

September 07, 2026

National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (E), Mumbai- 400051

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street Fort, Mumbai-400001

Symbol: **ORCHPHARMA**

Scrip Code: **524372**

Subject: Business Responsibility and Sustainability Report ("BRSR") of Orchid Pharma Limited ("the Company") for Financial Year 2025-26

Dear Sir/Madam,

With reference to the provisions of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, kindly find enclosed the Business Responsibility and Sustainability Report of the Company for the Financial Year 2025-26, which also forms part of the Annual Report of the Company for the same period, submitted to the Stock Exchanges on this same intimation day.

The aforesaid BRSR is also available on the website of the Company at <https://www.orchidpharma.com/investors>

You are requested to take the above intimation on record.

Thanking You,

For **Orchid Pharma Limited**

Kapil Dayya
Company Secretary & Compliance Officer
M. No: F10698

Encl: As above

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES				
I. Details of the Listed Entity				
S. No.	Required Information			
1	Corporate Identity Number (CIN) of the Listed Entity		L24222TN1992PLC022994	
2	Name of the Listed Entity		M/s Orchid Pharma Limited	
3	Year of incorporation		01-07-1992	
4	Registered office address		Plot No. 121-128, 128A-133, 138-151, 159-164, SIDCO Industrial Estate, Alathur, Chengalpattu, Alathur Industrial Estate, Kanchipuram, Chengalpattu, Tamil Nadu – 603110	
5	Corporate address		-	
6	E-mail		cs@orchidpharma.com	
7	Telephone		(91)-44- 2744 4471	
8	Website		www.orchidpharma.com	
9	Financial year for which reporting is being done		31st March, 2026	
10	Name of the Stock Exchange(s) where shares are listed		1. BSE Limited (BSE) 2. National Stock Exchange of India Ltd. (NSE)	
11	Paid-up Capital		Rs. 50,71,91,050	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		Mr. Kapil Dayya, Company Secretary & Compliance officer, cs@orchidpharma.com , (91)-44- 2744 4471	
13	Reporting boundary - Are the disclosures		The report is prepared on the standalone basis	
14	Name of assurance Provider		NA	
15	Type of assurance obtained		NA	
II. Products/Services				
16	Details of business activities (accounting for 90% of the turnover)			
	S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	1.	Manufacture of Pharmaceuticals	Manufacture and Sales of Active Pharmaceutical Ingredients and products	97%
17	Products / Services sold by the entity (accounting for 90% of the entity's Turnover):			
	S. No.	Product/Service	NIC Code	% of total Turnover

1.	Cephalosporin API	21002	97%				
III. Operations							
18	Number of locations where plants and/or operations/offices of the entity are situated:						
	Location	Number of Plants	Number of offices	Total			
	National	6*	3	9			
	International	Nil	Nil	Nil			
	*plant include manufacturing locations and R&D Centre.						
19	Market served by the entity						
	a.	Number of locations					
		Locations	Number				
		National (No. of states)	15				
		International (No. of Countries)	52				
	b.	What is the contribution of exports as a percentage of the total turnover of the entity?		64.55%			
	c.	A brief on type of customers		The Company caters primarily to purchase-order basis customers, which includes manufacturers of Finished Dosage Form (FDF) drugs, third-party job workers, and brand manufacturers. The customer base comprises entities operating across international markets, including Regulated market and the Rest of the World (ROW).			
IV. Employees							
20	Details as at the end of Financial Year:						
	a.	Employees and workers (including differently abled):					
	S. No.	Particulars	Total (A)	Male	Female		
				No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES						
	1.	Permanent (D)	1169	1133	97%	36	3%
	2.	Other than Permanent (E)	292	273	93%	19	7%
	3.	Total employees (D + E)	1461	1406	96%	55	4%
	WORKERS						
	4.	Permanent (F)	No Workmen				
	5.	Other than Permanent (G)					
	6.	Total workers (F + G)					

b.	Employees and workers (including differently abled):						
	S. No.	Particulars	Total (A)	Male		Female	
				No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES						
	1.	Permanent (D)	1	1	100%	0	0%
	2.	Other than Permanent (E)	-	-	-		
	3.	Total differently abled employees (D + E)	1	1	100%	-	-
	DIFFERENTLY ABLED WORKERS						
	4.	Permanent (F)	No Workmen				
	5.	Other than permanent (G)					
	6.	Total differently abled workers (F + G)					

21	Participation / Inclusion / Representation of women								
		Total (A)	No. and percentage of Females						
			No. (B)			% (B / A)			
	Board of Directors	8	2			25%			
	Key Management Personnel*	4	-			-			

22		FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in prior to previous FY)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	17.36	8.19	25.55	19.44	0.88	20.32	20.80	25.45	20.93
	Permanent Workers	NA								

V. Holding, Subsidiary and Associate Companies (including joint ventures)									
Name of holding / subsidiary / associate companies / joint ventures									

	S. No.	Name of the holding / subsidiaries / associate companies / joint venture (A)	Indicate whether holding/ Subsidiary / Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity?			
23	1	Orchid Bio-Pharma Limited	Subsidiary	100%	No			
	2	Orchid Pharmaceuticals Inc., USA	Subsidiary	100%	No			
	3	Orgenus Pharma Inc., USA	Subsidiary	100%	No			
	4	Orchid Pharma Inc./ Karalex Pharma LLC, USA	Subsidiary	100%	No			
	5	Bexel Pharmaceuticals Inc., USA	Subsidiary	100%	No			
	6	Diakron Pharmaceuticals Inc., USA	Subsidiary	76.65%	No			
	7	Orbion Pharmaceuticals Private Limited	Subsidiary	26.00%	No			
	8	Orchid Pharmaceuticals Europe GmbH	Subsidiary	100%	No			
VI. CSR Details								
24	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)			Yes			
	(ii)	Turnover (Rs. in lakhs)			123,277.84			
	(iii)	Net worth (Rs. in lakhs)			164,667.59			
VII. Transparency and Disclosures Compliances								
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievanceredress policy)	FY 2025-26(Current Financial Year)			FY 2024-25(Previous Financial Year)		
			Number of complaints filed during the year	Number of complaints pending resolution at	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at	Remarks

				close of the year			close of the year	
1	Communities	Yes https://orchid-pharma.bcdn.net/pdf/Stakeholder%20Engagement%20Policy.pdf https://orchid-pharma.bcdn.net/pdf/Environmental%20Social%20and%20Governance%20Policy.pdf	Nil	Nil	Nil	Nil	Nil	Nil
2	Investors (other than shareholders)	Yes https://orchid-pharma.bcdn.net/pdf/Stakeholder%20Engagement%20Policy.pdf	Nil	Nil	Nil	Nil	Nil	Nil
3	Shareholders	Yes https://scores.sebi.gov.in/	2	0	-	10	0	-
4	Employees and workers	Yes orchid-pharma.bcdn.net/pdf/policy-on-whistle-blower-2.pdf	Nil	Nil	Nil	Nil	Nil	Nil
5	Customers	Yes https://orchid-pharma.bcdn.net/pdf/Stakeholder%20Engagement%20Policy.pdf	9	0	-	4	0	-
6	Value Chain Partners (Including customers)	Yes https://orchid-pharma.bcdn.net/pdf/Stakeholder%20Engagement%20Policy.pdf	Nil	Nil	Nil	Nil	Nil	Nil

