



Tirupati

*Fostering
life through
innovation*

Annual Sustainability Report
2023-24



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ABOUT THE REPORT

Our Commitment to Sustainability: *Fostering Life Through Innovation*

The publication of this report demonstrates our dedication to voluntary corporate transparency.

It details how Tirupati Group (“TG”) operates as a responsible corporate entity, community member, and a global citizen, while protecting the broad interests of our stakeholders. This report is intended for a wide audience, including shareholders, customers, partners, regulatory authorities, interest groups, the public, and our employees.

Founded in 2005, Tirupati Group has emerged as a leading player in the Contract Research And Manufacturing Services business. Over the past 20 years, we have consistently worked towards creating a positive impact on society. Our mission to serve humanity with innovative and affordable healthcare solutions has made us a pioneer in nutrition manufacturing.

For TG, sustainability is an integral part of our business. The focus has always been on ensuring a net positive impact through business operations. We understand our responsibility towards people and the planet. Our sustainability commitments are built on the three pillars of ESG.

Our stakeholders have been integral to our journey, contributing significantly to our success. With their support, TG is able to deliver exceptional products and services. Embracing the principle of ‘*Vasudhaiva Kutumbakam*’—the world is one family—we cherish and value our partnerships. This philosophy underscores our commitment to fostering strong, collaborative relationships with our stakeholders, who align with our responsibility to create a positive impact.

To ensure we stay true to our philosophy, we continuously innovate and upgrade our processes and infrastructure. We

also implement this by offering a wide variety of products including tablets, capsules, powders, granules, ointments, creams, oral solutions, syrups, and suspensions, among others. By providing healthcare products at affordable prices, TG has enhanced the lives of millions of people. Additionally, we invest in CSR initiatives to uplift the underprivileged and marginalised communities locally.

Our commitment to innovation and community welfare is complemented by our robust governance structure, ensuring ethical conduct and accountability at all levels. By adopting sustainable business practices across all our verticals, we stay true to the principles of integrity and transparency. TG strives to establish responsible business practices to set examples for our suppliers, customers, employees, and local community.

We believe disclosures are crucial in ensuring transparency and building trust among our stakeholders. We have consolidated our sustainability journey in this report providing a critical insight into our material areas and the initiatives to address them.

Reporting Period

This annual sustainability report published by Tirupati Group (including its subsidiaries) presents the company’s performance on ESG and Business sustainability parameters for FY 2023-24.

The data reported herein will help our stakeholders to assess the company’s performance across various ESG parameters.

Reporting Standard

This report is developed in accordance with the GRI Standards, 2021.

Feedback

In our earnest efforts to create a sustainable organisation, we value the input of all our stakeholders. Any query/ feedback/suggestion in this regard must be shared with our ESG team: esg@tirupatigroup.co.in

ABOUT TIRUPATI GROUP

Our Vision

Serve humanity with innovative and affordable healthcare solutions.

Our Mission

Tirupati strives to serve humanity with innovative and affordable healthcare solutions to:

- Accomplish a leadership position globally by constant transformation;
- Research and manufacture healthcare products, using the most efficient and effective, cutting-edge technology and processes;
- Committed towards the engagement of employees and being the most desired employer;
- Effectively engage with stakeholders, especially with customers, to delight them by delivering products and services exceeding their expectations through compliant means; and
- Pay back to society its dues for utilisation of resources and conservation for future generations.

Our Values

Honesty, Integrity and Fairness: The Company insists on honesty, integrity and fairness in all aspects of its business and

expects the same from its associates. The Company's Officials shall always honour all commitments. There exists a clear vision and picture of integrity throughout the Company. Its reward and promotion systems shall also be aligned with this vision of integrity and fairness.

Respect: The Company is committed to treat everyone with respect and dignity. It appreciates and values the skills, strengths, and perspectives of its diverse workforce and business associates. The Company believes that each employee makes a meaningful and valuable contribution in the Company's success.

Purposefulness: The Company sees all its activities in terms of higher purpose and ideals. This purposefulness is a way of operating which ties the Company to its environment and the community in a mutually beneficial relationship. The Company endeavours to foster a participatory work environment where trust and confidence between team members and business associates is spontaneous. The Company always encourages teamwork with open, candid and speedy communication.

