. By actively supporting diversity, the company contributes to a more balanced and equitable workplace, promoting social responsibility and human rights. SGLS has established policies and practices that encourage the recruitment, development, and retention of individuals from minority and vulnerable groups, in alignment with global standards and ESG principles. The company recognizes that a diverse workforce enhances innovation, creativity, and problem-solving, while also improving the overall work culture. Through its continued commitment to these initiatives, SGLS is working towards increasing the representation of minority and vulnerable groups in the future, further aligning with its sustainability goals and contributing to the broader social impact within the pharmaceutical and nutraceutical industries. This focus not only strengthens the company's position as a responsible corporate entity but also supports its long-term growth and success in a global market. The integration of ESG principles into SGLS's operations ensures that the company remains dedicated to the well-being and fair treatment of its employees, fostering a culture of inclusion and respect for all.

At SGLS, we strive for diversity in leadership. Currently, 27.3% of our top management positions are held by individuals from minority and vulnerable groups. This commitment underscores our dedication to fostering an inclusive culture and ensuring equitable representation at all organizational levels in alignment with our ESG values.

SGLS is committed to fostering diversity and inclusion within its workforce, particularly at the top management level. In 2023-24, 27.3% of the company's top management positions were held by employees from minority and/or vulnerable groups. This demonstrates the company's dedication to promoting equal opportunities and representation across all levels of the organization. The inclusion of individuals from diverse backgrounds in leadership roles is aligned with SGLS's broader diversity and inclusion strategy, which aims to create an equitable workplace that reflects a wide range of perspectives, experiences, and talents. By prioritizing the advancement of underrepresented groups, SGLS not only strengthens its leadership but also encourages innovation and creativity within its management teams. The company recognizes that diversity in leadership is critical to driving sustainable growth and fostering a positive corporate culture. SGLS's efforts to increase the representation of minority and vulnerable groups at top management levels are part of a comprehensive approach to inclusivity, which includes mentoring, leadership development programs, and tailored support systems. The company continues to focus on expanding opportunities for diverse talent, ensuring that the path to leadership is accessible to all qualified individuals. This ongoing commitment is central to SGLS's long-term vision of becoming a leader in both the pharmaceutical and ESG space, with a workforce that embodies diversity, equity, and inclusion at every level.

## **RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN**

**GRI 405-2**

SGLS is committed to pay equity and transparency. Our analysis shows an average unadjusted gender pay gap of 27%, reflecting our ongoing efforts to ensure fair compensation practices. We continuously review and improve our policies to promote equal pay for equal work across all roles.



For SGLS in , the average unadjusted gender pay gap for the fiscal year 2023-24 stands at 27%. This significant figure reflects the overall disparity between the average earnings of male and female employees across the company, without adjusting for factors such as job role, experience, and working hours. While the company continues to prioritize gender equality and has implemented various initiatives to reduce pay disparities, the existing gap highlights the need for focused action in achieving equal pay for equal work. SGLS is committed to reviewing its compensation policies and practices to ensure fairness and transparency, actively working towards narrowing this gap. In alignment with global ESG standards, the company aims to establish clear benchmarks, conduct regular gender pay audits, and promote a more inclusive workplace culture where equal opportunities for career advancement are available to all employees. Moving forward, SGLS will continue to invest in policies that foster diversity, equity, and inclusion at all organizational levels, with a particular emphasis on promoting equal pay for women. The company recognizes the importance of addressing this issue not only for legal and ethical compliance but also for driving long-term business sustainability and employee satisfaction. By addressing the gender pay gap, SGLS strives to create a more equitable work environment, where both male and female employees are equally rewarded for their contributions.

## **INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN**

**GRI 406-1**

SGLS's collective bargaining agreement includes robust policies on diversity, non-discrimination, and anti-harassment. Regular training, zero-tolerance policies, and confidential reporting channels reinforce a respectful, inclusive workplace. We actively monitor and address issues, ensuring all employees experience a safe, equitable work environment aligned with our ESG and global standards.

## **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

**GRI 407-1**

SGLS actively fosters social dialogue by promoting open communication between management and employees. We encourage participation in decision-making processes and support freedom of association, ensuring that employees have a voice in their working conditions, which aligns with our commitment to ESG principles and corporate responsibility.