26. Overview of the entity's material responsible business conduct issues

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

S. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implication)
1	Product Quality & Safety	Risk	Essential to the Company's core	Implementation of stringent quality	Negative if not managed — potential

			focus on pharma, where any compromise can affect consumer safety, brand credibility, and regulatory standing.	control systems, ISO certifications, regular batch testing, and regulatory compliance protocols.	for product recalls, regulatory penalties, and reputational loss.
2	Waste Management (Plastic/Bio)	Risk	Use of plastic packaging and generation of biomedical waste pose environmental and legal risks.	Waste segregation at source, tie-ups with authorized recycling and disposal vendors.	Negative if not addressed — potential legal actions, ESG rating impact, and reputational loss.
3	Sustainable Business	Opportunity	Increasing consumer and regulatory requirements.	Compliance with the regulatory requirements is core to the business.	Positive — improves brand equity, meets regulatory requirements
4	R&D	Opportunity	Rising global demand for advanced pharma & diagnostics presents an opportunity to expand market share and product portfolio.	Investments in R&D, collaborations with research institutions, and adoption of cutting-edge technology.	Positive — drives revenue growth, product differentiation, and long-term competitiveness.
5	Employee Safety Health	Risk	The Company's factory and laboratory operations involve occupational hazards, requiring proactive safety measures.	Regular health check-ups, mandatory PPE usage, safety drills, and continuous training for all operational staff.	Negative if neglected— may lead to workplace injuries, legal claims, operational disruption, and reputational damage.
6	Site is in MIDC notified area	Opportunity	The plant is located in a government-notified industrial area, ensuring reliable access to utilities, infrastructure, and support.	-	Positive — facilitates smooth operations and cost efficiency due to centralized resource management.

7	Competitors	Risk	Competitive market landscape may impact sales and market share.	The Company is among the leading manufacturers of its product category in India, offering superior quality compared to competitors. The company has all necessary certifications and regulatory approvals, minimizing competitive threats.	Positive — well-managed competition strengthens market position and supports sustained growth.
8	Market Economy	Risk	Finished goods pricing may be influenced by the availability and cost of key raw materials, while fluctuations in the foreign exchange rate can also impact overall pricing and profitability.	1. Pricing imported materials is closely monitored and purchase decision is taken strategically. CF O keeps a close watch on Currency fluctuation.	Negative — may result in financial losses if not carefully managed.
9	Regulatory issues - compliances and changes in requirements	Risk	Orchid is liable for several regulatory compliances.	A process for determination of regulatory requirements and compliance evaluation is established & the compliance status is evaluated regularly.	Negative — non-compliance may lead to financial penalties, disruptions, and legal consequences.
10	Resource management	Risk	Adequate monetary, infrastructural, and human resources are essential for uninterrupted plant operations.	All necessary resources—including financial, infrastructural, and human—are sufficiently allocated to ensure smooth and uninterrupted plant operations.	Neutral to negative — if not managed, could lead to operational inefficiencies.
11	Technology	Opportunity	Appropriate technology and machinery is required for consistent quality output	The current manufacturing technology is adequate enough to take the current requirement.	Positive financial implication

12	Employee relations	Opportunity	Good employee relations necessary for effective functioning of the plant	Good employee relations exist.	Positive financial implication
13	Information flow and decision making	Opportunity	Timely decisions will help smooth functioning of the plant	The organization structure is simple and there is quick decision making	Positive financial implication
14	Surrounding climate	Risk	If we do not carry out our activities in compliance with the legal requirements there is a chance that we will pollute the surrounding climate.	1. All the emission Requirements as per PCB consent are being complied with. Currently there are no climatic threats. There are no complaints received from the neighboring industries.	Positive financial implication

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.orchidpharma.com/investors								
Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO14001:2015, ISO 45001: 2018, USFDA, EUGMP, KFDA & PMDA; Certificates; DML, WHO GMP, ISO 9001:2015								
Specific commitments, goals and targets set by the entity with defined timelines, if any.	Orchid strives to become a sustainable company and, in the process, to develop targets.								

Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Orchid is committed to formalizing its efforts to enhance sustainability practices by adhering to the guidelines set forth inNGRBC, and is actively work on developing targets and assessing its performance against them.																	
Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	In today’s world, ESG is a gateway to new frontiers of transformation. The transition from individual to community has prompted businesses to reconsider their business strategies, and the core of these strategies revolve around innovation, awareness, and sustainable processes.Hence, ESG has become the foundation of our sustainable and long term growth charter. We have embarked on a journey where thenation’s sustainable development and its people’s comprehensive growth are a big part of our responsibility framework. We remain committed to positively impacting the lives of our consumers and the community at large. As an organization, we have been catering to the needs and reaching the underprivileged who could not access basic medicines. And, we continue to focus on balancing our goals of sustainable profitability and long -term value creation with our overarching commitment to responsible growth, as an organization and as a responsible corporate citizen. We have in place a detailed strategic plan to achieve significant growth in the short, medium, and long term.The key growth drivers would include scaling up the existing products and launching new products and penetrating into newer markets in both API and Formulations business. We also strive to accomplish a strong balance sheet with industry-leading best practices. We, as an organization, are more resolute than ever, to embed our ESG priorities into the DNA of our core operations across people, practices, and processes because real sustainability for us lies in staying committed to responsible growth for all, for now, and tomorrow.																	
Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of the Company is responsible for the implementation and oversight of the Business Responsibility policy (ies).																	
Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Board of Directors along with Manging Director of the company is responsible for decision making on sustainability related issues.																	
Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P2	P 3	P 4	P 5	P6	P7	P 8	P9	P1	P 2	P3	P4	P5	P 6	P 7	P 8	P9
Performance against above policies and follow up action	As a standard procedure, the Board annually reviews the Company's Business Responsibility policies or when needed. This assessment includes evaluating the effectiveness of the policies and									Need-basis								

	making necessary adjustments to both policies and procedures.									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with relevant regulations, and the Managing Director (MD) issues a Statutory Compliance Certificate to the Board of Directors regarding applicable laws.	On-going basis								
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.		P1	P2	P3	P4	P5	P6	P7	P8	P9
	No									
If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:										
Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										
The entity does not have the financial or/human and technical resources available for the task (Yes/No)										
It is planned to be done in the next financial year (Yes/No)										
Any other reason (please specify)										
SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE										
This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible. PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.										
Essential Indicators										
1	Percentage coverage by training and awareness programs on any of the Principles during the financial year:									
1.	Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact				Percentage of persons in respective category covered by the awareness programs			
	Board of Directors	4	Upon appointment, every Independent Director undergoes induction session covering Orchid Pharma's vision, mission, business strategy, industry outlook, risk				100%			

			management framework, and governance responsibilities. As part of the familiarization process, factory/site visits are conducted to offer a direct understanding of operational processes and manufacturing capabilities. Board is regularly updated on key areas such as ESG, Codes of Conduct (including Insider Trading and for Directors/Senior Management), Risk Management, IT & Cybersecurity, and regulatory developments. Independent Directors also meet periodically without non-independent Directors to assess the performance of the Board, its communities and the Chairman, fostering transparency and accountability. This contribute effectively to the Company's strategic oversight and governance.	
2.	Key Managerial Personnel	4	Orchid's Code of Conduct serves to guide our actions, governed by integrity, honesty, fair dealing, and compliance with applicable laws. Mandatory training ensures employees understand the standards of professional conduct, covering areas such as equal opportunity, data privacy, conflict of interest, insider trading, anti-bribery, compliance, human rights, workplace safety, and POSH. As part of fostering holistic awareness, employees and new leaders are also provided operational exposure through factory/site visits to deepen understanding of Orchid's business and values in practice.	100%