Responsibility: The Company's officials shall be committed to demonstrate highest level of responsibility and continually





affirm their responsibility to the Company in pursuit of excellence. At the Company, accountability is individual rather than collective. The officials should be committed and enthusiastic to assume responsibility for actions of the organisation.

Citizenship: The Company shall be a good corporate citizen, not only by way of compliance with applicable laws and regulations but also as a part of corporate governance. The Company is encouraged to develop social accounting systems and to carry out social audit of their operations. The Company continuously encourages its employees to contribute to the development of the society as their integral duty towards the society.

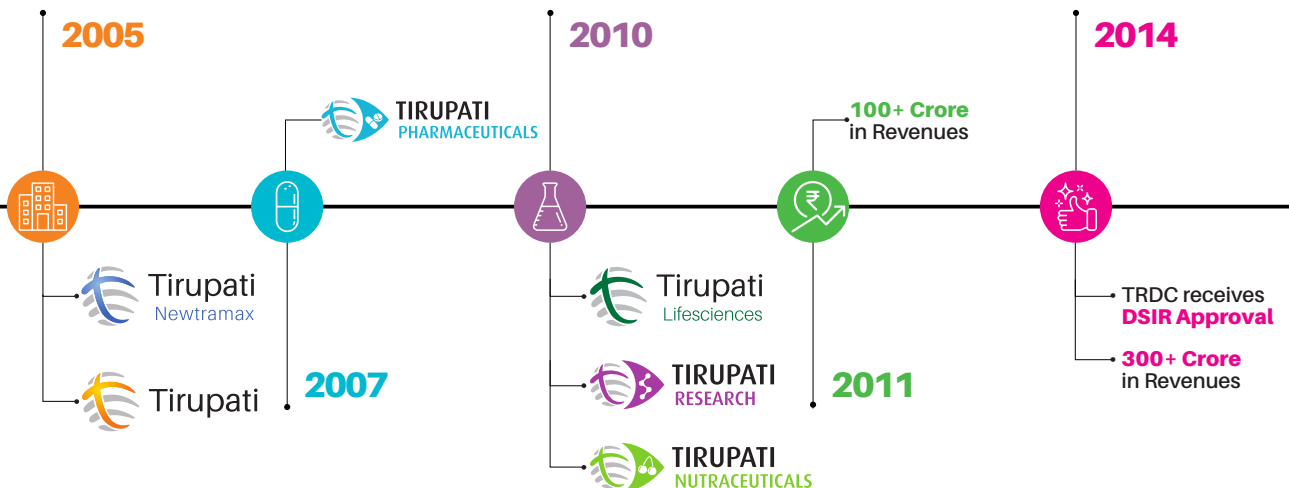
Company Overview

Tirupati Group is a CRAMS company, encompassing various divisions, including Tirupati Medicare Limited, and its subsidiaries Tirupati Lifesciences Private Limited, Tirupati Wellness Private Limited, and Newtramax Healthcare Private Limited. The company is located in a serene town named Paonta Sahib on the foothills of Himachal Pradesh and has had a strong presence in the pharmaceutical industry for over 20 years.

Tirupati Medicare Limited is an advanced pharmaceutical and Ayurveda formulation manufacturing facility. The facility holds the potential for substantial enhancements to health and the healthcare industry.

Tirupati Lifesciences Private Limited is India's leading nutraceuticals manufacturing company. We are well

Our Journey and Timelines



Tirupati Wellness Private Limited is dedicated to developing breakthrough sports nutrition products through constant research and innovation.

prepared for a world with a growing, ageing population and strive to continuously strive to fulfil these ever-increasing healthcare needs. With a facility that is the largest and most technically sophisticated of its kind in India, our manufacturing capabilities include products in solid, liquid oral, and powder dose forms. Our efforts are supported by a well-equipped Quality Control Laboratory managed as per GLP standards.

Tirupati Wellness Private Limited is dedicated to developing breakthrough sports nutrition products through constant research and innovation. Maintaining substantial investment in R&D, Tirupati Wellness, boasts the largest and most highly developed nutraceutical contract manufacturing facility.