For SGLS, a company specializing in the development, manufacture, and marketing of pharmaceuticals, nutraceuticals, and food supplement formulations, the commitment to social dialogue is a key element in fostering an inclusive and collaborative workplace. In the reporting year 2023-24, a total of 55 employees participated in social dialogue initiatives within the company. These dialogues aim to provide employees with a platform to voice concerns, share feedback, and engage in discussions that influence decision-making and shape workplace policies. This engagement fosters a transparent communication channel between management and staff, ensuring that employee interests, rights, and welfare are prioritized in business operations. Social dialogue contributes to a positive organizational culture, strengthens employee relations, and enhances overall satisfaction and productivity. SGLS remains committed to expanding these initiatives, ensuring that employee participation in such dialogues remains a cornerstone of the company's social responsibility and governance framework. By fostering these interactions, SGLS not only enhances its internal communication but also aligns with global standards of employee engagement, contributing to a resilient and sustainable work environment. The company's efforts in social dialogue are reflective of its broader ESG strategy, demonstrating an ongoing commitment to human rights, employee welfare, and a fair, inclusive workplace.

SGLS fosters structured social dialogue through regular town halls, employee feedback sessions, and an open-door policy. These initiatives encourage transparent communication between management and employees, address workplace concerns promptly, and strengthen mutual trust. This approach aligns with our ESG commitments, promoting a collaborative and supportive work environment.



## **CHILD LABOR** GRI 408



SGLS strictly prohibits child and forced labor in our operations and supply chain. We implement rigorous screening processes, conduct regular audits, and provide training to suppliers to ensure compliance with ethical labor practices, reinforcing our commitment to human rights and fostering a safe, responsible work environment.

## **CHILD LABOR, FORCED LABOR** GRI 408, GRI 409

SGLS upholds strict policies against child labor, forced labor, and human trafficking, conducting regular audits and supplier assessments. We engage in ethical sourcing, provide training on labor rights, and maintain clear reporting channels, reinforcing our ESG commitment to a safe, compliant, and ethical supply chain.

SGLS actively prevents child labor, forced labor, and human trafficking through comprehensive supplier audits, employee training on ethical labor practices, and community outreach programs. Our commitment to transparency and ethical standards reflects our dedication to ESG principles, ensuring a responsible and humane supply chain throughout our operations.

## **OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR** GRI 408-1

SGLS is committed to ethical practices and does not tolerate child labor, forced labor, or human trafficking in any form. We actively monitor our supply chain and implement strict policies to ensure compliance, safeguarding the rights and dignity of all individuals involved in our operations.

SGLS, committed to upholding the highest ethical standards, reports zero incidents of child labor, forced labor, and human trafficking within its operations and supply chain during the financial year 2023-24. This achievement reflects our adherence to global labor standards and human rights principles as integral components of our Environmental, Social, and Governance (ESG) strategy.

With a focus on compliance and accountability, we ensure all employees and partners align with our Code of Conduct, which strictly prohibits any form of exploitative practices. SGLS's robust monitoring and auditing mechanisms are designed to prevent, identify, and address potential risks associated with labor exploitation. We engage with suppliers and partners to implement rigorous due diligence processes, ensuring adherence to national labor laws and international conventions such as the United Nations Guiding Principles on Business and Human Rights (UNGPs) and International Labour Organization (ILO) standards.

In addition to policy enforcement, we foster awareness by training our workforce and suppliers on ethical labor practices, creating a culture of vigilance and integrity. By maintaining zero tolerance for child labor, forced labor, and human trafficking, we contribute to the Sustainable Development Goals (SDG) 8 (Decent Work and Economic Growth) and SDG 16 (Peace, Justice, and Strong Institutions). This commitment underscores SGLS's dedication to creating a sustainable and equitable working environment, safeguarding the dignity and rights of individuals across our operations.

SGLS's sustainable procurement policy emphasizes labor practices and human rights by ensuring that all suppliers comply with ethical standards. We conduct regular assessments to mitigate risks related to child labor and promote fair working conditions, reinforcing our commitment to social responsibility in the pharmaceuticals and nutraceuticals sectors.