Employees other than BoD and KMPs	1096	The awareness programme focused on Health & Safety and Skill Upgradation, with emphasis on maintaining a safe and healthy workplace, identifying and preventing potential hazards, following safe work practices, proper use of personal protective equipment (PPE), emergency preparedness, and accident prevention. The programme also highlighted the importance of continuous skill development and upgradation through training, knowledge enhancement, and practical learning to improve employee competency, work efficiency, productivity, and overall performance.	98.91%
Workers	-	-	-
Any Other	-	-	-

2

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

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

3

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

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

4

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

The Company maintains a strict zero-tolerance policy towards bribery, corruption, and unethical practices such as kickbacks, whether by employees, associates, or connected stakeholders. We are committed to conducting all business relationships with professionalism, fairness, and the highest standards of ethics and integrity. Our Anti-Bribery and Anti-Corruption framework is supported by comprehensive guidelines, stringent internal control measures, and clearly defined consequences for non-compliance. These principles are embedded in the Company's Code of Conduct and corporate governance practices, which are grounded in honesty, transparency, and full compliance with all applicable legal and regulatory requirements. To strengthen accountability, we encourage prompt reporting of any suspected misconduct or malpractice. A robust Whistleblower mechanism is in place to enable employees and stakeholders to raise concerns without fear of retaliation. Through these measures, we aim to uphold a culture of ethical conduct and ensure that integrity remains a cornerstone of all our operations and partnerships.

Weblink:
CODE OF CONDUCT FOR PREVENTION OF INSIDER TRADING
<https://orchid-pharma.b-cdn.net/pdf/code-of-conduct-on-prevention-of-insider-trading.pdf>
Code for Independent Directors<https://orchid-pharma.b-cdn.net/pdf/code-for-independent-directors.pdf>
Code of Conduct for the Board of Directors and Senior Management Personnel of Orchid Pharma Limited
<https://orchid-pharma.b-cdn.net/pdf/code-of-conduct-for-board-of-directors-and-senior-management.pdf>

5

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Worker	NA	

6

Details of complaints with regard to conflict of interest:

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of	Nil	Nil	Nil	Nil

	Interest of the Directors				
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil
7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.		NA		
8	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:				
		FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number of days of accounts payables	132		87	
9	Openness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:				
	Parameter	Metrics	FY 2025-26 (CURRENT FINANCIAL YEAR)	FY 2024-25 (PREVIOUS FINANCIAL YEAR)	
Concentration of Purchases		Purchases from trading houses as % of total purchase	NA	NA	
		Number of trading houses where purchases are made from	NA	NA	
		Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA	
Concentration of Sales		Sales to dealers / distributors as % of total sales	NA	8%	
		Number of dealers / distributors to whom sales are made	NA	28%	
		Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	6.86%	
Share of RPTs in		Purchases (Purchases with related parties / Total Purchases)	32.48%	36.95%	
		Sales (Sales to related parties / Total Sales)	0.19%	0.10%	
		Loans & advances (Loans & advances given to related parties / Total loans & advances)	25.07%	0.67%	
		Investments(Investments in related parties / Total Investments made)	0.00%	0.00%	
Leadership Indicators					
1	Awareness programs conducted for value chain partners on any of the Principles during the financial year:				

	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes	
	Nil			
2	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.	Yes, every Director of the Company is required to disclose any interest or concern in the Company or in other entities such as companies, firms, or associations of individuals. This disclosure, which includes shareholding, is made annually or upon any change. Additionally, Directors provide an annual declaration under the Code of Conduct affirming that they will always act in the best interest of the Company and avoid any business or personal association that may result in a conflict of interest with the Company's operations or their role. During Board meetings, Directors abstain from deliberations on matters in which they have a personal interest. To proactively identify and manage such conflicts, the Corporate Secretarial team maintains a database of Directors/KMPs and their related entities. This information is shared with the Finance department to monitor transactions. Furthermore, Senior Management annually confirms that they have not engaged in any material, financial, or commercial activities that may conflict with the Company's interests.		
PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE				
Essential Indicators				
1	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
		FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
	R&D	22.98%	23.57%	As a manufacturer of formulations and APIs, Orchid primarily channels its investments toward strengthening IT infrastructure, minimizing air emissions, enhancing effluent treatment processes, and improving overall energy efficiency.
	Capex	77.02%	76.43%	
2	Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?	Entity has procedures (Yes/No): Yes The company is committed to being a sustainable organization and actively engages with its supply chain partners to reduce their environmental footprint. At a pan-India level, preference is consistently given to sourcing from local suppliers. The company also strives to empower its suppliers by promoting the adoption of responsible practices and contributing to the development of a sustainable and resilient supply chain aligned with environmental and social governance (ESG) principles.		
3	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.			

	(a) Plastics (including packaging)		Yes. We collects wastewater generated, treat in Zero Liquid discharge facility and utilize treated water in cooling towers, Plastic waste including packaging, E-Waste and Hazardous waste are recycled through authorized recyclers/Pre-processors.					
	(b) E-waste							
	(c) Hazardous waste							
	(d) Other waste							
4	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.				Yes. We collects wastewater generated, treat in Zero Liquid discharge facility and utilize treated water in cooling towers, Plastic waste including packaging, E-Waste and Hazardous waste are recycled through authorized recyclers/Pre-processors.			
Leadership Indicators								
1	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? Pre fill from Products and services Q14							
	NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency(Yes/No)	Results communicated in public domain(Yes/No)		
	Nil							
2	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.							
	Name of the product / service		Description of the risk / concern			Action taken		
	Nil							
3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).							
	Indicate input material		Recycled or re-used input material to total material					
			FY 2025-26 (CURRENT FINANCIAL YEAR)			FY 2024-25 (PREVIOUS FINANCIAL YEAR)		
	Nil							
4	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format							
	FY 2025-26 (Current Financial Year)				FY 2024-25 (Previous Financial Year)			
		Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed	
	Plastics (including packaging)	NA	25	NA	NA	21	NA	

	E-waste	NA	0	NA	NA	0	NA
	Hazardous waste	NA	2980.55	NA	NA	1157.439	NA
	Other	NA	3.142	25.66	NA	1324	36.522
5	Reclaimed products and their packaging materials (as percentage of products sold) for each product category.						
	Indicate product category				Reclaimed products and their packaging materials as % of total products sold in respective category		
	NA				NA		