Newtramax Healthcare Private Limited is a healthcare company committed to improving lives through pharmaceutical solutions. Newtramax focuses on research, development, and distribution of high-quality pharmaceutical products. At Newtramax Healthcare, we prioritise patient well-being and healthcare provider satisfaction, striving to create

meaningful partnerships that foster growth in the healthcare sector.

Business Verticals

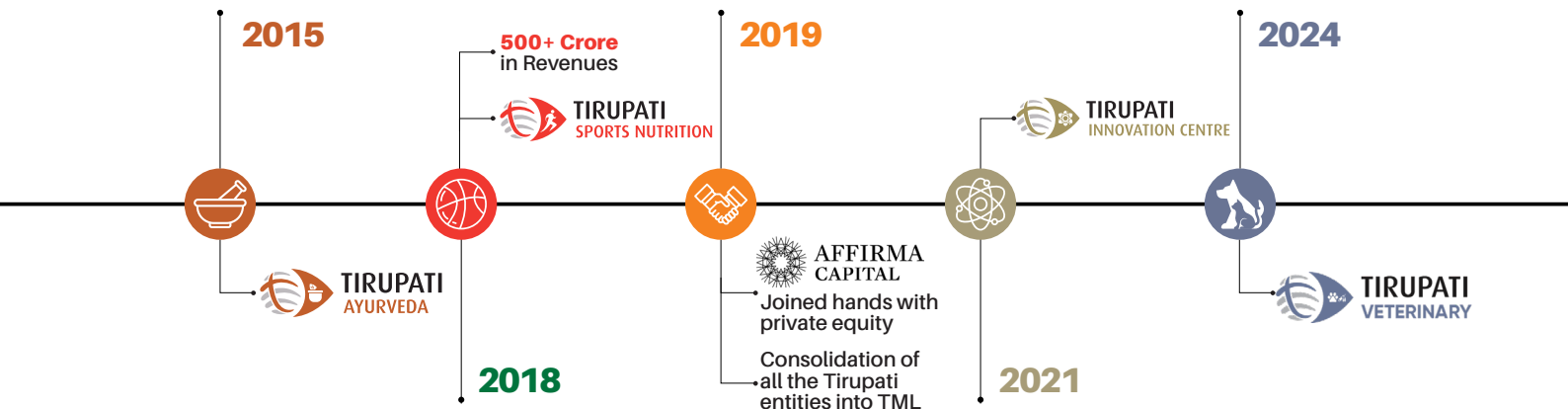
Tirupati Innovation Center is a wing of Tirupati Group, approved by the Department of Scientific and Industrial Research (DSIR). It is a state of the art innovation centre established in 2010, and operates as a CRO. TIC supports all clients from primary research to commercial launch.

Pharmaceuticals: Our pharmaceutical manufacturing facilities can produce a versatile range of products, including tablets, capsules, oral liquids, oral powders, oils, creams, lotions, and more. With in-house capabilities to ensure regulatory compliance for markets across the globe.

Nutraceuticals: Tirupati is a leader in nutraceutical manufacturing in India. We have the manufacturing facilities to produce a versatile range of products such as tablets, capsules, oral liquids and protein powders.

Sports Nutrition, Tirupati is a leader in the field of sports nutrition. Through steadfast focus on research and innovation, Tirupati Sports Nutrition delivers all-round supplements with superior performance.

Ayurveda, the ancient medicinal science of India. Tirupati manufactures Ayurvedic healthcare products using modern scientific processes.



LEADERSHIP SPEAK

Chief Executive Officer

As Tirupati Group celebrates two decades of manufacturing healthcare and nutritional products this year, I reflect on the impact we have made in helping millions of people lead healthier lifestyles, particularly in underserved communities, with our affordable healthcare products.

As a responsible organisation, we are committed to making a meaningful impact on both people and the planet. By adhering to ESG principles, we are continually integrating sustainability into our business practices. We have set up a dedicated ESG team to facilitate our efforts in sustainability.

Our key environmental focus areas include reducing energy and water intensity, recycling packaging materials, and local sourcing. At Tirupati Innovation Centre, we are pioneering ways to manufacture products using less harmful materials and processes. We are committed to increasing our share of local procurement to boost the local economy. Additionally, we have demonstrated our commitment to a safer planet by organising tree-plantation drives and minimising our dependency on fossil fuels for operations.

