



## Certificate on Corporate Governance

To,  
The Members,  
**Sequent Scientific Limited**  
301, 3<sup>rd</sup> Floor, Dosti Pinnacle,  
Plot No. E7, Road No.22,  
Wagle Industrial Estate,  
Thane West – 400 604

We have examined the compliance of conditions of Corporate Governance by Sequent Scientific Limited ('the Company'), for the financial year ended on 31<sup>st</sup> March, 2023, as stipulated in regulations 17 to 27 and clauses (b) to (i) of regulation 46(2) and para C and D of Schedule V of Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015 to the extent applicable.

The compliance with conditions of Corporate Governance is the responsibility of the management. Our examination was limited to the procedures and implementation thereof adopted by the Company for ensuring the compliance of the conditions of the Corporate Governance. It is neither an audit nor an expression of opinion on the financial statements of the Company.

In our opinion and to the best of our information and according to the explanations given to us and the representations made by the management, we certify that the Company has complied with the conditions of Corporate Governance as stipulated in the above mentioned Regulations.

We further state that such compliance is neither an assurance as to the future viability of the Company nor the efficiency or effectiveness with which the management has conducted the affairs of the Company.

Signature:  
Name:- **Nilesh Shah (Partner)**

For:- **Nilesh Shah & Associates**  
FCS: 4554  
C.P.: 2631

Date: 23.05.2023  
Place: Mumbai  
Peer Review No.: 698/2020  
UDIN: F004554E000361328

## Business Responsibility & Sustainability Report



At Sequent Scientific Ltd., we believe in partnering & empowering our stakeholders and creating a culture of transparency and accountability. We see our responsibility to take the lead in sustainable development not only as a duty to the society but also as an opportunity to give back to the society. By embracing sustainable development and going beyond minimum information disclosure requirements and regulatory compliance, we aim to protect and deliver value to all our stakeholders.

We welcome the reporting framework 'Business Responsibility and Sustainability Reporting' ("BRSR") introduced by the Securities and Exchange Board of India ("SEBI") containing detailed Environmental, Social and Governance ("ESG") disclosures and we have, at length added to the previous year's Business Responsibility Report.

On these lines, the directors present the 'Business Responsibility & Sustainability Report' (BRSR) of the Company for FY23, pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015. In an endeavour to go beyond and above the statutory requirements of disclosing and describing the initiatives taken by the Company through this reporting mechanism, the Company feels it is necessary to chart out its journey so far and ahead in alignment with the globally accepted ESG principles like UNSDGs, GRI & TCFD.

In this report, the words – 'Sequent', 'We', 'Our' are used interchangeably to denote Sequent Scientific Ltd.

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	<b>L99999MH1985PLC036685</b>	
2. Name of the Listed Entity	<b>Sequent Scientific Limited</b>	
3. Year of incorporation	<b>1985</b>	
4. Registered office address	<b>301, 3<sup>rd</sup> Floor, Dosti Pinnacle, Plot No. E7, Road No. 22, Wagle Industrial Estate, Thane West – 400604, Maharashtra, India</b>	
5. Corporate address	<b>301, 3<sup>rd</sup> Floor, Dosti Pinnacle, Plot No. E7, Road No. 22, Wagle Industrial Estate, Thane West – 400604, Maharashtra, India</b>	
6. E-mail	<b>investorrelations@sequent.in</b>	
7. Telephone	<b>+91 22 4 1114777</b>	
8. Website	<b>www.sequent.in</b>	
9. Financial year for which reporting is being done	<b>2022-2023</b>	
10. Name of the Stock Exchange(s) where shares are listed:	Name of the Exchange <b>National Stock Exchange of India Ltd. (NSE)</b> <b>BSE Ltd. (BSE)</b>	Stock Code <b>SEQUENT</b> <b>512529</b>
11. Paid-up Capital	<b>₹498.87 million</b>	
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	<b>Name: Mr. Krunal Shah, Company Secretary</b> <b>Tel.: +91 22 4 1114777</b> <b>Email: investorrelations@sequent.in</b>	
13. Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	<b>The disclosures under this report are made on a standalone basis for Sequent Scientific Ltd. and Indian Operations of Alivira Animal Health Ltd. &amp; Sequent Research Ltd. – which are wholly owned subsidiaries of Sequent Scientific Limited – wherever applicable.</b>	

**II. Products/ services**

14. 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.	Pharmaceuticals	Manufacturer of high quality Active Pharmaceutical Ingredients (API), Formulations and Research & Testing Activity	100%

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

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1.	Albendazole	21005	20%
2.	Triclabendazole	21005	15%
3.	Clorsulon	21005	8%
4.	Others	21005	57%

**III. Operations**

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



17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	69

b. What is the contribution of exports as a percentage of the total turnover of the entity: Total contribution of exports is 66% of the total turnover of the Company.

c. A brief on types of customers

Sequent provides products for both B2B and B2C customers. For API, our customers are global animal health companies including generic companies, those who have their own brands in animal health category. Our Formulations business is a B2C segment.

**IV. Employees**

18. 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	821	742	90.4%	79	9.6%
2.	Other than Permanent (E)	0	0	0.0%	0	0.0%
3.	Total employees (D + E)	821	742	90.4%	79	9.6%
<b>WORKERS</b>						
4.	Permanent (F)	480	479	99.8%	1	0.2%
5.	Other than Permanent (G)	89	87	97.8%	2	2.2%
6.	Total workers (F + G)	569	566	99.5%	3	0.5%

b. Differently abled Employees and workers:

There are no differently abled employees/ workers covered by the definition of disabled under 'The Rights of Persons with Disabilities Act, 2016' and rules made thereunder.

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel*	2	0	0

\*KMP include CFO &amp; CS

20. Turnover rate for permanent employees and workers

	FY23			FY22			FY21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	36.2%	40.5%	36.6%	35.6%	40.6%	36%	36.6%	43.5%	37.1%
Permanent Workers	40%	0%	40%	46%	0%	46%	51%	0%	51%

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

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

S. No.	Name of the holding/ Subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Alivira Animal Health Limited (India)	Subsidiary	100%	Yes
2.	SeQuent Research Limited (India)	Subsidiary	100%	Yes

The above table refers to Indian Subsidiaries. Rest of the subsidiaries/ associate Companies details are provided at Annexure 1 of the Board's Report, and they are not part of BR initiatives of Sequent.

**VI. CSR Details**

22.

- i Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- ii Turnover (in ₹) : **2226.85 million (As on March 31, 2023)**
- iii Net worth (in ₹) : **10583.62 million (As on March 31, 2023)**

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY23			FY22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes Statutory mechanism specified under Companies Act & SEBI is followed & <a href="mailto:investors@sequent.in">investors@sequent.in</a> is the email id to raise grievances	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes Statutory mechanism specified under Companies Act & SEBI is followed & <a href="mailto:investors@sequent.in">investors@sequent.in</a> is the email id to raise grievances	Nil	Nil	NA	Nil	Nil	NA
Employees and Workers	Yes (Available on Intranet)	Nil	Nil	NA	Nil	Nil	NA
Customers	Complaint grievance is received from field force	2	0	NA	1	0	NA
Value Chain Partners	Our Supply Chain team is the designated forum for all value chain partners to redress their grievances	Nil	Nil	NA	Nil	Nil	NA

24. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to the business:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk opportunity (Indicate positive or negative implications)
1	Affordability & Pricing	Risk	Animal Health medicines are used substantially for food producing animals. Economic cycles and variations in agricultural prices impact the affordability of medicines.	Constant R&D and innovations in techniques, processes & input material management helps Sequent mitigate this risk & effective mitigation leads to increased sustainability of the market	Negative & Positive
2	High Value -Limited Number of customers	Risk	Considering the B2B nature of transactions and limited number of high value customers, loss of one or more of these significant customers or a reduction in the amount of business Sequent obtains from them could have an adverse effect on our business, financial condition and results of operations.	Sequent endeavors to constantly innovate and expand customer base to reduce concentration of business	Negative
3	Employee Recruitment, Development & Retention	Risk	Animal Health and pharmaceuticals companies face intense competition for employees. The industry relies on highly skilled employees to develop new products, conduct clinical trials, manage government regulations, and commercialize new products.	Sequent strives to retain employees considering a constrained talent pool through progressive employee friendly practices which in turn can give us an edge in terms of subject matter expertise	Negative & Positive
4	Supply Chain Management	Risk	For Animal Health & Pharmaceuticals industry, supply chain quality is essential to protecting consumer health and corporate value. Biotechnology and pharmaceuticals firms that fail to ensure quality throughout their supply chains are susceptible to lost revenue, supply disruptions, and reputational damage.	Sequent focuses on betterment of its supply chain programme & policies and is focused on sustainable ways to channelize its supply chain thereby protecting shareholder value. With adequate policies & processes in place, Sequent targets to ensure business continuity in Supply chain management	Negative & Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk opportunity (Indicate positive or negative implications)
5	Environment Impact Management & GHG Emissions	Risk	The nature of activities including usage of materials & adoption of processes which are more likely to cause GHG emissions is a major contributor to adverse environmental impact by Sequent.	The efforts taken by Sequent to minimize the impact of its activities on the environment and reduction of GHG emissions are described in Principle 6 – Essential Indicator 7.	Negative
6	Business Ethics	Risk	Animal Health and pharmaceuticals firms are subject to various international, national, and state laws pertaining to health care fraud and abuse. For example, in the U.S., anti-kickback laws and the Foreign Corrupt Practices Act generally prohibit companies from making payments for the purpose of obtaining or retaining business.	Sequent follows the highest standard of ethics & governance through well documented policies and training. Sequent endeavors to ensure optimum compliance through effective corporate governance practices reducing regulatory risks	Negative & Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. 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)	The policies are approved by the functional heads and few of them have been adopted by the Board								
c. Web Link of the Policies, if available									

Sr No	Policies of Sequent	Weblink	Principle covered
1	Sequent Familiarization Programmes for Independent Director	<a href="https://www.sequent.in/pdf/independent-director/Familiarization_Programme_2021-2022.pdf">https://www.sequent.in/pdf/independent-director/Familiarization_Programme_2021-2022.pdf</a>	P1
2	Code of Conduct for Board & Senior Management	<a href="https://www.sequent.in/pdf/code-of-conduct/Code%20of%20Conduct%20&amp;%20Ethics_Board%20of%20Directors.pdf">https://www.sequent.in/pdf/code-of-conduct/Code%20of%20Conduct%20&amp;%20Ethics_Board%20of%20Directors.pdf</a>	P1
3	Sequent Whistle Blower Policy	<a href="https://www.sequent.in/pdf/policies/Whistle%20Blower%20Policy.pdf">https://www.sequent.in/pdf/policies/Whistle%20Blower%20Policy.pdf</a>	P1
4	Sequent Policy on Preservation and Archival of Documents	<a href="https://www.sequent.in/pdf/policies/SSL_Policy%20for%20preservation%20of%20documents.pdf">https://www.sequent.in/pdf/policies/SSL_Policy%20for%20preservation%20of%20documents.pdf</a>	P1
5	Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons and their Immediate Relatives	<a href="https://www.sequent.in/pdf/policies/Sequent_Code%20of%20Conduct%20for%20Insider%20Trading.pdf">https://www.sequent.in/pdf/policies/Sequent_Code%20of%20Conduct%20for%20Insider%20Trading.pdf</a>	P1

Sr No	Policies of Sequent	Weblink	Principle covered
6	Code Of Conduct for Fair Disclosure of Unpublished Price Sensitive Information	<a href="https://www.sequent.in/pdf/policies/CODE%20OF%20CONDUCT%20FOR%20FAIR%20DISCLOSURE.pdf">https://www.sequent.in/pdf/policies/CODE%20OF%20CONDUCT%20FOR%20FAIR%20DISCLOSURE.pdf</a>	P1
7	Ethics Policy	Internal	P1
8	Risk Management Policy	<a href="https://www.sequent.in/polices-financials-subsiidiaries.aspx">https://www.sequent.in/polices-financials-subsiidiaries.aspx</a>	P1, P2
9	Sequent Supplier Code of Conduct	<a href="https://www.sequent.in/pdf/code-of-conduct/Sequent-Supplier_Code_of_Conduct.pdf">https://www.sequent.in/pdf/code-of-conduct/Sequent-Supplier_Code_of_Conduct.pdf</a>	P1, P2
10	IT Policy	Internal	P1, P2, P7
11	Sequent Policy on Determination of Materiality for Disclosure of Events or Information	<a href="https://www.sequent.in/pdf/policies/Policy%20on%20Determination%20of%20Materiality%20for%20Disclosure%20of%20Events%20or%20Information.pdf">https://www.sequent.in/pdf/policies/Policy%20on%20Determination%20of%20Materiality%20for%20Disclosure%20of%20Events%20or%20Information.pdf</a>	P1, P4
12	Gift Policy (Part of Anti-Corruption Compliance Policy)	Internal	P1, P4
13	Policy on Related Party Transactions, Materiality of Related Party Transactions, Dealing with Related Party Transactions & Determination of Material Subsidiaries	<a href="https://www.sequent.in/pdf/policies/Sequent_Policy%20on%20Determination%20of%20Material%20Subsidiaries_2019.pdf">https://www.sequent.in/pdf/policies/Sequent_Policy%20on%20Determination%20of%20Material%20Subsidiaries_2019.pdf</a>	P1, P4, P7
14	Code on Prevention of Insider Trading	Internal	P1, P4, P7
15	Policy on prevention of Harassment & Discrimination	<a href="https://www.sequent.in/pdf/policies/ANTI-DISCRIMINATION%20POLICY.pdf">https://www.sequent.in/pdf/policies/ANTI-DISCRIMINATION%20POLICY.pdf</a>	P1, P5, P8
16	Anti-Corruption Compliance Policy	Internal	P1, P7
17	Board Diversity Policy	<a href="https://www.sequent.in/pdf/policies/SeQuent's%20Board%20Diversity%20Policy.pdf">https://www.sequent.in/pdf/policies/SeQuent's%20Board%20Diversity%20Policy.pdf</a>	P1, P8
18	Sustainable Procurement Policy	Internal	P2, P3, P9
19	Environment, Health & Safety Policy	<a href="https://www.sequent.in/pdf/policies/EHS%20Policy.pdf">https://www.sequent.in/pdf/policies/EHS%20Policy.pdf</a>	P2, P6
20	Human Rights Policy	Internal	P3
21	Sequent's Policy on Director's Appointment and Remuneration	<a href="https://www.sequent.in/pdf/policies/Sequent%E2%80%99s%20Policy%20on%20Director%E2%80%99s%20Appointment%20and%20Remuneration.pdf">https://www.sequent.in/pdf/policies/Sequent%E2%80%99s%20Policy%20on%20Director%E2%80%99s%20Appointment%20and%20Remuneration.pdf</a>	P3, P4
22	Sequent Policy on Dividend Distribution	<a href="https://www.sequent.in/pdf/policies/Sequent_Dividend_Distribution_Policy.pdf">https://www.sequent.in/pdf/policies/Sequent_Dividend_Distribution_Policy.pdf</a>	P3, P4
23	Flexible Working Hours & Paternity Leave Policy	Internal	P3, P4
24	Employee Insurance Policy	Internal	P3, P5
25	Sequent Corporate Social Responsibility (CSR) Policy	<a href="https://www.sequent.in/pdf/policies/CSR%20Policy.pdf">https://www.sequent.in/pdf/policies/CSR%20Policy.pdf</a>	P4, P8
26	Prevention of Sexual Harassment Policy	<a href="https://www.sequent.in/pdf/policies/POLICY%20OF%20PREVENTION%20OF%20SEXUAL%20HARASSMENT%20OF%20WOMEN%20(POSH).pdf">https://www.sequent.in/pdf/policies/POLICY%20OF%20PREVENTION%20OF%20SEXUAL%20HARASSMENT%20OF%20WOMEN%20(POSH).pdf</a>	P5
27	Employee Grievance Policy	Internal	P5
28	Policy on Equal Opportunity (Part of Anti-Discrimination Policy)	Internal	P8