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

1	a.	Details of measures for the well-being of employees:											
		Category	Total	% of employees covered by									
				Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
				Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	No (F)	% (F / A)
		Permanent Employees											
		Male	1133	1133	100%	781	69%	0	0	25	2%	-	0
		Female	36	36	100%	25	69%	2	0.06	0	0	-	0
		Total	1169	1169	100%	806	69%	2	0.06	25	2%	-	0
		Other Permanent Employees											
		Male	273	273	100%	271	91%	99%	0	0	0	0	0
		Female	19	19	100%	19	9%	100%	0	0	0	0	0
		Total	292	292	100%	290	100%	99%	0	0	0	0	0
			b.	Details of measures for the well-being of workers:									
Category	Total			% of workers covered by									
				Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
				Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	No.(F)	% (F / A)
Permanent workers													
Male	NA												
Female													

	Total	
	Other Permanent Employees	
	Male	NA
	Female	
	Total	
c.	Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format	
		FY 2025-26 (Current Financial Year) FY 2024-25 (Previous Financial Year)
	Cost incurred on wellbeing measures as a % of total revenue of the company	9.20% 7.81%

2	Details of retirement benefits, for Current FY and Previous Financial Year						
	FY 2025-26				FY 2024-25		
	(Current Financial Year)				(Previous Financial Year)		
	Benefits	No. of employees covered as a % of total employees	No. of workers covered as a% of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a% of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
	PF	100%	NA	Yes	100%	NA	Yes
	Gratuity	100%	NA	Yes	100%	NA	Yes
	ESI	100%	NA	Yes	23%	NA	Yes
	Other PLs	-	-	-	-	-	-
	specify						
3	Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.				Yes, as a principle the Company through its Equal Employment Opportunity policy prohibits any kind of discrimination against any person with a disability in any matter related to employment as per the Right of Person with Disabilities Act, 2016, and Transgender persons (Protection of Rights) Act 2019. Various corporate offices and sites of Orchid have ramps for easy movement of differently abled people and wheelchair accessible restrooms are available.		
4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.				Yes, Orchid Pharma Limited has adopted an Equal Employment Opportunity and Non-Discrimination Policy in accordance with the Rights of Persons with Disabilities Act, 2016. This policy provides a framework committed to the empowerment of persons with disabilities. WebsiteLink: https://orchid-pharma-b-cdn.net/pdf/Equal%20Opportunity%20Policy.pdf		

5

Return to work and Retention rates of permanent employees and workers that took parental leave.				
Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Nil	Nil	NA	
Female	Nil	Nil		
Total	Nil	Nil		

6

Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.	
	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Orchid Pharma Limited strives to create a fair, open, and transparent culture where employees can freely express their views. The company transparently communicates its policies and practices, including compensation, performance metrics, career development, compliance, and more. Orchid promotes a work environment free from prejudice, gender discrimination, and harassment, with a zero-tolerance policy for non-compliance. To support this, Orchid has implemented a comprehensive grievance mechanism, including its Whistle-blower Policy and Prevention of Sexual Harassment (POSH) framework. These systems allow employees to raise concerns confidentially and anonymously, without fear of retaliation. The company takes all reports seriously, following a rigorous process to address issues promptly and effectively, ensuring all employees have a safe avenue to voice concerns.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7

Membership of employees and worker in association(s) or Unions recognized by the listed entity:						
Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union(D)	% (D/C)
Total Permanent Employees	Orchid Pharma's employees are currently not part of any employee association or Union.					
Male						
Female						

	Total Permanent Workers										
	Male										
	Female										
8	Details of training given to employees and workers:										
Category	FY 2025-26(Current Financial Year)					FY 2024-25(Previous Financial Year)					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation		
		No. (B)	% (B/A)	No. (C)	% (C /A)		No(E)	% (E/ D)	No. (F)	% (F/D)	
Employees											
Male	1127	552	48.98 %	520	46.14 %	1122	171	15.33%	500	44.56%	
Female	49	14	28.57 %	33	67.30 %	49	13	36.53%	9	18.37%	
Total	1176	566	48 %	553	47.02 %	1171	185	15.80%	509	43.47%	
Workers											
Male	0	0	0%	0	0%	0	0	0%	0	0%	
Female	0	0	0%	0	0%	0	0	0%	0	0%	
Total	0	0	0%	0	0%	0	0	0%	0	0%	
9	Details of performance and career development reviews of employees and worker:										
Category	FY 2025-26(Current Financial Year)					FY 2024-25(Previous Financial Year)					
	Total (A)	No. (B)	% (B / A)		Total (c)	No. (D)	% (D / C)				
Employees											
Male	1127	1052	93.35%		1122	766	68.27%				
Female	49	44	89.80%		49	19	38.78%				
Total	1176	1096	93.20%		1171	785	67.04%				
Workers											
Male	0	0	0		0	0	0%				
Female	0	0	0		0	0	0%				
Total	0	0	0		0	0	0%				
10	Health and safety management system:										

a. Whether an occupational health and safety management system has been implemented by the entity?(Yes/No) If yes the coverage of such system.	Yes, the Company has inculcated Dupont Safety Culture which covers Work Permit Sytem, enforcement of Safety Standards, assessment of Near Miss Incidents, CAPA, display of MSDS, usage of PPE's .		
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Orchid has taken an initiative to frame a comprehensive policy with respect to health and safety management system such as Process Hazard Analysis, Pre-start-up safety review, Plant safety audit, Job safety analysis, Work Permit system, What if study, Work place monitoring, Noise monitoring, Illumination monitoring. Various facilities are available at Orchid manufacturing sites and Corporate Offices and its subsidiaries corporate offices premises such as proper ventilation, hygiene & sanitation, yearly safety audit, emergency exits, first aid box, etc.		
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes, Work related Hazards are being identified and addressed through a daily plant round and cross functional Behaviour Safety Observation rounds.		
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, Orchid has insured its employees under group term insurance, health insurance and accidental insurance policies.		
11 Details of safety related incidents, in the following format:			
Safety Incident/Number	Category	FY 2025-26 (CURRENT FINANCIAL YEAR)	FY 2024-25 (PREVIOUS FINANCIAL YEAR)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Worker	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Worker	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Worker	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Worker	Nil	Nil

12	Describe the measures taken by the entity to ensure a safe and healthy workplace.				1. Familiarization with operating procedures and matters to be taken care of. 2. Use of Personal Protective Equipment (PPE) as per PPE matrix. 3. Conduct of Refresher classroom Training, Safety and Induction Training. 4. Application of Work Permit system and Safety Data Sheet maintenance. 5. Examination Pre employment Skin & ENT screening 6. Environment monitoring 7. Regular preventive maintenance program, Plant safety audits and Safety Observation Audit.			
13	Number of Complaints on the following made by employees and workers:							
	Category	FY 2025-26(Current Financial Year)			FY 2024-25(Previous Financial Year)			
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks	
	Working Condition	Nil	Nil	Nil	Nil	Nil	Nil	
	Health and Safety	Nil	Nil	Nil	Nil	Nil	Nil	
14	Assessments for the year:							
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)						
	Health and safety practices	100%						
	Working Conditions	100%						
15	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.				Nil			
Leadership Indicators								