We understand that our sustainability journey is a marathon and not a sprint. Our colleagues and the local community have played a crucial role in this journey, strengthening Tirupati. Our commitment to a safe working environment and an inclusive culture has earned us recognition as one of the "Top 50 India's Best Workplaces in Manufacturing," making us the only company in the region and among the top MNCs in India. We are focused on local community development through our welfare schemes and CSR activities.



We take pride in providing affordable healthcare products in collaboration with state and central government programs, including Pradhan Mantri Bharatiya Janaushadhi Pariyojana, PMBJP. Our products cater to millions of people, and we are constantly working towards making healthcare accessible to all. While ensuring affordability, we never compromise on the quality of our products. Our quality management system—aligned with ISO standards—ensures the manufacturing of superior quality healthcare products supported by a sophisticated system of regular checks and balances.

Our strong foundations in governance have enabled sustainable growth for our business. Our board members bring a broad range of expertise and experience to guide the company effectively. We ensure adherence to regulatory requirements and corporate governance principles aligned with the UN Global Compact.

I am extremely grateful to the entire Tirupati Group, including its members and partners, for their unwavering commitment to our shared vision of providing affordable healthcare solutions. With cooperation and innovation, I believe that Tirupati Group will soon emerge as an ESG leader within the industry.

Ashok Goyal
CEO and Director, Tirupati Group

LEADERSHIP SPEAK

Director

As a trusted manufacturing partner, we aim to exceed expectations by collaborating with our customers to co-innovate and enhance our value-added services for all stakeholders. Last year was marked by significant strides in digitalization and automation, a direction we are committed to pursue.

Our commitment to sustainable processes within the factory has led to substantial material reduction, and we are proud to have met our energy and water reduction targets. This success is attributed to our focused efforts on digitalization and process optimization, with innovation serving as a game changer for our operations.

As we expand our operations, we are constructing greener facilities and optimising existing ones to reduce energy consumption. We continuously seek sustainable and green technologies to increase efficiency and produce more with



fewer resources. Further, our R&D team is dedicated to exploring formulations from natural ingredients to minimise the use of harmful chemicals. Lastly, the adoption of new technologies has helped us reduce energy intensity by 23.5% and water intensity by 6.6% over a year.

With a dedicated and agile team, we consistently improve our processes to adopt sustainable practices. Our colleagues are continually upskilling in digital technologies, enhancing our sustainability initiatives.

Arun Goyal
Director



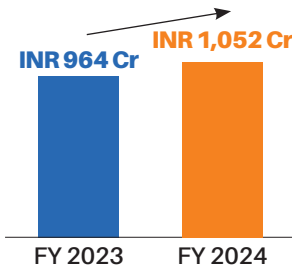
LEADERSHIP SPEAK

Chief Financial Officer



Our commitment to Environmental, Social, and Governance (ESG) principles drives both economic and environmental benefits. By implementing sustainable practices, we have achieved cost savings and risk reductions, ensuring compliance with environmental standards while fostering continuous innovation.

Revenue growth from FY 2023 to 2024



We track ESG metrics, enabling us to anticipate future governance requirements and plan accordingly. This proactive approach has led to consistent improvements across various areas, reflecting

the collective effort of our deeply engaged employees.

Our “Bachao and Pao” (Save and Gain) initiative has significantly enhanced employee engagement by sharing gains from sustainable initiatives with our workforce. This bottom-up approach has encouraged departments to propose and implement sustainable improvements, resulting in substantial cost reductions and a reduced environmental footprint.

We are committed to further integrating sustainability into our long-term

investments. We are exploring renewable energy options, such as solar power, to reduce our carbon footprint. Additionally, we are embedding ESG considerations into our project plans right from the design stage, ensuring compliance and sustainability from day one.

Our ESG initiatives have made our company more responsive and conscious of our impact on the environment and society. This cultural shift is evident in our financial performance, operational excellence, and environmental stewardship.

Our journey towards sustainability is a testament to the dedication of our employees, the support of our investors, and the trust of our customers. We remain committed to driving sustainable growth and creating long-term value for all our stakeholders.

Manvinder Singh Ajmani
CFO, Tirupati Group



INTEGRATING SUSTAINABILITY INTO OUR VALUES AND ACTIONS

At Tirupati Group, our commitment to sustainability is deeply rooted in our core values, which form the foundation of our actions and decisions. These values guide us in our journey towards sustainable growth and excellence.