Apart from the policies marked as 'Internal', all the policies are available at [www.sequent.in/polices-financials-subsiidiaries.aspx](http://www.sequent.in/polices-financials-subsiidiaries.aspx)



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	No	No	No	No	No	No	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>ISO 45001: 2018 - This specifies requirements for an occupational health and safety (OH&amp;S) management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&amp;S performance. The Company obtained the certificate in 2022.</p> <p>ISO 14001: 2015 - This specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance. The Company obtained the certificate in 2022.</p> <p>Mahad unit achieved silver medal in EcoVadis sustainable rating FY22.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sequent has already started its ESG journey and it maintains and implements a well-defined Environmental, Health and Safety policy which covers all the subsidiaries, key suppliers, and contractors, and is communicated to all the stakeholders. The Company is in process of evaluating status of its alignment with the Global Initiatives and goals towards sustainable business practices, decarbonization and GHG emission reduction and shall endeavor to consider the same in coming years.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Sequent has already started its ESG journey and it maintains and implements a well-defined Environmental, Health and Safety policy which covers all the subsidiaries, key suppliers, and contractors, and is communicated to all the stakeholders. The Company is in process of evaluating status of its alignment with the Global Initiatives and goals towards sustainable business practices, decarbonization and GHG emission reduction and shall endeavor to consider the same in coming years.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>We, at Sequent, are committed towards bettering our efforts at Environment, Social and Governance practices that we follow in our thoughts and actions. We understand the significance of responsible manufacturing practices in pharmaceutical sector and strive to negate impact of our operations on ecological footprints through efficient resource utilization, waste management, GHG reduction and reclamation efforts. We strive to get aligned with target to achieve net-zero emission in coming years. Through risk identification and formulating mitigation measures, we already have started our journey to be a more responsible and sustainable organization for a better future of the planet.</p> <p>Further, our operations are conducted with utmost regard for the welfare and safety of our employees, as well as the communities we operate in. We promote diversity, inclusivity, and ethical practices, fostering a positive and transparent work culture. With a robust governance framework, we ensure accountability, integrity, and sound decision-making. Through our integrated approach towards technological development and advancement, we strive to deliver a broad range of sustainable outcomes across the three pillars of ESG.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sharat Narasapur, Joint Managing Director								
9. 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 take all the sustainability related decisions.								

## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Performance against above mentioned policies and follow up action is reviewed by the Board of Directors, Nomination and Remuneration Committee, Risk Management Committee and Audit Committee, as applicable. The periodicity of these reviews is annual, once in every two to three years or whenever an update is required due to change in applicable laws.									Periodically								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company monitors and completes the compliances on timely basis.									Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Operationalization and effectiveness of policies have been evaluated by Dhir & Dhir Associates, a Law Firm. Evaluation was conducted on effectiveness of the working of policies.																	

## 12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA								
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

## PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

## Essential Indicators

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

Segment	Total Number of Training and awareness Programmes held	Topics/Principles Covered Under the Training and its Impact	% of Persons in Respective Category Covered by the Awareness Programmes
Board of Directors	1	Awareness on BRSR and its principles	100%
Key Managerial Personnel	1	Awareness on BRSR and its principles	100%



Segment	Total Number of Training and awareness Programmes held	Topics/Principles Covered Under the Training and its Impact	% of Persons in Respective Category Covered by the Awareness Programmes
Employees other than BoD and KMPs	1	Awareness on BRSR and its principles, Code of Ethics, Company Philosophy Policy on Confidentiality of Company Information, Data Integrity, Whistle Blower Policy, Employee Grievance Policy, Sequent Code of Conduct for Prohibition of Insider Trading, Anti-Discrimination Policy, Policy of Prevention of Sexual Harassment, Economic Sanction Policy, Anti-money Laundering & counter terrorism financing compliance Policy, Anti-corruption compliance Policy, Prohibition of Child Labour, Cyber Crime, PIT Regulations	100%
Workers	1	Code of Ethics, Company Philosophy, Policy on Confidentiality of Company Information, Data Integrity, Whistle Blower Policy, Employee Grievance Policy, Sequent Code of Conduct for Prohibition of Insider Trading, Anti-Discrimination Policy, Policy of Prevention of Sexual Harassment Economic Sanction Policy, Anti-money Laundering & counter terrorism financing compliance Policy, Anti-corruption compliance Policy, Prohibition of Child Labour	100%

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding Fee	NA	NA	NA	NA	NA

	Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

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/
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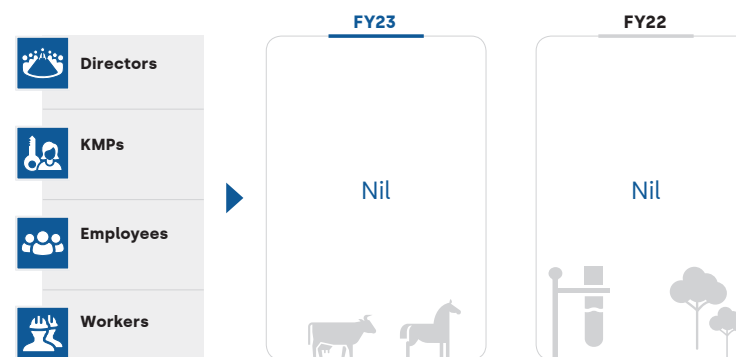
Nil

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.

Yes, The Company has formulated and adopted the Anti-Corruption Compliance Policy as applicable in the jurisdiction of the country where it operates, which applies to all directors, officers, as well as full-time, part-time, and temporary employees of the Company. This Policy, along with the internal controls herein have been designed to prevent bribery or any sort of wrongdoings from occurring and enables the Company to respond promptly and effectively to any inquiries about its conduct and the conduct of those acting on the Company's behalf.

Web link to access the policy: <https://sequent.in/polices-financials-subsidiaries.aspx> (available on the intranet)

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



There were no cases of any disciplinary action taken by any law enforcement agency against Directors/ KMPs/ employees/ workers.

6. Details of complaints with regard to conflict of interest:

	FY23		FY22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

The Company has a robust mechanism to curb potential conflicts of interest. It obtains the declarations from the Board and KMP on a yearly basis and ensures to monitor all the transactions in which they are / might be interested.

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.

No penalties or strictures have been imposed on the Company by the any regulatory authority.



### Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes)
3	Code of Conduct, Sustainable procurement, Transportation Safety.	Training was imparted to 5 key suppliers. They contribute to more than 50% of business of Sequent and Alivira

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.

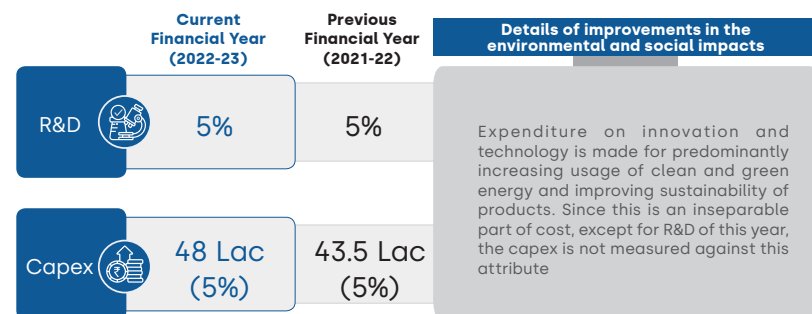
Yes, as per the companies Code of Conduct & Ethics policies, if a director who has an actual or potential conflict of interest, including any of the situations described above, must disclose to the Board:

- the existence and nature of the actual or potential conflict of interest and
- all facts known to him/her regarding the transaction that may be material to a judgement about whether to proceed with the transaction. The director may proceed with the transaction only after receiving approval from the Board.