## **NUMBER OF INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN** GRI 410-1

SGLS's sustainable procurement policy emphasizes labor practices and human rights by partnering with suppliers who adhere to ethical labor standards. We regularly monitor compliance to prevent discrimination and promote fair treatment, ensuring our supply chain supports our commitment to social responsibility and integrity in pharmaceuticals and nutraceuticals.



## **INCIDENTS OF VIOLATIONS INVOLVING RIGHTS OF INDIGENOUS PEOPLES**

### **GRI 411-1**

SGLS conducts comprehensive human rights impact assessments to identify potential impacts on external stakeholders, including local communities and supply chain partners. These assessments inform our policies and practices, ensuring that we proactively address human rights concerns and align our operations with ESG commitments to social responsibility and ethical governance.

SGLS respects the rights of Indigenous peoples by engaging in consultations and ensuring informed consent for operations impacting their lands. We actively seek to mitigate any adverse effects and promote sustainable development, reinforcing our commitment to ESG principles and fostering positive relationships with Indigenous communities.

## **HUMAN RIGHTS ASSESSMENT**

### **GRI 412**

SGLS in prioritizes the protection of human rights among external stakeholders, including suppliers and communities. We conduct thorough assessments and engage in open dialogues to ensure compliance with human rights standards, promoting ethical practices that uphold dignity and respect across our supply chain and business operations.

SGLS actively engages with external stakeholders to promote human rights awareness through workshops and community outreach programs. We conduct regular assessments to identify potential human rights impacts and collaborate with local organizations to address these issues, reinforcing our commitment to ESG principles and ethical business practices.

## **OPERATIONS THAT INVOLVE THE RISK OF HUMAN RIGHTS VIOLATIONS**

### **GRI 412-1**

SGLS is committed to respecting human rights throughout our operations and supply chain. We actively engage with external stakeholders to assess potential human rights risks and implement measures to prevent violations, ensuring that our business practices align with ethical standards and promote social responsibility.

At SGLS, we are committed to upholding human rights across our value chain, ensuring ethical and sustainable practices in our operations and stakeholder engagements. In the fiscal year 2023-24, there were zero reported incidents of human rights violations involving external stakeholders, reflecting our proactive approach to embedding human rights principles into our business framework. This achievement aligns with our dedication to respecting the rights and dignity of all individuals and communities impacted by our operations. Through robust policies and due diligence mechanisms, we ensure that suppliers, contractors, and business partners adhere to our high ethical standards. Regular training programs and awareness campaigns help stakeholders recognize and uphold these principles, fostering a collaborative environment for ethical practices. Additionally, our grievance mechanisms are readily accessible, allowing stakeholders to report concerns without fear of retaliation. This transparency underscores our belief that protecting human rights is foundational to sustainable growth. Moving forward, SGLS will continue to strengthen its policies, monitor compliance, and engage stakeholders in meaningful dialogues to maintain and enhance these standards. Our zero-incident record is not just an accomplishment but also a testament to our ongoing commitment to promoting fairness, equity, and respect for human rights in every aspect of our business operations.





## **EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES**

**GRI 412-2**

SGLS conducts awareness training for external stakeholders on human rights issues, emphasizing our commitment to ethical practices. This training covers rights awareness, grievance mechanisms, and responsible sourcing, fostering mutual understanding and collaboration. Our proactive approach aligns with ESG principles, ensuring that all partners uphold human rights standards.

## **HUMAN RIGHTS IMPACT ASSESSMENTS**

**GRI 412-3**

SGLS collaborates with local NGOs and authorities to address human rights issues affecting external stakeholders. These partnerships facilitate community engagement, enhance awareness, and promote sustainable practices. By aligning our efforts with local initiatives, we strengthen our commitment to ESG principles and contribute to the well-being of surrounding communities.

SGLS has implemented a remediation procedure to address violations of external stakeholders' human rights. This includes a clear process for reporting issues, thorough investigations, and corrective actions. Our commitment to transparency and accountability ensures that we uphold human rights standards and align with our ESG principles.