Key Achievements and Initiatives



Leading the Nutraceuticals Market

In the past year, Tirupati Group has catered to up to **27% of the nutraceuticals demand in India**, significantly contributing to the health and wellness of the nation.



Recognition as a Great Place to Work

We are proud to be recognized as one of the **“Great Places To Work”** for two consecutive years, and **listed among the top 50 places to work** in manufacturing in India.



Parental Leave Success

We achieved a **100% return and retention rate from parental leave** by demonstrating our support for employees balancing family and career responsibilities.



Promoting Local Procurement

37% of our total procurement is sourced locally in line with our sustainability goals.



Awarded the Bronze Medal by Ecovadis

We are honoured to have been awarded the **Bronze Medal by Ecovadis** for our commitment to sustainable practices.



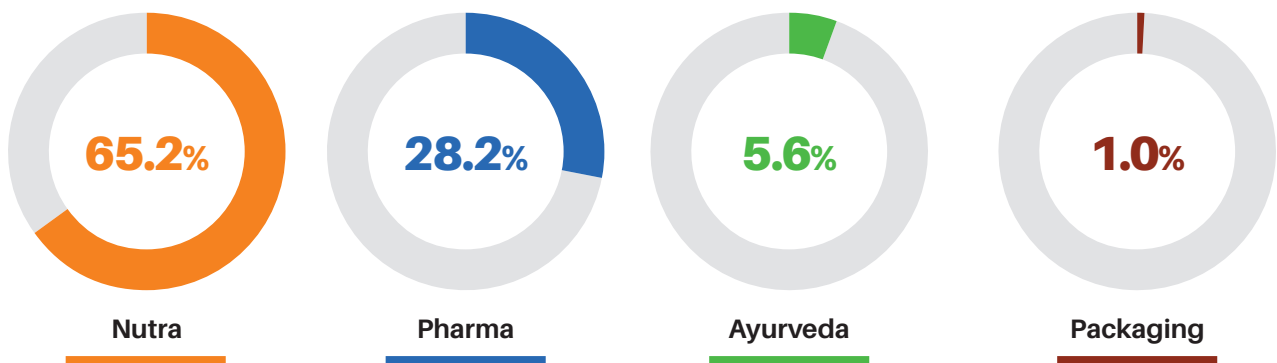
These milestones highlight our ongoing efforts to integrate responsible practices into every aspect of our business. At Tirupati Group, we are dedicated to making a positive impact on society and the environment, setting a benchmark for sustainability in the industry. Our achievements in market leadership, workplace excellence, employee welfare, local procurement, and sustainability ratings underscore our unwavering commitment to creating a better future for all.

BUSINESS PRESENCE

To maximise our impact and enhance access to healthcare products, we prioritise emerging markets such as LATAM, Africa, and Asia. The majority of our business operations are centered in Asian markets.



SHARE OF REVENUE FROM BUSINESS VERTICALS IN TIRUPATI FY 2023-24



BOARD OF DIRECTORS

Our board consists of a diverse group of industry leaders, each bringing decades of experience and a complementary business perspective to the company. With over 30 years of expertise in pharmaceuticals, and nutraceuticals industry, business strategy, human resources, supply chain, information technology and security, finance, and engineering, our directors provide a robust foundation of knowledge and insight. The board includes individuals with varied levels of experience, combining the wisdom of seasoned professionals with the high energy and innovative thinking of younger members.

We follow a multi-tiered governance approach with defined roles and responsibilities that align with our vision and values. Our board of directors is committed to upholding the trust of all the stakeholders of Tirupati Group.

Board Committees

At Tirupati Group, our board committees play a vital role in upholding our governance standards and ensuring our operations align with our core values and strategic vision. Each committee is dedicated to specific areas of oversight, providing specialised guidance and support to enhance our corporate governance framework. Below is an overview of our key board committees and their responsibilities:

Audit Committee: Responsible for overseeing, supervising, and supporting the company’s management to enhance corporate governance through lawful procedures and reasonable decision-making.

Nomination and Remuneration Committee: Tasked with recommending directors through a comprehensive review process, this committee ensures transparency and objectivity in decisions regarding directors’ appointments and remuneration.