1	Does the entity extend any life insurance or any compensatory package in the event of death of(A) Employees (Y/N) (B) Workers (Y/N)	Yes, Orchid Pharma has a scheme in place to provide financial assistance to the legal dependents of permanent employees in the event of death while in service. Additionally, employees are covered under the Group Personal Accident (GPA) Insurance for further protection. Workers - No			
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	To ensure that statutory dues are properly deducted and deposited by the Company's value chain partners, we implement the following measures: Compliance Monitoring: We actively monitor and track compliance related to statutory dues by our contractors and third-party resource suppliers, ensuring all deductions and deposits are made in line with applicable laws and regulations. Contractual Obligations: Our agreements with value chain partners clearly define their responsibility to deduct and deposit statutory dues, ensuring these obligations are communicated and understood by all parties involved. Collaboration and Communication: We maintain open communication with our value chain partners, offering guidance and support to ensure accurate compliance with statutory requirements. This collaborative approach keeps all stakeholders well-informed and aligned. Continuous Improvement: We regularly review and refine our processes to enhance compliance and efficiency, ensuring that any changes in regulatory requirements are promptly integrated.			
3	Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:				
		Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose familymembers have been placed in suitable employment	
		FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
	Employees	Nil	Nil	NIL	NIL
	Workers	Nil	Nil	Nil	Nil
4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)		Throughout employment all employees receive skill upgradation training from company on regular basis. The training programmes address the specific needs and key function areas.		
5	Details on assessment of value chain partners:				
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)			

	Health and safety practices	Nil	Nil	Nil	Nil
	Working Conditions	Nil	Nil	Nil	Nil
6	Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year:				
	Sr. No.	Category	No of complaints filed during the financial year	No of complaints pending as on the end of financial year	
	1	Child labour/forced labour/ involuntary labour	0	0	
	2	Sexual harassment	0	0	
	3	Discriminatory employment	0	0	
PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS					
Essential Indicators					
1	Describe the processes for identifying key stakeholder groups of the entity.		The Company identifies individuals or groups impacted by its activities and recognizes their significance in adding value to its business chain, both presently and in the future. Accordingly, key stakeholders identified by the Company include customers, investors, government entities, shareholders, regulators, value chain partner s, and employees. Orchid acknowledges the impact of its policies, decisions, products, services, and operations on these stakeholders. Aligned with its policies, practices, and procedures, Orchid actively engages with its stakeholders to address difference s in a just, fair, equitable, and consistent manner, and implements corrective actions when necessary. The Company also collaborates with relevant stakeholders to enhance sustainable and responsible business practices.		
2	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
	Stakeholder Group	Whether identified as Vulnerable & Marginalize d Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement

	Shareholders	No	Annual General Meeting, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual reports, quarterly results, media releases and Company's website.	Ongoing	Share price movement, dividends, profitability and financial stability, climate change risk, regulatory risk, cyber risks, etc.
	Employees	No	Senior leaders' communication/talk/forum, Employee Communication (CEO Online), goal setting and performance appraisal meetings/ review, arbitration, wellness initiatives, engagement survey, email, intranet, websites, poster campaigns, circulars, a quarterly publication, and newsletters	Ongoing	Operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives
	Customers	No	Website, complaints management, helpdesk, conferences, customer surveys, face-to face meetings, E-mail, Customer feedbacks	Quarterly	To understand current business environment so that we can take calculated decisions.
	Vendors	No	Vendor meets, Virtual modes such as e-mail, telephonically	Quarterly	To understand current business environment so that we can take calculated decisions.

	Governments	No	Advocacy meetings with local/state/ national government and ministries, seminars, media releases, conferences.	Ongoing	Helps and guides in terms of connecting with Govt. Schemes in the same area for increased effectiveness, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement.
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Leadership Indicators

1	Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.	At Orchid, The Company prioritises open, structured engagement with stakeholders on economic, environmental, and social matters, with functional department heads serving as direct points of contact for their respective stakeholder groups. The stakeholder engagement and materiality assessment exercise conducted in FY 2025-26 led to the prioritization of material issues, mapping of the risks relevant to each material topic, and development of consequent risk mitigation steps. The primary outcome of the stakeholder engagement exercise resulted in the identification and prioritization of material issues relevant to environmental, social, governance, and economic aspects.
2	Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.	Yes, Orchid has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.
3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	Not applicable

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

1	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format		
	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)

		Total (A)	No. Employee's workers covered (B)		% (B/A)		Total (C)	No. employee's workers covered (D)		% (D/ C)	
Employees											
Permanent		NIL									
Other than permanent											
Total											
Workers											
Permanent		NA									
Other than permanent											
Total											
2 Details of minimum wages paid to employees and workers, in the following format											
Category		FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
		Total (A)	Equal to Minimum Wages		More than minimum wages		Total (D)	Equal to Minimum Wages		More than minimum wages	
			Nos (B)	%(B/A)	Nos (C)	%(B/A)		Nos (E)	%(E/D)	Nos (F)	%(F/D)
Employees											
Permanent								-	-		
Male		1133	4	0.35%	1129	99.65%	1078	3	0.21%	1075	99.72%
Female		36	-	-	36	100%	25	-	-	25	100%
Other than permanent											
Male		271	143	52.38%	130	47.97%	287	61	20.91%	227	79.09%
Female		19	3	15.79%	16	84.21%	28	1	3.57%	27	96.43%
Workers											
Permanent		No Workmen									
Male											
Female											
Other than permanent											
Male											
Female											
3 Details of remuneration/salary/wages, in the following format:											
a. Median remuneration / wages:											
		Male					Female				

		Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category		
	Board of Directors (BoD)	2	3,29,44,411	0	NA		
	Key Managerial Personnel (KMP)	2	37.65,856.5	0	NA		
	Employees other than BoD and KMP	1402	32,300	55	32,200		
b. Gross wages paid to females as % of total wages paid by the entity, in the following format:							
		FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)			
	Gross wages paid to females as % of total wages	2.3650%		2.1350%			
4	Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)			The Company has established a Grievance Redressal process in the Employee Manual, which outlines that employees may raise their complaints or grievances with the Human Resources department or Senior Management. No retaliation or reprisals will be taken against any employee or associate who raises concerns in accordance with this policy. A committee may be formed or appointed to investigate the reported issues. This committee is responsible for evaluating the concerns and ensuring they are addressed and resolved. In collaboration with senior management, the committee may also recommend appropriate resolutions.			
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.			Orchid understands the importance of human rights and is dedicated to upholding the human rights of its employees, communities, and suppliers. Orchid has Whistle -Blower Policy in place to cater to all the complaints regarding human rights and the employees/ affiliates address their complaints or grievances or report instances to the Vigilance and Ethics Officer of the Company. No reprisal or retaliatory action is taken against any employee/ affiliate for raising concerns under this policy.			
6	Number of Complaints on the following made by employees and workers:						
		FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)			
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
	Sexual Harassment	Nil	Nil	-	Nil	Nil	-

	Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
	Child Labour	Nil	Nil	-	Nil	Nil	-
	Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
	Wages	Nil	Nil	-	Nil	Nil	-
	Other human rights related issues	Nil	Nil	-	Nil	Nil	-
7	Complaints filed under the Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
		FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil			Nil		
	Complaints on POSH as a % of female employees / workers	Nil			Nil		
	Complaints on POSH upheld	Nil			Nil		
8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	The Company condemns all forms of discrimination, harassment, victimization, and unfair employment practices. It is committed to providing complete protection to complainants and whistleblowers. In line with its POSH Policy, the Company has established mechanisms to safeguard individuals who report incidents of discrimination or harassment, ensuring they are protected from any unfair treatment. The Company's Whistleblower Policy further ensures that no unfair treatment will be directed at a whistleblower for making a Protected Disclosure. The Company takes a strong stance against retaliation, including but not limited to, threats, intimidation, suspension, termination, demotion, transfer, refusal of promotion, or any action that obstructs the complainant's ability to continue performing their duties. Any direct or indirect use of authority to penalize or obstruct the complainant's rights will not be tolerated.					
9	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	No, but Orchid Pharma ensures that the suppliers adhere to companies code of conduct.					
10	Assessments for the year:						
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
	Child labour	Nil					
	Forced/involuntary labour	Nil					