SGLS actively partners with NGOs such as the Enough Project to address conflict minerals issues. Through these collaborations, we promote responsible sourcing and support community development initiatives, ensuring our supply chain practices align with ethical standards and contribute to sustainable solutions in conflict-affected regions.

## **CUSTOMER HEALTH AND SAFETY**

**GRI 416**

SGLS prioritizes customer health and safety by ensuring our pharmaceuticals and nutraceuticals meet rigorous quality standards. We conduct comprehensive safety assessments and continuously monitor product performance. Our commitment to transparency and efficacy reinforces our dedication to delivering safe, innovative solutions for our customers' well-being.

SGLS supports the AMR Industry Alliance, contributing to the global effort against antimicrobial resistance (AMR). Through responsible antibiotic practices and innovation in formulation, we prioritize public health, reduce environmental impact, and uphold stringent safety standards to help safeguard the efficacy of vital medications for future generations.

## **ASSESSMENT OF THE HEALTH AND SAFETY IMPACTS OF PRODUCT AND SERVICE CATEGORIES**

**GRI 416-1**

At SGSL, we don't perform animal testing activity.

We conduct thorough training for our staff on humane practices and continuously review our protocols.

SGLS is committed to transparency by providing comprehensive information on product composition for our pharmaceuticals and nutraceuticals. Detailed labeling and documentation ensure customers understand ingredient sourcing and benefits, empowering informed choices. This practice aligns with our dedication to health, safety, and regulatory compliance in product offerings.



SGLS provides comprehensive Safety Data Sheets (SDS) for all our products, detailing essential information on handling, hazards, and safety measures. This commitment ensures our customers and stakeholders are well-informed about potential risks, reinforcing our dedication to health, safety, and regulatory compliance in the pharmaceutical industry.

SGLS is committed to ensuring customer health and safety by conducting regular safety audits, engaging in third-party evaluations, and maintaining open channels for customer feedback. These actions reinforce our dedication to delivering safe and effective pharmaceutical and nutraceutical products while continuously improving our health and safety practices.

SGLS ensures the health and safety of our pharmaceuticals and nutraceuticals by conducting comprehensive assessments throughout the product lifecycle. We provide clear usage instructions and safety information to consumers, promoting responsible usage and enhancing overall consumer well-being while adhering to global standards for product safety.

SGLS, a leading manufacturer and marketer of innovative pharmaceuticals, nutraceuticals, and food supplements, focuses on the responsible management of product use in its operations. Throughout the year, the company has consistently monitored and managed product usage to ensure efficiency and minimize environmental impact.

The below data indicates that SGLS has maintained a stable product usage pattern, highlighting the company’s ability to balance production capacity and product demand. This consistent monitoring of product use supports SGLS’s commitment to optimizing resources, minimizing waste, and ensuring the sustainability of its operations, aligning with the company’s broader ESG objectives of promoting responsible consumption and reducing its environmental footprint.



SGLS is committed to customer health and safety through rigorous testing and quality assurance protocols for our pharmaceuticals and nutraceuticals. We ensure compliance with industry regulations and provide clear product information, empowering consumers to make informed choices while prioritizing their well-being and safety.



SGLS has maintained a strong commitment to ensuring the health and safety of its customers. Throughout this time, there were no reported incidents or issues related to customer health and safety, demonstrating the effectiveness of the company's rigorous quality control measures and product safety protocols. SGLS’s state-of-the-art manufacturing facility adheres to global standards, ensuring that all pharmaceuticals, nutraceuticals, and food supplement formulations are developed, produced, and marketed with the utmost care for consumer wellbeing. The company employs robust testing and quality assurance processes throughout the production cycle to safeguard the integrity of its products, aligning with both national and international regulations and best practices. Furthermore, SGLS actively monitors and evaluates product performance to ensure that all formulations meet the highest standards of safety and efficacy. The company’s commitment to customer health and safety extends beyond product development to include clear, transparent labelling, comprehensive consumer information, and a proactive approach to addressing any potential concerns. Through continuous research and development, SGLS strives to innovate responsibly, ensuring that its products not only meet but exceed industry standards, thereby promoting the long-term health and wellness of its customers. This commitment to customer safety is a cornerstone of SGLS’s ESG strategy, and the company remains dedicated to upholding these principles in all aspects of its operations.