Ashok Goyal
CEO & Director



Arun Goyal
Director



Ajay Goel
Director



Manjeet Kumar
Director



Vibhav Niren Parikh
Nominee Director



Udai Dhawan
Nominee Director



Bharti Sharma
Independent Director



Sarbesh Kumar Das
Independent Director



Asha Aggarwal
Independent Director



Yashvir Kumar Gupta
Independent Director



Deepak Goyal
Whole-time Director

CSR Committee: Charged with recommending activities, monitoring funds, and assessing the impact of the company's CSR obligations.

Ethics Committee: Ensures compliance with various company policies and conducts investigations when necessary.

By fostering a culture of integrity, accountability, and excellence, our board of directors is dedicated to steering Tirupati Group toward sustainable growth and long-term success.



Name	Designation	Expertise	Year of Appointment	Audit Committee	Nomination & Remuneration Committee	CSR Committee	Ethics Committee
Ashok Goyal	CEO & Director	Pharmaceutical and Nutraceutical, Manufacturing, Sales, and Supply Chain	2005		Yes	Yes	
Arun Goyal	Director	Production Engineering	2005	Yes		Yes	
Ajay Goel	Director	Manufacturing and Marketing	2005			Yes	
Manjeet Kumar	Director	People Management in Manufacturing	2023				Yes
Vibhav Niren Parikh	Nominee Director	Finance	2023				
Udai Dhawan	Nominee Director	Finance	2019				
Bharti Sharma	Independent Director	IT Strategy and Risk management	2024	Yes	Yes	Yes	
Sarbesh Kumar Das	Independent Director	Sales, Manufacturing and Supply chain	2024	Yes	Yes		
Asha Aggarwal*	Independent Director	Legal and IPR	2022	Yes	Yes	Yes	
Yashvir Kumar Gupta*	Independent Director	People Management, Sales Strategy	2022	Yes	Yes		
Deepak Goyal**	Whole time director	Sales and Marketing	2022				

* Director at Tirupati Wellness Private Limited & Tirupati Lifesciences Private Limited

** whole time director at Tirupati Wellness Private Limited



TIRUPATI GROUP'S COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

At Tirupati Group, our commitment to sustainability is deeply aligned with the United Nations Sustainable Development Goals (SDGs). By integrating these goals into our core operations and strategic initiatives, we strive to create a positive impact on society and the environment. Our efforts span across various dimensions, addressing critical issues such as hunger, health, education, gender equality, economic growth, innovation, inequality, responsible consumption, and climate action. The following highlights our key achievements and ongoing initiatives in alignment with the SDGs:



SDG 2: Zero Hunger

We manufacture nutritional products and food supplements that target deficiencies in developing

markets, including vitamin and iron supplements for those in need in India and other developing countries. As the country's largest nutraceutical manufacturing facility, we are committed to addressing malnutrition and enhancing food security for millions of people.



SDG 3: Good Health and Wellbeing

Affordable healthcare and well-being are at the core of our mission. We are dedicated to providing affordable healthcare products to people in emerging markets across Asia and Africa. Our focus extends beyond treatment, aiming to transition communities from



illness to wellness through our range of nutritional products. By making essential healthcare accessible and advancing preventive care initiatives, we are significantly improving health outcomes and enhancing the quality of life for countless individuals

Over 150 employees participated in the Fit Tirupati fitness challenge. All our employees go through comprehensive annual health checkups as a standard practice.



SDG 4: Quality Education

Education is a transformative force within communities, and at Tirupati Group,

we are dedicated to fostering this transformation. As part of our CSR and employee engagement initiatives, we actively support education through various channels. We sponsor five local government schools, ensuring access to quality education for students in our communities. Additionally, we provide scholarships to deserving students, empowering them to pursue their academic ambitions.

During this reporting period, TG allocated over 14 Lakhs INR in financial support for scholarships. These efforts reflect our commitment to nurturing talent and providing equitable educational opportunities that contribute to long-term community development.



SDG 5: Gender Equality

We are committed to promoting gender equality and diversity within our



organisation. Women comprise 10% of our workforce. Our goal is to increase the gender ratio by 5% over the next two years. We offer special support to help women advance within the company. Additionally, we monitor the gender pay ratio and continuously strive to close the gap.