	Sexual harassment	Nil
	Discrimination at workplace	Nil
	Wages	Nil
11	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	Not applicable as Orchid Pharma operates in the employee/worker friendly manner. Based on internal assessments, no practice detrimental to the well-being of the employees was identified. Therefore, there was no requirement for the corrective action, hence, no corrective action is underway.
Leadership Indicators		
1	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	Not applicable as Orchid Pharma has not received any human rights grievance / complaint.
2	Details of the scope and coverage of any Human rights due-diligence conducted.	The Company has not conducted any Human rights due diligence during the FY 2025-26
3	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes, most of the locations of Orchid Pharma are accessible to differently abled persons in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. Areas, including entrances, restrooms, and common spaces, have been designed to accommodate the needs of differently-abled individuals. The organization has implemented necessary measures such as ramps, elevators, and other assistive facilities to ensure equal access and inclusion for all visitors.
4	Details on assessment of value chain partners:	
		% of value chain partners (by value of business done with such partners) that were assessed
	Sexual Harassment	During the FY 2025-26, the Company has not performed any assessment of value chain partners with respect to the following points.
	Discrimination at workplace	
	Child Labour	
	Forced Labour/Involuntary Labour	
	Wages	
	Others – please specify	
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	Not Applicable
PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT		
Essential Indicators		
1	Details of total consumption (in Joules or multiples) and energy intensity, in the following format:	

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
For Renewable Resources		
Total electricity consumption (A)	164.04	167.41
Total fuel consumption (B)	6.24	6.30
Energy consumption through other sources (C)	0.00	0.00
Total energy consumption (A+B+C)	170.28	173.71
For Non-renewable Resources		
Total electricity consumption (D)	5.08	8.24
Total fuel consumption (E)	1250.53	1269.35
Energy consumption through other sources (F)	72.23	109.80
Total energy consumed from non-renewable sources (D+E+F)	1327.84	1387.39
Total energy consumed	1498.12	1561.10
(A+B+C+D+E+F)		
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000001215	0.0000001117
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	1.21	1.11
Energy intensity in terms of physical output	4.68	5.004
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		Yes, ISO 14001 Audit.
2	Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	Have sites? (Yes/No) : No. Targets achieved? (Yes/No) : No
3	Provide details of the following disclosures related to water, in the following format:	
	Parameter	FY 2025-26 (CURRENT FINANCIAL YEAR)
		FY 2024-25 (PREVIOUS FINANCIAL YEAR)
	Water withdrawal by source (in kilolitres)	

	(i) Surface water	0	0
	(ii) Ground water	226169	221554
	(iii) Third party water	0	0
	(iv) Seawater / desalinated water	0	0
	(v) Others	0	0
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	226169	221554
	Total volume of water consumption (in kilolitres)	226169	221554
	Water intensity per rupee of turnover(Total water consumption / Revenue from operations)	0.0000183463	0.0000158523
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total water consumption / Revenue from operations adjusted for PPP)	0.000373163	0.000325607
	Water intensity in terms of physical output	792.9002	606.6893
	Water intensity (optional) – the relevant metric may be selected by the entity	-	-
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes, ISO 14001 audit.	
4	Provide the following details related to water discharged:		
	Parameter	FY 2025-26 (CURRENT FINANCIAL YEAR)	FY 2024-25 (PREVIOUS FINANCIAL YEAR)
	Water discharge by destination and level of treatment (in kilolitres)	0	0
	(i) Surface water	0	0
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
	(ii) Groundwater	36703	36703
	- No treatment	0	0
	- With treatment – please specify level of treatment	36703	36703
	(iii) Third party water	0	0
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0

	(iv) Seawater / desalinated water	0	0						
	- No treatment	0	0						
	- With treatment – please specify level of treatment	0	0						
	(v) Others	0	0						
	- No treatment	0	0						
	- With treatment – please specify level of treatment	0	0						
	Total water discharged (in kilolitres)	36703	36703						
	Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes, ISO 14001 audit.							
5	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Yes, Orchid Pharma has implemented a Zero Liquid Discharge (ZLD) system across 100% of its operational unit, making it a pioneer in adopting sustainable wastewater management practices. The company has established a comprehensive Effluent Treatment Plant (ETP) designed to ensure complete elimination of liquid waste discharge, in full compliance with stringent environmental regulations. The ZLD system is implemented through a multi-stage treatment process: Primary Treatment involves the collection, neutralization, and clarification of effluents to remove large particulates and stabilize pH levels. Secondary (Biological) Treatment utilizes activated sludge processes to biologically degrade organic pollutants. Tertiary Treatment includes advanced technologies such as ultrafiltration, reverse osmosis (RO), evaporators, and Agitated Thin Film Driers (ATFD) to further purify the water. All treated water is fully recycled back into the operational processes, achieving total reuse and maintaining a true Zero Liquid Discharge status. This initiative not only minimizes the facility's environmental footprint but also demonstrates Orchid Pharma's commitment to responsible and sustainable industrial practices.							
6	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:								
	Parameter	Please specify unit	<table><tr><th>FY 2025-26 (CURRENT FINANCIAL YEAR)</th><th>FY 2024-25 (PREVIOUS FINANCIAL YEAR)</th></tr><tr><td>NOx</td><td>Ton/annum</td><td>222.25</td><td>129.20</td></tr></table>	FY 2025-26 (CURRENT FINANCIAL YEAR)	FY 2024-25 (PREVIOUS FINANCIAL YEAR)	NOx	Ton/annum	222.25	129.20
FY 2025-26 (CURRENT FINANCIAL YEAR)	FY 2024-25 (PREVIOUS FINANCIAL YEAR)								
NOx	Ton/annum	222.25	129.20						

	SOx	Ton/annum	127.08	145.46
	Particulate Matter (PM)	Ton/annum	56.70	40.42
	Persistent Organic Pollutants (POP)	Ton/annum	-	-
	Volatile Organic Compounds (VOC)	Ton/annum	-	-
	Hazardous Air Pollutants (HAP)	Ton/annum	-	-
	Others – please specify	Ton/annum	-	-
	Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		Yes, ISO 14001 Audit.	
7	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
	Parameter	Unit	FY 2025-26 (CURRENT FINANCIAL YEAR)	FY 2024-25 (PREVIOUS FINANCIAL YEAR)
	Total Scope 1 emissions(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	54412.00	74800.30
	Total Scope 2 emissions(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	Metric tonnes of CO2 equivalent	12806.00	16621.40
	Total Scope 1 and Scope 2 emissions per rupee of turnover(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	0.0000054526	0.0000065413
	Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		123.30	159.26
	Total Scope 1 and Scope 2 emission intensity in terms of physical output		119.93	142.32
	Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	Metric tonnes of CO2equivalent/ Ton of product	123.30	159.26
	Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No	