### 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.



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

Yes, the Company procures API's, Intermediates, Excipients, Raw materials and packing materials which are used in the manufacturing of Intermediates, API and Formulations in a sustainable manner which is enviro-social friendly. This is supported by the sustainable procurement policy that we have adopted and is available internally to all the stakeholders as specified in Section B of this report.

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

Since Sequent tries to procure all the ingredients sustainably, exact computation of percentage is not being done.

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.

The Company has a robust process available for product end life, hazardous waste, E-waste & plastic waste management. There is an established procedure for the products reclamation and their safe disposal. The waste generated from the manufacturing process is stored and disposed to authorized recyclers / TSDF (Transport, storage and disposal facility) and disposed through manifest and TREM card with approved consent. Plastic waste is detoxified and disposed to authorized local scrap vendors. E-waste is segregated, stored, labelled and disposed through manifest to authorized recyclers.

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.

No.

### 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?

Sequent carries out the Life Cycle Assessment for its products as detailed below:

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
21005	Albendazole	20%	Albendazole end to end life cycle assessment completed internally	No	No

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
Albendazole	Generation of hazardous waste may affect employee health	Segregation, dedicated storage & safe disposal to authorized agency
	Air pollution released in environment might affect to nearby community	Wet scrubber provided to scrub vapours & gases generated from process, dust collectors provided to control dust generated from process
	Polluted water released in environment might be harmful to community & flora fauna	Full fledge effluent treatment facility available as primary, secondary & tertiary treatment for low COD & MEE, ATFD for high COD. Treated effluent approx. 70% reused at process cooling tower
	Land contamination	Containment dyke, spill control kit available, training is provided

3. Percentage of recycled or re-used 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	
	FY23 Current Financial Year	FY22 Previous Financial Year

We are into pharmaceutical industry, strictly regulated by provisions regulating our manufacturing processes & usage of inputs material for manufacture of APIs & formulations, which does not allow us to use any reused/ recycled inputs material.



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:

	FY23			FY22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous Waste						
Other waste						

At the end of life, there are no reclaimed materials.



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 percentage of products sold) for each product category.
Since Sequent does not fall under EPR, there are no packaging material / products reclaimed	

**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:

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	742	644	86.8%	742	100%	0	0%	590	79.5%	0	0%
Female	79	49	62.0%	79	100%	58	73.4%	0	0%	0	0%
<b>Total</b>	<b>821</b>	<b>693</b>	<b>84.4%</b>	<b>821</b>	<b>100%</b>	<b>58</b>	<b>7.1%</b>	<b>590</b>	<b>71.9%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Employees</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	479	267	55.7%	479	100%	0	0%	387	80.8%	0	0%
Female	1	0	0%	1	100%	1	100%	0	0%	0	0%
<b>Total</b>	<b>480</b>	<b>267</b>	<b>55.6%</b>	<b>480</b>	<b>100%</b>	<b>1</b>	<b>0.2%</b>	<b>387</b>	<b>80.6%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Workers</b>											
Male	87	0	0%	0	0%	0	0%	0	0%	0	0%
Female	2	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>89</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Benefits	FY23			FY22		
	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%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	NA
ESI	50%	29%	Yes	49%	32%	Yes

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

Since the Company does not have any disabled employee, it had not provided for any special/ specific provisions so far.

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.

Since the Company does not have any disabled employee, we have not formulated the Policy under Rights of Persons with Disabilities Act, 2016.

5. Return to work and Retention rates of permanent employees and workers that took parental leave. -100%

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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	Yes
Other than Permanent Workers	NA
Permanent Employees	Yes
Other than Permanent Employees	NA

Sequent has an Employee grievance policy in place setting out a detailed process starting from an informal discussion with the reporting manager to escalation at Managing Director level. For handling Shareholder's grievances – mechanism set by SEBI is in place. Grievances by other stakeholders are handled at respective levels and by respective functions concerned with the grievance.







## 7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY23			FY22		
	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	113	0	0%	114	0	0%
Male	113	0	0%	114	0	0%
Female	0	0	0%	0	0	0%
Total Permanent Worker	240	171	71.3%	251	56	22.3%
Male	240	171	71.3%	251	56	22.3%
Female	0	0	0	0	0	0

## 8. Details of training given to employees and workers:

	Total (A)	FY23				Total (D)	FY22			
		On Health and Safety measures		On Skill upgradation			On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	742	742	100%	629	84.8%	749	749	100%	602	80.4%
Female	79	79	100%	72	91.1%	64	64	100%	53	82.8%
<b>Total</b>	<b>821</b>	<b>821</b>	<b>100%</b>	<b>701</b>	<b>85.4%</b>	<b>813</b>	<b>813</b>	<b>100%</b>	<b>655</b>	<b>80.6%</b>
<b>Workers</b>										
Male	479	479	100%	446	93.1%	516	516	100%	451	87.4%
Female	1	1	100%	1	100%	1	1	100%	1	100%
<b>Total</b>	<b>480</b>	<b>480</b>	<b>100%</b>	<b>447</b>	<b>93.1%</b>	<b>517</b>	<b>517</b>	<b>100%</b>	<b>452</b>	<b>87.4%</b>

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

Category	FY23			FY22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	742	596	80.3%	749	605	80.8%
Female	79	54	68.4%	64	54	84.4%
<b>Total</b>	<b>821</b>	<b>650</b>	<b>79.2%</b>	<b>813</b>	<b>659</b>	<b>81.1%</b>
<b>Workers</b>						
Male	479	263	54.9%	516	286	55.4%
Female	1	1	100%	1	1	100%
<b>Total</b>	<b>480</b>	<b>264</b>	<b>55%</b>	<b>517</b>	<b>287</b>	<b>55.5%</b>

## 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 such system?:  
Yes. ISO 45001 (Health & safety Management System) and ISO 14001 (Environment Management System) are implemented at Mahad plant.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?:  
Yes. Processes like HIRA (Hazard Identification & Risk Assessment) and HAZOP (Hazard & Operability Study), Monitoring and tracking of compliance of Near Miss and Unsafe conditions are being implemented.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N):  
Yes. Mechanisms and SOPs for Reporting of Unsafe Condition/ Act & Near Miss are available for reporting of work-related hazards & plan for prevention are in place. Safety Committee of the Company monitors the same.

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

## 11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY23	FY22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.47	0.29
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	4	2

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

Following measures are taken to maintain safe and healthy workplace

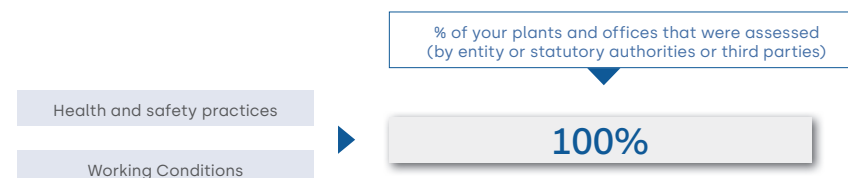
- Near miss reporting to minimise incidents
- Trainings provided to employees
- PPE issued and used by plant workforce
- H&S KPI to reduce incidents
- SCM meetings are conducted with staff and workers



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

Category	FY23			FY22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

## 14. Assessments for the year:





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.

Post the assessments on health & safety aspects following corrective/ preventive actions are taken :

- Trainings imparted
- SOP for incident investigation and CAPA
- Whywhy analysis done
- Root cause, CAPA and actions monitoring
- Tracking in ORM (Operational Review Meeting)
- CAPA shared with employees and training to avoid re occurrence



#### 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. The Company provides Group Term Life Insurance policy based on employees Level/Grade, which provides coverage of minimum ₹5 lakhs and maximum ₹20 lakhs. (Employee level/ Grade wise coverage is defined in policy) For workers coverage is ₹5 Lakh.