SDG 8: Decent Work and Economic Growth

We employ around 2,000 full-time employees and 3,000 contract workers in

Tirupati. Our unwavering commitment to safety guarantees a secure working environment, evidenced by zero safety incidents and human rights violations.



SDG 9: Industry, Innovation, and Infrastructure

We are expanding our presence and increasing our manufacturing capacity with four state-of-the-



art facilities, including the largest nutraceutical manufacturing facility in India. Our dedicated R&D wing, the Tirupati Innovation Centre, hosts over 200 scientists focused on developing affordable formulations. The facility is NABL accredited.



SDG 10: Reduced Inequalities

Our business focuses on serving underserved communities and addressing related health issues. We collaborate with governments to reduce inequalities in access to medicines and nutritional products. As part of the country's largest generic medicine programme, PMBJP, we are committed to providing affordable healthcare products and reducing inequalities.



SDG 12: Responsible Consumption and Production

At Tirupati Group, we are steadfast in our commitment to responsible consumption and production practices. Our efforts encompass a range of initiatives aimed at minimising environmental impact and promoting sustainable development:

- Scientific Management of Waste
- Sustainable Procurement Practices
- Reduction in Waste Generation





SDG 13: Climate Action
We are dedicated to taking climate action through proactive measures in our operations such as:

Building Resilience to Climate Change:
We are enhancing the resilience of our operations to mitigate the impacts of climate change. This includes implementing measures to reduce carbon emissions, improve energy efficiency, and adapt to changing climatic conditions.

Community Engagement:
As part of our commitment to climate action, Tirupati Group organises tree plantation drives at the company's foster schools. Built a 6 acres Eco-park on the banks of Yamuna. These initiatives not only contribute to carbon sequestration but also raise awareness about environmental conservation among students and the community.



We have achieved a notable 23.5% reduction in energy intensity over the past year, demonstrating our commitment to producing more with less energy. This efficiency improvement contributes directly to our sustainability goals and reduces our carbon footprint.



SDGs AND ALLIED TARGETS

	Target for Guidance	Activities/Commitments
<p>2 ZERO HUNGER</p> 	<ul style="list-style-type: none"> By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round. By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons. 	<p>Manufacturing nutritional products and food supplements that target deficiencies in developing markets. This includes vitamin and iron supplements for people who are facing deficiencies in India and other developing countries. As the country's largest nutraceutical manufacturing facility, we are committed to addressing malnutrition and enhancing food security for millions of people.</p>
<p>3 GOOD HEALTH AND WELL-BEING</p> 	<ul style="list-style-type: none"> Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all. Support the research and development of vaccines and medicines for the communicable and non-communicable diseases that primarily affect developing countries, provide access to affordable essential medicines and vaccines, in accordance with the Doha Declaration on the TRIPS Agreement and Public Health, which affirms the right of developing countries to use to the full the provisions in the Agreement on Trade-Related Aspects of Intellectual Property Rights regarding flexibilities to protect public health, and, in particular, provide access to medicines for all. Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and small island developing States Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks. 	<p>Affordable healthcare and well-being are at the core of our mission. We are dedicated to providing affordable healthcare products to people in emerging markets across Asia and Africa. Our focus extends beyond treatment, aiming to transition communities from illness to wellness through our range of nutritional products. By making essential healthcare accessible and advancing preventive care initiatives, we are significantly improving health outcomes and enhancing the quality of life for countless individuals.</p> <p>Part of PMBJP scheme to provide affordable healthcare solutions.</p> <p>Over 150 employees participated in the Fit Tirupati fitness challenge and all our employees go through annual health checkups.</p>
<p>4 QUALITY EDUCATION</p> 	<ul style="list-style-type: none"> By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes. By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education. Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all. 	<p>We believe that education has the power to transform communities. As part of our CSR and employee engagement initiatives, we sponsor five local government schools. Additionally, we provide scholarships for students. Over 14 Lakhs INR of financial support for scholarships.</p>

Target for Guidance

Activities/Commitments

4 QUALITY EDUCATION



- By 2020, substantially expand globally the number of scholarships available to developing countries, in particular least developed countries, small island developing States and African countries, for enrolment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programmes, in developed countries and other developing countries.