FY 23-24	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24
RM - Tons	111.4	132.9	119.5	130.7	129.8	113.1	64.2	71.3	72.2	63.0	83.7	137.1

## CUSTOMER HEALTH AND SAFETY

### GRI 416-2

SGLS conducts comprehensive awareness programs to educate customers about health and safety issues related to our pharmaceuticals and nutraceuticals. We provide detailed product information and guidance, ensuring informed usage and promoting consumer safety. Our commitment to transparency reinforces our dedication to health, safety, and customer well-being.

SGLS maintains a robust product recall process to ensure consumer safety. In the event of a quality concern, we promptly notify customers and distributors, providing clear instructions for safe returns. Our proactive approach underscores our commitment to transparency, quality assurance, and the well-being of our consumers

SGLS is dedicated to providing comprehensive information on potential health impacts associated with our products. We conduct rigorous internal and external analyses to assess health and safety issues, ensuring that customers receive clear, transparent guidance to make informed decisions about our pharmaceuticals and nutraceuticals.

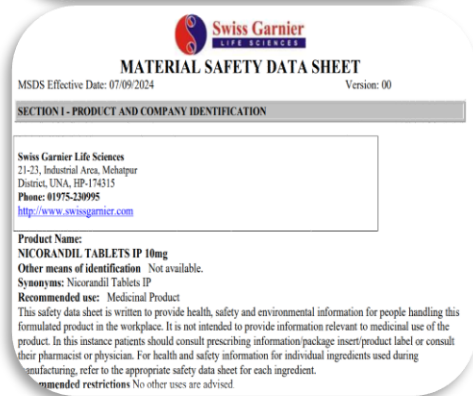
SGLS implements a formalized process to assess and document risks related to customer health and safety. This includes evaluating new operations, changes in existing processes, and conducting periodic reviews. Our proactive approach ensures that potential risks are identified and managed effectively, prioritizing consumer well-being in all activities.

SGLS has established measures to assess the potential adverse impacts of nanotechnologies and other emerging technologies. We conduct thorough risk evaluations and continuous monitoring to ensure safety and compliance, safeguarding consumer health while fostering innovation in our pharmaceutical and nutraceutical product development processes.

SGLS provides comprehensive Safety Data Sheets (SDS) compliant with REACH regulations for all our products. These SDS are tailored to deliver critical safety information, ensuring that customers are informed about the handling, storage, and risks associated with our pharmaceuticals and nutraceuticals, thus enhancing overall safety.

SGLS proactively communicates with downstream users about the presence of any dangerous substances and substances of very high concern (SVHC) in our formulations. This commitment ensures that customers are fully informed about potential risks, promoting safe usage and compliance with regulatory standards for enhanced safety.

SGLS implements additional measures to ensure compliance with the REACH regulation, including regular audits of our supply chain and product formulations. We maintain a comprehensive documentation system to monitor chemical safety, ensuring that all substances used meet regulatory requirements and support safe product usage for our customers.





## **MARKETING AND LABELING**

### **GRI 417**

SGLS adheres to Association Connecting Electronics Industries (IPC) standards to ensure product quality, safety, and traceability in our pharmaceutical and nutraceutical formulations. By aligning with IPC guidelines, we maintain rigorous standards in labeling and production, supporting transparency and regulatory compliance across our global supply chain.

## **REQUIREMENTS FOR PRODUCT AND SERVICE INFORMATION AND LABELING**

### **GRI 417-1**

SGLS has established a robust grievance mechanism for both internal and external stakeholders to report human rights impacts. This system ensures confidentiality, prompt responses, and effective resolution of concerns. By promoting transparency and accountability, we reinforce our commitment to ESG principles and the protection of human rights.

## **SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY**

### **GRI 418-1**

At SGLS, we prioritize the well-being of animals involved in our operations by implementing humane treatment practices and promoting a stimulating environment. Our protocols include enrichment activities, proper housing conditions, and regular health assessments, ensuring their emotional and physical well-being aligns with our ethical standards.