The Company also provides Group personal accident policy which provides coverage of 4 times of annual basic salary in case of event of death.

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

At present there is no mechanism of ensuring statutory dues are being deducted & deposited by value chain partners. However, Sequent looks forward to developing a mechanism in the future for ensuring this.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY23	FY22	FY23	FY22
Employees	0	0	0	0
Workers	0	0	0	0

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

No. As per the Human Resources policy, there is no transition assistance provided.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	25% assessment done of key suppliers, which contribute to 50% of the business of Sequent and Alivira
Working Conditions	25% assessment done of key suppliers, which contribute to more than 50% of the business of Sequent and Alivira

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Training provided to value chain partners & regular follow up is taken to ensure compliance.

#### 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.

Our process of stakeholder engagement involves identifying key internal and external stakeholders followed by analyzing the impact of each stakeholder groups on our business and vice versa. Based on the exercise carried out, we prioritized our key stakeholders to understand their expectations and concerns. Through regular interactions with our stakeholders across various channels, we have been able to strengthen our relationships and enhance our organization strategy.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice, Board, Website), Other	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	All the above	Quarterly	Company Financials
Employees	No	Meetings, Notice boards, Email, Internal Employee Portal, Website	Frequently, need based	Health information, Knowledge Sharing, Benefits Information Sharing, Company Information, Financial Planning, Rewards & Recognition, Learning & Development, Employee wellbeing, health awareness (both psychological and physical)
Value Chain Partners	No	Email, phone calls, online meetings, physical meetings.	Quarterly	For Quarterly rate settlements, development of product or issues in supplies.
Community	Yes	Newspaper, Website, Pamphlets, Advertisements	Need based	For business related updates
Regulatory Bodies	No	Website, Newspaper, Email	Periodically	Fair and ethical business practices and Transparency in disclosures
Customers	No	Website, Newspaper, Email, SMS, Pamphlets	Regularly	Product & business-related updates



### 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.

Sequent has regular discussion with customers and the feedback is shared at business reviews attended by the Board Members.

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.

Sequent has received advice from customers and consultants during its regular interactions.

Equipment change at the factories has been done.

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

Sequent engages with marginalized stakeholders through its CSR initiatives and their concerns are taken care of. The Company is committed to strengthen this mechanism in the coming years.

### 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	FY23			FY22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	821	821	100%	813	813	100%
Other than permanent	0	0		0	0	
<b>Total Employees</b>	<b>821</b>	<b>821</b>	<b>100%</b>	<b>813</b>	<b>813</b>	<b>100%</b>
<b>Workers</b>						
Permanent	480	480	100%	517	517	100%
Other than permanent	0	0		0	0	
<b>Total Workers</b>	<b>480</b>	<b>480</b>	<b>100%</b>	<b>517</b>	<b>517</b>	<b>100%</b>

We do not have a specific Human right policy, however, we have Anti-Discrimination Policy which also covers Equal Employment Opportunity and Harassment issues. Apart from this, we have POSH policy and Prohibition of Child Labour policy.

As part of the refresher training on company policies, it is mandatory for every employee to review these policies and to abide by them. We provide this policy on ZingHR portal (Employee attendance portal). Employees get access to this special window.

Employee has to login to the portal to get access to the Refresher Training programme page then read the policies and acknowledge his understanding by clicking on the Accept button. For this year this window was available for employees from 15<sup>th</sup> March 2023 to 31<sup>st</sup> March 2023.

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

	Total (A)	FY23				Total (D)	FY22			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	742	6	0.8%	736	99.2%	749	7	0.9%	742	99.1%
Female	79	5	6.3%	74	93.7%	64	1	1.6%	63	98.4%
<b>Other than Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Workers</b>										
<b>Permanent</b>										
Male	479	49	10.2%	430	89.8%	516	79	15.3%	437	84.7%
Female	1	0	0	1	100%	1	0	0	1	100%
<b>Other than Permanent</b>										
Male	87	87	100%	0	0	183	183	100%	0	0
Female	2	2	100%	0	0	4	4	100%	0	0

3. Details of remuneration/salary/wages, in the following format:

	Number	Male		Female	
		Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category	Number
Board of Directors (BoD)*	3	₹1,41,15,424	0	0	0
Key Managerial Personnel	3	₹38,27,641	0	0	0
Employees other than BoD and KMP	1019	₹3,23,020	110	₹2,94,578	
Workers	642	₹1,72,386	0	0	

\* It includes Executive Directors (including ex Managing Director upto April 10, 2022)

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)

Yes. Human Resources as a department is responsible for addressing Human right issues in the organisation.

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

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

The Company has formulated various policies pertaining to human rights issues which are available on their website (<https://sequent.in/polices-financials-subsidiaries.aspx>)

Category	FY23			FY22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human Rights related issues	0	0	NA	0	0	NA



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

The Whistle blower mechanism available to the employees & workers protects the complainant and ensures that his/ her identity is not disclosed.

8. Do human rights requirements form part of your business agreements and contracts?

Yes. It is a part of business agreements.

9. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Routine inspections (internal and statutory) are done at plants of the Company as per the standard SOPs and statutory provisions
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Any significant risk/ observations found out of the aforementioned assessment and all the routine concerns are taken care of with the help of set standards and SOPs.

#### Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints

Not Applicable

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Not Applicable

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?

Since the Company does not have any disabled employee, it had not provided for any special/ specific provisions so far for employees or 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	25% assessment done of key suppliers which contribute to 50% of the business of Sequent and Alivira
Discrimination at workplace	25% assessment done of key suppliers which contribute to 50% of the business of Sequent and Alivira
Child Labour	25% assessment done of key suppliers which contribute to 50% of the business of Sequent and Alivira
Forced Labour / Involuntary Labour	25% assessment done of key suppliers which contribute to 50% of the business of Sequent and Alivira
Wages	Not assessed

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Any significant risk/ observations found out of the aforementioned assessment and all the routine concerns are taken care of with the help of set standards and SOPs.

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### Essential Indicators

1. Details of total energy consumption (in Tera Joules) and energy intensity, in the following format:

Parameter	FY23	FY22
Total electricity consumption (A)	66551.75	65339.97
Total fuel consumption (B)	158146.33	155441.10
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	224698.08	220781.07
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00010/turnover in ₹	1.56270/turnover in ₹

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 independent assessment is carried out by an external agency.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (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

The Company does not have any of its sites/plants listed as a Designated Consumer.

3. Provide details of the following disclosures related to water, in the following format: (units to mentioned)

Parameter	FY23	FY22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,09,804	1,15,137
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,09,804	1,15,137
Total volume of water consumption (in kilolitres)	1,09,804	1,15,137
Water intensity per rupee of turnover (Water consumed / turnover)	4.9309/turnover in ₹	8.14947/turnover in ₹

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 independent assessment is carried out by an external agency.

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

The Company has implemented ZLD in two of its plants: Tarapur and Mahad.

At Mahad Plant, as per the consent to operate, the Company has Multi effect evaporator (MEE) plant of 100 CMD, Agitated thin film dryer (ATFD) plant of 25 CMD, Reverse osmosis (RO) plant of 120 CMD, ETP plant of 120 CMD having Primary, Secondary & Tertiary treatment facility for treating 87.83 CMD industrial effluent and 13 CMD domestic effluent. The treated effluent is recycled in process cooling towers (maximum 69 CMD) and remaining treated effluent sent to CETP for safe disposal (maximum 18.5 CMD). At the Tarapur plant, the Company has a partial ZLD Facility. It has separate treatment systems for HCOD and LCOD. In HCOD, the collected the effluent is brought to a neutral pH in reactor and then evaporated in the Reboiler. In LCOD, Primary, Secondary and Tertiary treatment (ETP & RO plant) is performed. As per the consent, the Company is allowed to treat the 37.8 CMD of Industrial and 12 CMD of domestic effluent.