8	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	Initiatives to Reduce Green House Gas emission Electrical Energy: Orchid consumes both renewable and non-renewable energy to fulfil the requirement of electrical energy. Initially the total requirement of electrical energy was from only non-renewable sources. Since the year 2021, we started using renewable energy from solar & wind to improve our environment sustainability by reducing the carbon emission. Renewable energy is purchased form the service providers by entering into an agreement and the non-renewable energy is supplied by the state Government body (Tamil Nadu Electricity Board (TNEB)). We are continually improving in the usage of renewable energy to achieve our goal of more than 95 % in the year 2045.Total renewable energy consumption: Orchid started using renewable energy from solar & wind to improve our environment sustainability by reducing the carbon emission. Renewable energy is purchased form the service providers by entering into an agreement. We are continually improving in the usage of renewable energy to achieve our goal of more than 95 % in the year 2045.	
9	Provide details related to waste management by the entity, in the following format:		
Parameter		FY 2025-26 (CURRENT FINANCIAL YEAR)	FY 2024-25 (PREVIOUS FINANCIAL YEAR)
Total Waste generated (in metric tonnes)			
Plastic waste (A)		25	21
E-waste (B)		0	0
Bio-medical waste (C)		2.45	2.82
Construction and demolition waste (D)		0	0
Battery waste (E)		3.14	1324
Radioactive waste (F)		0	0
Other Hazardous waste. Please specify, if any. (G)		2981.55	1158.44
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		13963.2	14523.7
Total (A+B + C + D + E + F + G + H)		16975.4	17030.0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled		3.14	1324
(ii) Re-used		2980.55	1157.43

	(iii) Other recovery operations	-	0	
	Total	2983.69	2481.44	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)				
	Category of waste			
	(i) Incineration	1.005	1.005	
	(ii) Landfilling	0	0	
	(iii) Other disposal operations	0	0	
	Total	1.005	1.005	
	Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes, ISO 14001 Audit		
10	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.		The Company follows a systematic waste management approach based on the 4R principles of Reduce, Reuse, Reclaim and Recycle to minimise waste generation and optimise resource utilisation. Waste is segregated at source into recyclable, biodegradable, hazardous and general waste streams, with recyclable materials sent to authorised recyclers and biodegradable waste treated through composting or other suitable methods, wherever feasible. Liquid waste generated from manufacturing processes is segregated as per in-house specifications, treated through the Zero Liquid Discharge (ZLD) facility and recycled for reuse in cooling tower operations, thereby reducing fresh water consumption. Hazardous waste, including contaminated containers and oils, is safely stored in designated areas and disposed of through authorised waste-management agencies in accordance with applicable regulations. The Company also focuses on reducing the use of hazardous and toxic chemicals through optimised processes, accurate dosing, preventive maintenance and employee training on safe handling.	
	S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	1	Orchid Pharma Limited, Alathur	Bulk drug, Pharmaceutical	Yes
	2	Gurugram	API Bulk Manufacturing	Yes
12	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:			

	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicate in public domain (Yes/No)	Relevant Web link
	No EIA project was undertaken during the current FY					
13	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:			Consent to Operate (CTO) under water act, validity up to 31.03.2031. Consent to Operate (CTO) under water act, validity up to 31.03.2031. Authorization under Hazardous and Other Waste Management Rules, validity up to 31.03.2031		
	Sr. no.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution controlboards or by courts	Corrective action taken (if any)	
	-	-	-	-	-	
Leadership Indicators						
1	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):					
	(i) Name of the area:			Well water is purchased from third party		
	(ii) Nature of operations:					
	(iii) Water withdrawal, consumption and discharge in the following format:					
	Parameter	FY 2025-26 (CURRENT FINANCIAL YEAR)		FY 2024-25 (PREVIOUS FINANCIAL YEAR)		
	Water withdrawal by source (in kilolitres)					
	(i) Surface water	0		0		
	(ii) Groundwater	226169		221554		
	(iii) Third party water	0		0		
	(iv) Seawater / desalinated water	0		0		
	(v) Others	0		0		

Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	226169	221554
Total volume of water consumption (in kilolitres)	226169	221554
Water intensity per rupee of turnover(Total water consumption / turnover)	0.0000183463	0.0000158523
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000373163	0.000325607
Water intensity in terms of physical output	792.9002	606.6893
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	36703	36703
- No treatment	0	0
- With treatment – please specify level of treatment	36703	36703
(iii) Into Third party water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Into Seawater / desalinated water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	36703	36703
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes, ISO 14001 Audit	
2	Please provide details of total Scope 3 emissions & its intensity, in the following format:	
Parameter	Unit	FY 2025-26 (CURRENT FINANCIAL YEAR) FY 2024-25 (PREVIOUS FINANCIAL YEAR)

	Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	905974	1968317
	Total Scope 3 emissions per rupee of turnover		0.0000734	0.00014083
	Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	1662.3	3433.6
	With treatment – please specify level of treatment	-	-	-
	Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No	
3	With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.		NA	
4	If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:			
	S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
	1	Utilization of Renewable energy to reduce GHG emission.	The Company has increased its use of renewable energy from solar and wind sources to reduce GHG emissions and improve environmental sustainability. Renewable energy currently accounts for 68% of total energy consumption, supported by continued efforts to further increase the share of renewable energy.	49410 Tons of CO ₂ emission reduced.
	2	Implemented Zero Liquid Discharge facility to treat wastewater.	The Company has implemented a Zero Liquid Discharge (ZLD) system across its operations, supported by a comprehensive Effluent Treatment Plant (ETP). The system involves multi-stage treatment, including primary, biological and advanced treatment processes such as ultrafiltration, reverse osmosis, evaporation and ATFD. The treated water is recycled and reused in operational processes, thereby minimizing liquid waste discharge, reducing freshwater consumption and supporting sustainable water management practices.	126655 Liters of fresh water consumption reduced.

	3	APCD	OCEMS Installed	Less air emission
5	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.			Orchid Pharma Ltd. developed business continuity plan for the purpose to develop its own effective business continuity plans. This also aims to provide a common basis and understanding for identifying key assets, assessing the risks and their impacts and following the development of these plans to test, implement and maintain them. A framework of management tasks for undertaking the necessary planning processes towards developing organisation-wide business continuity plans is set out in this document both in summary and detail. Within the development of business continuity plans, it is vital that they contain both contingency and recovery components, defining the organisation's arrangements for achieving acceptable interim levels of service and for how full services will be resumed. Orchid Pharma Ltd., needs to ensure that there are adequate and robust plans developed to meet differing contingencies and core service requirements. Plans shall address acceptable and sustainable service levels, options for fall back, systems recovery and co-ordination arrangements covering three main business areas: Service Continuity: Ensuring that at all times and in all circumstances, Orchid Pharma Ltd can continue to operate its core services to at least a minimum pre-determined level. IM&T Continuity: Ensuring the continuity or recovery of Orchid Pharma Ltd., IM&T systems within required time-scales, following interruption to or failure of critical processes. Major Incidents: These have a high impact on the services, systems and business processes. Such plans are the subject of separate detailed guidance. They are included in summary form within this document because of similarities in the approach and the occasional difficulty in identifying the boundaries between them. To be effective Orchid Pharma Ltd., shall take an integrated approach towards Business Continuity Planning, addressing all three business areas. Wherever possible this shall draw work already undertaken in these areas and capitalise upon existing continuity plans. All potentially affected employees shall be aware of their own roles and responsibilities and what actions they are expected to take in the event of interruptions to their business activities. To achieve this, orchid Pharma Ltd., shall provide adequate skills training and awareness. Business Continuity Planning also presents the opportunity for Orchid Pharma Ltd., to review its business approach, examine processes, improve procedures and practices and thereby