SGLS prioritizes information security by implementing robust measures to protect sensitive data. Our comprehensive policies ensure compliance with industry standards, safeguarding customer privacy and intellectual property. Regular training and assessments empower employees to maintain the highest level of security, reinforcing our commitment to ethical business practices.

SGLS is dedicated to information security, reporting zero confirmed incidents this year. We employ robust security measures and regular audits to protect sensitive data. Our commitment to safeguarding customer information and maintaining high standards reinforces trust in our innovative pharmaceuticals and nutraceuticals.

SGLS is committed to upholding the highest standards of integrity and transparency in its operations. As part of its comprehensive approach to ethics and compliance, the company rigorously monitors and reports on potential corruption incidents. For the period from April 2023 to March 2024, SGLS is proud to report that there were zero confirmed corruption incidents. This reflects the effectiveness of the company's stringent anti-corruption policies and the commitment of its employees and management to maintaining ethical business practices. SGLS has implemented a robust framework to prevent corruption, which includes regular employee training, clear communication of ethical guidelines, and strict monitoring of all business dealings. The company also encourages a culture of openness, where employees are empowered to report any suspected misconduct through secure whistleblower channels. The absence of confirmed corruption incidents demonstrates not only SGLS's dedication to upholding global standards but also the trust placed in the company by its partners, stakeholders, and customers. This achievement underscores the effectiveness of SGLS's internal controls and its ongoing efforts to promote a corporate environment that values transparency, accountability, and ethical decision-making. Moving forward, SGLS remains committed to reinforcing its anti-corruption measures and ensuring that all business practices are conducted in a manner that is consistent with the company's core values and ESG objectives.

## **NON-COMPLIANCE WITH PRIVACY REGULATIONS**

### **GRI 418-2**

SGLS takes proactive steps to ensure information security beyond standard practices. We conduct regular penetration testing and vulnerability assessments, ensuring our systems remain secure. Additionally, we have established incident response protocols and engage in continuous improvement to adapt to emerging threats, safeguarding sensitive data effectively.





## ESG PERFORMANCE DATA

**Working Conditions**  
(Percentage of Employees Cover Under Health Insurance)

GRI 402

**100%**

**Employee Health & Safety**  
(No of reportable Incidents)

GRI 403-1

**0 Nos**

**Number of days lost to work-related injuries, fatalities and ill heal**

GRI 403-2

**0**

**Number of work-related accidents**

GRI 403-2

**0 Nos**

**Career Management & Training**  
(Percentage of employees participating in career development programs)

GRI 404-2

**29%**

**Average hours of training per employee**

GRI 404-1

**12 Hours**



## ESG PERFORMANCE DATA

**Incidents of Diversity, Equity & Inclusion**

GRI 405-1

**0 Nos**

**Percentage of women within the organization's board**

GRI 405-1

**50%**

**Percentage of women employed in the whole organization**

GRI 405-1

**21%**

**Percentage of employees from a minority and/or vulnerable group in the whole organization**

GRI 405-1

**21.2%**

**Percentage of women at top management level**

GRI 405-1

**13.6%**

**Percentage of employees from a minority and/or vulnerable group at top management level**

GRI 405-1

**18.5%**



**Swiss Garnier**  
LIFE SCIENCES

## ESG PERFORMANCE DATA

**Average unadjusted gender pay gap**

GRI 405-2

**27 %**

**Social Dialogue  
(Number of Employees Participated  
in Social Dialogue)**

**55 Nos** GRI 407-1

**Child Labor, Forced Labor and Human  
Trafficking  
(Number of labour / human rights  
incidents)**

GRI 408-1

**0 Nos**

**External Stakeholder Human Rights  
(Number of Incidents)**

GRI 412-1

**0 Nos**

**Product Use  
Total Product Use in Tons**

GRI 416-1

**2894 MT**

**Customer Health & Safety  
(Number of Incidents)**

GRI 416-1

**0 Nos**

**Number of confirmed information security  
incidents**

GRI 418-1

**0 Nos**



**THANK YOU**  
**SWISS GARNIER**

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**Note:**

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