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

Parameter	Unit	FY23	FY22
NOx	-	-	-
SOx	Kg/Annum	68823.86	64698.5
Particulate matter (PM)	- mg/nm <sup>3</sup>	60.2	88.4
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

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 independent assessment is carried out by an external agency.

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

Parameter	Unit	FY23	FY22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	9464.30	7125.21
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	15137.92	16552.14
Total Scope 1 and Scope 2 emissions per rupee of turnover		1.1048/ turnover in ₹	1.6759/ turnover in ₹
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No independent assessment is carried out by an external agency.

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

In its endeavour to protect the environment and reduce its carbon footprint, the Company takes several initiatives to achieve the same. The consumption of non-renewable polluting fuel is being continuously reduced. Furnace oil (a polluting fuel) was replaced by a Clean fuel (PNG) resulting in reduction in the GHG emissions of the Company in some of its plants. There was a considerable decrease in the total particulate emission as a result of this initiative (60 mg/Nm<sup>3</sup> to 43 mg/Nm<sup>3</sup>). Many other projects are under consideration to achieve the ultimate goal of reduction in energy consumption, waste generation and GHG emissions.

Further to the above, following initiatives help in GHG emission reductions further –

- Installation of new glass line reactors
- Installation of light sensors, switch to usage of LEDs
- Reduction in carbon footprint through substituting electricity purchase with solar energy & bio fuels for increased energy requirements
- Strengthening of Solvent emission controls
- Diversion of Hazardous waste for processing for reuse as alternate fuel
- Recycling of treated water and reuse for domestic purposes
- Installation of vent condensers installed to bulk solvents storage to control solvent emissions
- Energy reduction by Installation of VFD's(variable frequency device) such as centrifuges, vacuum pumps, Effluent treatment plant by enabling electric motors to operate at low speed



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

Parameter	FY23	FY22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	45.19	44.72
E-waste (B)	2.08	0.65
Bio-medical waste (C)	0.70	0.66
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please Specify, if any. (G)	1047.93	1230.13
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	882.34	421.93
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1978.24</b>	<b>1698.10</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	839.10	371.75
(ii) Re-used	278.9	315.60
(iii) Other recovery operations	31.32	107.36
<b>Total</b>	<b>1149.32</b>	<b>794.71</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	145.07	193.22
(ii) Landfilling	591.26	611.11
(iii) Other disposal operations	92.58	98.85
<b>Total</b>	<b>828.91</b>	<b>903.18</b>

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 independent assessment is carried out by an external agency.

## 9. 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 disposes all its waste as per norms/ regulations and follows the waste management principle of 5.

The hazardous waste generated is packed in suitable containers and sent to designated hazardous waste storage area. The hazardous waste storage area is in compliance with all applicable rules/ laws. The hazardous waste is segregated as per the compatibility in dedicated areas. The waste is labelled and sent to authorised party through an authorised transporter.

The incinerable waste (Spent carbon, biomedical waste, Distillation residue, Process dust) with high Calorific Value is sent to cement manufacturing industry as an alternative to fuel. The plastic waste/ metal waste and other solid non-hazardous waste apart from boiler ash is subjected to in-house detoxification and de-labelling process to ensure all contamination is removed from it before sending it outside to authorised party.

The disposal of non-hazardous waste such as plastic waste and boiler ash is done by sending it to authorised recycler and brick manufacturer respectively. The biomedical waste generated at OHC inside the factory premises are disposed to authorised party.



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

S. No.	Location of operations/offices	Types 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.
Not Applicable as none of our operations are in ecologically sensitive areas			

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

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

12. 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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	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 control boards or by courts	Corrective taken, if any action
The Company is in compliance with all applicable laws/regulations.				

#### Leadership Indicators

1. Provide break-up of the total energy consumed (in Tera Joule) from renewable and non-renewable sources, in the following format:

Parameter	FY23	FY22
<b>From renewable sources</b>		
Total electricity consumption (A)	6796.80	0
Total fuel consumption (B)	459694.48	66349.57
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>466491.28</b>	<b>66349.57</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	59754.95	65339.97
Total fuel consumption (E)	98451.84	89091.52
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>158206.79</b>	<b>154431.49</b>

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 any independent assessment external assessment is carried out.

2. Provide the following details related to water discharged:

Parameter	FY23	FY22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third-parties (CETP/Ramky)</b>	0	0
- No treatment :- Effluent collection, neutralization inhouse & sending to Ramky for Treatment & safe disposal	28253	27465
- With treatment – please specify level of treatment :- Full fledge Effluent Treatment system available with Primary, Secondary & tertiary treatment system & treated effluent sent to CETP (Common Effluent Treatment Plant)	8706.45	8831.44
<b>(v) Others</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>36959.45</b>	<b>36296.44</b>

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 any independent assessment external assessment is carried out.

3. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable**

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area  
(ii) Nature of operations  
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY23	FY22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)	<b>Not Applicable</b>	<b>Not Applicable</b>
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		



Parameter	FY23	FY22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) Into Surface water</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(ii) Into Groundwater</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(iii) Into Seawater</b>		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment		
<b>(iv) Sent to third-parties</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(v) Others</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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 independent assessment is carried out by an external agency.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY23	FY22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Not assessed	Not assessed
Total Scope 3 emissions per rupee of turnover			

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 independent assessment is carried out by an external agency.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities

Our plant/ project falls under B2 category; hence there is no need to carry out EIA study for the project as there is no significant impact is envisaged through this project on biodiversity around the project location so no such prevention or remediation activities planned for the biodiversity around the project location. The project falls in the area marked for industrial development as per the applicable laws.

6. 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Reuse the boiler condensate water in boiler after treatment.	The water recovered from the condensation of the steam in boilers are reused after suitable treatment such as passing to through a softener.	Reduction in water intensity

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2.	Application of 5Rs for waste management.	All the waste generated by the Company is disposed as per norms. Efforts are made to recover/recycle the waste and reuse it within the Company. Treated Effluent recycled The plastic waste generation reduced by recycling. The boiler ash was being used for producing bricks. Generated Distillation residue reused at cement klin	Legal Compliance achieved Drums are decontaminated & reused. Treated Effluent recycled at process cooling towers & toilet flushing, resulted to reduction of fresh water consumption Generated plastic waste decontaminated & reused for storage of waste and remaining sent to recycler. Generated Boiler Ash sent to Brick manufacturer Energy recovered from hazardous waste. The burden of waste on the planet reduced and process cost reduced by reuse of different materials.

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

Yes, the Company has a business continuity plan (BCP) for corporates and major plants. The plan is prepared after rigorous discussions/ brainstorming with all relevant stakeholders. The major threats to business are considered among the list of identified risks/hazards/activities. The implementation responsibility of the same in case of major emergencies lies with site heads of respective units.  
Apart from the BCPs the Company also has onsite emergency plans. The OSEP deals with all the emergencies/hazards activities and risks that are within the scope of the organisation to deal with as these risks won't directly cause harm to business. All such incidents are dealt in detail in OSEP.

8. 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?

Impact of Value Chain Partner's activities on environment is not assessed formally by Sequent.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Impact of Value Chain Partner's activities on environment is not assessed formally by Sequent.