		improve the company's resilience to loss of, or interruption to their services and systems, as well as reducing the probability of any disruption. However, changes in risk profiles are likely to affect the vulnerability of the company and therefore plans shall be tested, reviewed and updated at regular intervals, on an annual basis. Any change to business continuity plans shall take place under formal change control procedures Emergency Response and Crisis Management Plan This onsite emergency plan is made with a view to control the emergency situation effectively and to achieve the above said objectives. An emergency, if not controlled may cause a disaster and a disaster may create a catastrophe. Hence advance planning and proper training to each and every employee in this emergency function is very essential to prevent any misunderstanding and disorder during an emergency. Keeping above in view, this plan titled "Onsite emergency plan". Outlines the basic course of action to be followed by ORCHID PHARMA LTD, employees in case of any emergency situation arises such as major fire or explosion, chemical spills, release of toxic, flammable or hazardous chemicals or any other similar condition which may occur either in or around the plant premises. The highest-ranking technical person present in the plant at the time of the emergency will have the overall responsibility of supervising and coordinating the course of action to be taken to tackle the emergency. Everyone concerned should be thoroughly familiar with his responsibilities as mentioned in this plan.
6	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?	No significant adverse impact has been observed from the value chain, pertaining to environment. As an adaptation measure, we assess the critical vendors based on ESG parameters and have implemented vendor engagement programs to improve their capabilities, wherever required.
7	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	100%
PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT		
Essential Indicators		
1	a. Number of affiliations with trade and industry chambers/ associations.	6
	b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.	

	S. No.	Name of the trade and industry chambers/ associations		Reach of trade and industry chambers/ associations(State/National)		
	1	Haryana Food and Drug Administration		State		
	2	Central Food and Drug Administration		National		
	3	Chamber of Commerce		National		
	4	Directorate General of Foreign Trade		National		
	5	TUV SUD		National		
	6	Madras Chamber of Commerce		National		
2	Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.					
	Name of authority		Brief of the case		Corrective action taken	
	Nil					
Leadership Indicators						
1	Details of public policy positions advocated by the entity:					
	S.No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/Others – please specify)	Web Link, if available
	NIL					
PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT						
Essential Indicators						
1	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.					
	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
	No SIA taken					
2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:					

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY(In INR)
NA						
3	Describe the mechanisms to receive and redress grievances of the community.			The company visits the nearby communities periodically to engage with them and redress their concerns and grievances. All community issues are adequately monitored and resolved on time.		
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
		FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)		
	Directly sourced from MSMEs/ small producers	8.56%		8.72%		
	Sourced directly from within the district and neighbouring districts	32.16%		32.17%		
5	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost					
	Location	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)		
	Rural	100%		100%		
	Semi Urban	NA		NA		
	Urban	NA		NA		
	Metropolitan	NA		NA		
Leadership Indicators						
1	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):					
	Details of negative social impact identified			Corrective action taken		
	NA					
2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:					
	S. No.	State	Aspirational District		Amount spent (In INR)	
	NIL					
3	a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)			No, the Company does not have any preferential procurement policy focusing on suppliers from marginalized / vulnerable groups.		

b. From which marginalized /vulnerable groups do you procure?	Not Applicable
c. What percentage of total procurement (by value) does it constitute?	Not Applicable

4	Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:			
	S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)
				1. Financial Value Creation
	1	IP assets	Acquired	The acquisition of Allecra's assets has strengthened Orchid Pharma's long-term revenue potential by securing the global rights to commercialize and license the acquired product portfolio. This enables the Company to establish strategic licensing partnerships across international markets, diversify revenue streams through royalty and licensing income, and enhance the long-term value generated from its intellectual property assets. 2. Innovation and Intellectual CapitalThe acquisition has significantly enhanced Orchid Pharma's innovation capabilities by providing the rights to undertake further clinical development and generate additional intellectual property for the acquired products. A key example is the ongoing Pediatric Investigation Plan (PIP) clinical trial in Europe, which is expected to expand the scientific evidence base, strengthen regulatory approvals, and improve patient access to advanced therapies. These initiatives reinforce the Company's commitment to innovation, responsible healthcare, and sustainable long-term value creation.
5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.			

	Name of authority	Brief of the Case	Corrective action taken				
	No. There is no dispute with regard to Intellectual Property.	Nil	Nil				
6	Details of beneficiaries of CSR Projects: CSR projects undertaken by the company are focused on reaching out to and helping those in need. Company has undertaken CSR initiatives for the local community around the manufacturing unit. Initiatives are listed below: 1. JCB Usage for local activities 2. Funeral expenses of the locals 3. Local temple Priest cost 4. Sport sponsorship 5. Promotion of Education Company is not able to estimate the no. of beneficiaries.						
PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER							
Essential Indicators							
1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.		The company has a comprehensive complaint management process to facilitate timely redressal of the complaints. Once we receive a customer complaint, we immediately verify the control sample which are available with us and compare the results with that of the customer's. If found to be defective, the product will be recalled at our own cost and replaced. If the test results does not match, we could engage in a discussion and correct their method testing(if required).				
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:						
	Parameters		As a percentage to total turnover				
	Environmental and social parameters relevant to the product		NA				
	Safe and responsible usage		100 %				
	Recycling and/or safe disposal		NA				
3	Number of consumer complaints in respect of the following:						
		FY 2025-26	FY 2024-25				
		Received during theyear	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remark
	Data privacy	Nil	Nil	NA	Nil	Nil	NA
	Advertising	Nil	Nil	NA	Nil	Nil	NA
	Cyber-security	Nil	Nil	NA	Nil	Nil	NA
	Quality of Products	Nil	Nil	NA	Nil	Nil	NA

	Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
	Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
	Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
	Other	9	Nil	NA	4	Nil	NA
4	Details of instances of product recalls on account of safety issues:						
				Number	Reasons for recall		
	Voluntary recalls			No such instances	No such instances		
	Forced recalls			No such instances	No such instances		
5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.				Yes, the Company has Internal Cyber Security Policy. From governance perspective, cyber risks are monitored and mitigated through the Risk Management framework stated in Risk Management Policy.		
6	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.				NA		
7	Provide the following information relating to data breaches:						
	a. Number of instances of data breaches				NIL		
	b. Percentage of data breaches involving personally identifiable information of customers				NIL		
	c. Impact, if any, of the data breaches				NIL		
Leadership Indicators							
1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).				The Company's website provides detailed information on the products sold region - wise.		
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.				The company shares Material Safety Data Sheets (MSDS) with all its shipment to ensure the safe and responsible handling of our products.		
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.				The company conducts periodic meetings with customers to discuss potential risks of disruption or discontinuation of essential services and the measures undertaken to mitigate such risks.		
4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)				No		