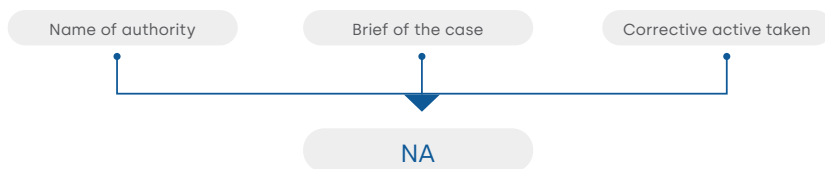



**PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**
**Essential Indicators**

1. a) Number of affiliations with trade and industry chambers/ associations. : 7
- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National
2	Indian Merchant Chamber of Commerce (IMC)	National
3	Bombay Drug Manufacturer's Association	State
4	Bulk Drug Manufacturing Association, Hyderabad	State
5	Federation of Indian Export Organisations	National
6	Mahad Manufacturer's Association (MMA)	State
7	Jawaharlal Nehru Pharma City Association	State

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


**Leadership Indicators**

Details of public policy positions advocated by the entity:

Sr. 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

The Company through various Industry associations, participates in advocating matters for the advancement of the Industry and Public Good. The Company has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with aforesaid Trade associations/Industry bodies.

**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 external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link

Since there are no projects falling under the purview of Social Impact Assessments, it is not applicable for Sequent

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. pf Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
Not Applicable for Sequent						

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

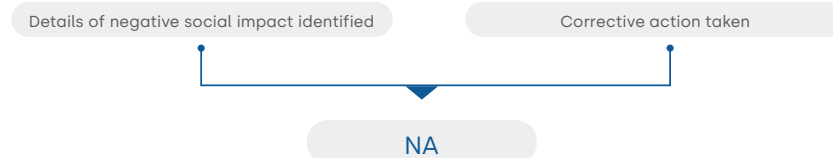
The Human Resource/ Public relations department of the Company can be approached by any member of community for grievance redressal. The Whistle Blower Mechanism also enables any person to register his grievance anonymously.

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

Parameter	FY23	FY22
Directly sourced from MSMEs/ small producers	47.87	22.75
Sourced directly from within the district and neighbouring districts	11%	5%

**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):



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 ₹)
1.	Andhra Pradesh	Vizag	6,38,800

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

No. We do not have any preferential procurement policy.

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

Sequent does not procure from an identified marginalized/ vulnerable group

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

Sequent does not procure from an identified marginalized/ vulnerable group

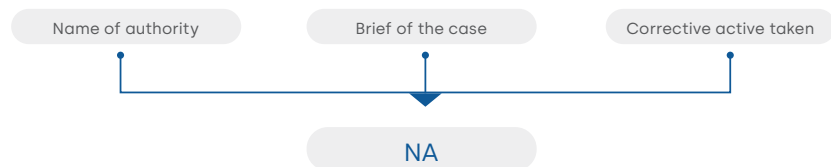




4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

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.



6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Our CSR initiatives revolve around Health, Education & Animal Welfare. All the beneficiaries of our CSR programme belong to marginalised strata of society. More details are available at CSR Report of the Annual Report.			

**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.

Sequent treats customer complaints with utmost importance and believe that its needs to be addressed with transparency and resolution-oriented manner. Effective implementation of our consumer policies is done in order to ensure effective & satisfactory redressal of consumer complaints in both B2B & B2C segment.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable as our product does not require to carry this information
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable as our product does not require to carry this information

3. Number of consumer complaints in respect of the following:

Category	FY23		Remarks	FY22		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	

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

S. No	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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 a policy in place to address cyber security and risks related to data privacy. The policy is available on the intranet for our employees.

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

**Leadership Indicators**

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

Customers are provided with all relevant product information like product composition, dosage instructions, storage, safety, cautionary notes, etc. on <http://www.alivira.co/>

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

Product packaging contains the necessary usage details of the product

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

Customers are provided with all relevant product information like product composition, dosage instructions, storage, safety, cautionary notes, etc. on <http://www.alivira.co/>



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)

Sequent provides the statutorily required information on its products.

5. Provide the following information relating to data breaches:





- a) Number of instances of data breaches along-with impact








There were no instances of data breaches

- b) Percentage of data breaches involving personally identifiable information of customers






There were no instances of data breaches.

Alignment of initiatives taken by Sequent against UNSDGs<sup>1</sup> :

NGRBC Principle	SDGs covered	Activities
<b>Principle 1</b>	 	<p><b>SDG 16: PEACE, JUSTICE AND STRONG INSTITUTION</b> Ethics &amp; Governance Committee:</p> <p>In addition to the statutory committees, the Company has formed an Ethics &amp; Governance Committee for overseeing policies on Anti-Money Laundering, Anti-Bribery and Corruption (ABAC), Counter Terrorist Financing, Whistle Blower Policy, Prevention of Sexual Harassment (POSH) and Insider Trading.</p> <p><b>SDG 17: PARTNERSHIPS FOR THE GOALS</b> Sequent is member of following industry and trade associations :</p> <ol style="list-style-type: none"> <li>Pharmaceuticals Export Promotion Council of India (Pharmexcil)</li> <li>Indian Merchant Chamber of Commerce (IMC)</li> <li>Bombay Drug Manufacturer's Association</li> <li>Bulk Drug Manufacturing Association, Hyderabad</li> <li>Federation of Indian Export Organisations</li> <li>Mahad Manufacturer's Association (MMA)</li> <li>Jawaharlal Nehru Pharma City Association</li> </ol> <p>The Company engages with the community through NGOs such as Dev Loka Educational Trust and Chirag Rural Development Foundation through monetary contributions.</p> <p>The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: <a href="https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf">https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf</a>.</p>
<b>Principle 2</b>	 	<p><b>SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE</b></p> <p><b>SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p> <p>The Company is committed to safe management of the products by responsibly disclosing information during product labelling. Customers are provided with all relevant product information like product composition, dosage instructions, storage, safety, cautionary notes, etc.</p> <ul style="list-style-type: none"> <li>The Company is working on several R&amp;D programmes with emphasis on sustainable design philosophy, starting from raw material selection to formulation development and manufacturing.</li> <li>Some of the certifications that the Company has received includes approvals from authorities like USFDA, EUGMP, TGA, and Health Canada amongst others.</li> </ul> <p>Sequent endeavours to carry out periodic site inspections of CMO partners and has been providing upgradation support to vendors whenever required as a part of promoting inclusive growth.</p>

NGRBC Principle	SDGs covered	Activities
	  	<p><b>SDG 1: NO POVERTY</b></p> <p><b>SDG 6: CLEAN WATER &amp; SANITATION</b></p> <p><b>SDG 7: AFFORDABLE &amp; CLEAN ENERGY</b></p> <p>In line with SDG 1, Sequent was involved in 'Project Chirag', where the aim was to mitigate the migration in four tribal villages in Palghar, Maharashtra by providing them access to a sustainable livelihood and improved quality of life.</p> <p>Additionally in line with SDG 6 and 7, the activities were divided into two parts –</p> <ul style="list-style-type: none"> <li>Installed 10 KW solar panel to generate electricity that would operate a 7.5 HP pump for irrigation. It helped the villagers of 4 villages in Sawade Grampanchayat-Patlipada, Kuvrepada, Pagipada and Barafpada, Palghar District to receive 30 ltrs of water for domestic use and 2500 ltrs of clean drinking water per day.</li> <li>Installed 8 water tanks to suffice the domestic needs of water consumption. The Company built a community toilet block in the village to aid the Swacch Bharat Mission.</li> </ul>
<b>Principle 3</b>	 	<p><b>SDG 3: GOOD HEALTH AND WELL-BEING</b></p> <p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH</b></p> <p><b>Recreation:</b> Sequent has been celebrating festivals helping raise employee morale and build camaraderie among our people. The Company also organises a number of team building activities and games at our various locations to improve communication, planning, problem-solving, and conflict resolution among cross functional teams.</p> <p><b>Skill Development:</b> During the year, the Company conducted the following trainings:</p> <ol style="list-style-type: none"> <li>SeQuent Values &amp; Whistle Blower Policy for employees</li> <li>Code of Conduct &amp; Code of Ethics for employees</li> <li>Prevention of Sexual Harassment at Workplace</li> <li>Learning Management System based Training Program on             <ol style="list-style-type: none"> <li>Anti-Corruption Compliance Policy</li> <li>Economic Sanctions Compliance Policy</li> <li>Anti-Money Laundering &amp; Counter Terrorist Financing Compliance Policy</li> </ol> </li> </ol> <p><b>Safety:</b> The Company has implemented several safety initiatives on a continual basis:</p> <ol style="list-style-type: none"> <li>Use of PPEs wherever necessary</li> <li>Setting up of occupational Health Centres</li> <li>Conducting regular training programmes and safety audits</li> </ol>
		<p><b>SDG 4: QUALITY EDUCATION</b></p> <p>To educate and promote the livelihood of youth belonging to underprivileged sections of society, the Company contributed to the Skill Development Program in Mangalore &amp; Amernath during the year where it benefitted 190 childrens.</p>
<b>Principle 4</b>		<p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH</b></p> <p><b>Recognition:</b> The Company honours its employees for their outstanding work every year. The Company presents long service awards to recognise the dedication and commitment of our employees who have been associated with them throughout their lifetime. During FY23, 63 such awards were awarded.</p>



NGRBC Principle	SDGs covered	Activities
<b>Principle 5</b>		<p><b>SDG 10: REDUCED INEQUALITIES</b></p> <p>Each year, the Company celebrates International Women's Day with great fervour and enthusiasm as a sign of respect for our women members &amp; their contributions and as a mark of the DE&amp;I principles that we have in our DNA.</p> <p>The Company &amp; its subsidiaries strictly comply with the prohibition of child &amp; forced labour along with workers' right to information and adhere to this principle in the most earnest spirit.</p>
<b>Principle 6</b>	  	<p><b>SDG 11: SUSTAINABLE CITIES AND COMMUNITIES</b></p> <p><b>SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p> <p><b>SDG 13: CLIMATE ACTION</b></p> <p>The Company actively reduces disposable waste through process optimisation. The Company has partnered with companies in the cement industry to reuse incinerable solid waste and are diverting a majority of the incinerable solid waste generated to be reused in the cement industry. 65% of our solid waste generated by us is reused in cement manufacturing – which in itself is contribution towards climate action.</p> <p>The Company has installed light sensors and switched to LED lights in a bid to optimise our energy consumption. We have done a 6% reduction in fossil fuel consumption at Vizag plant and a 22% reduction in fossil fuel consumption at Mahad plant during FY23.</p> <p>The Company has been able to prevent fugitive emissions from equipment leaks, joints, and gasket leaks, with the help of leak detection and repair study.</p> <p>The Company emphasises practices that address environmental issues ranging from judicious use of natural resources to upgradation of processes focused on reducing solvent usage, reducing the quantity of raw materials used, reduction in effluents generated and diversifying energy procurement to renewable sources such as solar energy.</p> <p>The Company took several initiatives such as:</p> <ol style="list-style-type: none"> <li>Installation of cast iron tanks to replace CSA tanks</li> <li>Installation of new glass line reactors</li> <li>Installation of light sensors</li> <li>Switching to usage of LEDs</li> <li>Reduction in carbon footprint through substituting fossil fuels with solar energy for increased energy requirements</li> <li>Strengthening of solvent emission controls for waste recovery</li> <li>Diversion of Hazardous waste for processing for reuse as alternate fuel</li> <li>Recycling of treated water and reuse for domestic purposes</li> </ol> <p>We have a functional Waste Management Policy covering inter alia Plastic waste disposal process.</p>
		<p><b>SDG 7: AFFORDABLE AND CLEAN ENERGY</b></p> <p>The Company, during the reporting period, continued with its contribution to efforts in clean energy initiatives such as installation of solar lights, lift irrigation, water filtration, etc. in Palghar District.</p> <p>These initiatives touched upon the lives of beneficiaries in Sawade Village, Palghar District &amp; helped them overcome the daily struggle for necessities, allowing them to focus on their livelihoods</p>

NGRBC Principle	SDGs covered	Activities
<b>Principle 8</b>	 	<p><b>SDG 2: ZERO HUNGER</b></p> <p>To educate and promote the livelihood of youth belonging to underprivileged sections of society, the Company contributed to the Skill Development Program in Mangalore &amp; Ambernath.</p> <p><b>SDG 6: CLEAN WATER AND SANITATION:</b></p> <p>The Company recycles 100% of wastewater through Zero Liquid Discharge (ZLD) technology. We keep streamlining our production techniques to cut down on the amount of use of freshwater.</p> <p>Sequent had started cultivating an area of 30 acres in 4 villages of Sawade Grampanchayat-Patlipada, Kuvrepada, Pagipada and Barafpada, Palghar District and had brought it under green cover in FY22 through its CSR activities via Chirag Foundation, an NGO. The work continues to maintain the green cover during FY23.</p> <p>2,500 Litre of clean drinking water and 30 ltrs. of water for domestic use was made available per day to villagers of 4 villages in Sawade Grampanchayat-Patlipada, Kuvrepada, Pagipada and Barafpada, Palghar District during FY22 and it was continued during FY23.</p>



## Annexure 1 to The Independent Auditors' Report of Even Date on the Consolidated Financial Statements of Sequent Scientific Limited

### Report on the Internal Financial Controls under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ("the Act")

In conjunction with our audit of the consolidated financial statements of Sequent Scientific Limited (hereinafter referred to as the "Holding Company") as of and for the year ended March 31, 2023, we have audited the internal financial controls with reference to consolidated financial statements of the Holding Company and its subsidiaries (the Holding Company and its subsidiaries together referred to as "the Group"), which are companies incorporated in India, as of that date.

### Management's Responsibility for Internal Financial Controls

The respective Board of Directors of the companies included in the Group, which are companies incorporated in India, are responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Holding Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India (ICAI). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to the respective Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Companies Act, 2013.

### Auditor's Responsibility

Our responsibility is to express an opinion on the Holding Company's and its subsidiary companies, which are incorporated in India, internal financial controls with reference to consolidated financial statements based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting (the "Guidance Note") and the Standards on Auditing, specified under section 143(10) of the Act, to the extent applicable to an audit of internal financial controls, both, issued by ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to consolidated financial statements was established and maintained and if such controls operated effectively in all material respects.

Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls with reference to consolidated financial statements and their operating effectiveness. Our audit of internal financial controls with reference to consolidated financial statements included obtaining an understanding of internal financial controls with reference to consolidated financial statements, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

We believe that the audit evidence we have obtained and the audit evidence obtained by the other auditors in terms of their reports referred to in the Other Matters paragraph below, is sufficient and appropriate to provide a basis for our audit opinion on the internal financial controls with reference to consolidated financial statements.

### Meaning of Internal Financial Controls With Reference to Consolidated Financial Statements

A company's internal financial control with reference to consolidated financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control with reference to consolidated financial statements includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

### Inherent Limitations of Internal Financial Controls With Reference to Consolidated Financial Statements

Because of the inherent limitations of internal financial controls with reference to consolidated financial statements, including the possibility of collusion or

improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to consolidated financial statements to future periods are subject to the risk that the internal financial controls with reference to consolidated financial statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

### Opinion

In our opinion, the Holding Company has, in all material respects, adequate internal financial controls with reference to consolidated financial statements and such internal financial controls with reference to consolidated financial statements were operating effectively as at March 31, 2023, based on the internal control over financial reporting criteria established by the Holding Company considering the essential components of internal control stated in the Guidance Note issued by the ICAI.

### Other Matters

Our report under Section 143(3)(i) of the Act on the adequacy and operating effectiveness of the internal financial controls with reference to consolidated financial statements of the Holding Company, in so far as it relates to 2 subsidiaries which are companies incorporated in India, is based on the corresponding report of the auditor of subsidiary incorporated in India.

### For S R B C & CO LLP

Chartered Accountants

ICAI Firm Registration Number: 324982E/E300003

### per Anil Jobanputra

Partner

Membership Number: 110759

UDIN: 23110759BGVZSN3957

Place of Signature: Thane

Date: May 23, 2023