5 GENDER EQUALITY



- End all forms of discrimination against all women and girls everywhere
- Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

We are committed to promoting gender equality and diversity within our organisation. Our goal is to increase the gender ratio by 5% over the next two years. We offer special support to help women advance within the company. Additionally, we monitor the gender pay ratio and continuously strive to close the gap.

8 DECENT WORK AND ECONOMIC GROWTH



- Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.
- Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.
- Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.
- By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
- Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

We employ around 2,000 full-time employees and 3,000 contract workers in Tirupati. Our unwavering commitment to safety guarantees a secure working environment, evidenced by zero safety incidents and human rights violations.

Target for Guidance

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.
- Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.
- Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets.
- By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.
- Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.
- Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities.

Activities/Commitments

We are expanding our presence and increasing our manufacturing capacity with four state-of-the-art facilities, including the largest nutraceutical manufacturing facility in India. Our dedicated R&D wing, the Tirupati Innovation Centre, hosts over 200 scientists focused on developing affordable formulations.

- 2 patents granted
- 6 patent applications filed and under consideration.

10 REDUCED INEQUALITIES



- By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
- Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.
- Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

Our business focuses on serving underserved communities and addressing related health issues. We collaborate with governments to reduce inequalities in access to medicines and nutritional products. As part of the country's largest generic medicine programme, PMBJP, we are committed to providing affordable healthcare products and reducing inequalities.

Target for Guidance

Activities/Commitments

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- By 2030, achieve the sustainable management and efficient use of natural resources.
- By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.
- By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
- Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
- Promote public procurement practices that are sustainable, in accordance with national policies and priorities.

We are committed to responsible consumption and production through several key initiatives:

- Scientific Management of Waste
- Sustainable Procurement Practices
- Reduction in Waste Generation

23.5% reduction in the energy intensity over an year, producing more with less.

13 CLIMATE ACTION



- Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.
- Integrate climate change measures into national policies, strategies and planning.
- Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

We are dedicated to taking climate action through proactive measures in our operations:

- **Building Resilience to Climate Change:** We are enhancing the resilience of our operations to mitigate the impacts of climate change. This includes implementing measures to reduce carbon emissions, improve energy efficiency, and adapt to changing climatic conditions.
- **Community Engagement:** As part of our commitment to climate action, Tirupati Group organises tree plantation drives at the company's foster schools. These initiatives not only contribute to carbon sequestration but also raise awareness about environmental conservation among students and the community.

TIRUPATI GROUP'S VALUE CREATION MODEL

We have made significant strides in integrating sustainability into our financial strategies, achieving notable success. Our sustainable value creation

model is built on two key pillars: time and operational boundaries. This approach has not only delivered substantial financial returns but also enabled us to offer affordable solutions while enhancing our brand reputation across India. The below snapshot illustrates our value creation model.

	INTERNAL	EXTERNAL
	Clean Technology	The base of the Pyramid
Tomorrow	<ol style="list-style-type: none"> 1. Research on green herbal materials for pain relief 2. Flagship programme- "Bachao and Pao" 	<ol style="list-style-type: none"> 1. 200 scientists focused on developing affordable formulations at Tirupati Innovation Centre. 2. Manufacturing nutrition to help people overcome nutrient deficiency.
	Pollution Prevention	Environmental Stewardship
Today	<ol style="list-style-type: none"> 1. Waste reduction and energy saving across our operations, 23.5% reduction in energy intensity. 2. 6.6% reduction in water intensity year-on-year. 	<ol style="list-style-type: none"> 1. 37% of total procurement sourced locally.



MANAGEMENT OF MATERIAL TOPICS

We have conducted a materiality assessment in collaboration with KPMG to identify and prioritise key issues based on their impact on our business. Our approach goes beyond mere reporting; we utilise ESG frameworks to mitigate risks and enhance business value.

Identification

A Materiality Assessment is a structured process used to identify and prioritise the most significant sustainability issues relevant to the organisation. In this process, we considered:

- Economic, environmental, and social impacts of the company
- Business goals and priorities
- Needs and concerns of the company’s stakeholders

We conducted a comprehensive materiality assessment to identify key sustainability topics for our organisation. This process involved pinpointing critical sector-specific issues, benchmarking

against peers, and aligning with national and international frameworks such as SASB, MSCI, and Sustainalytics.

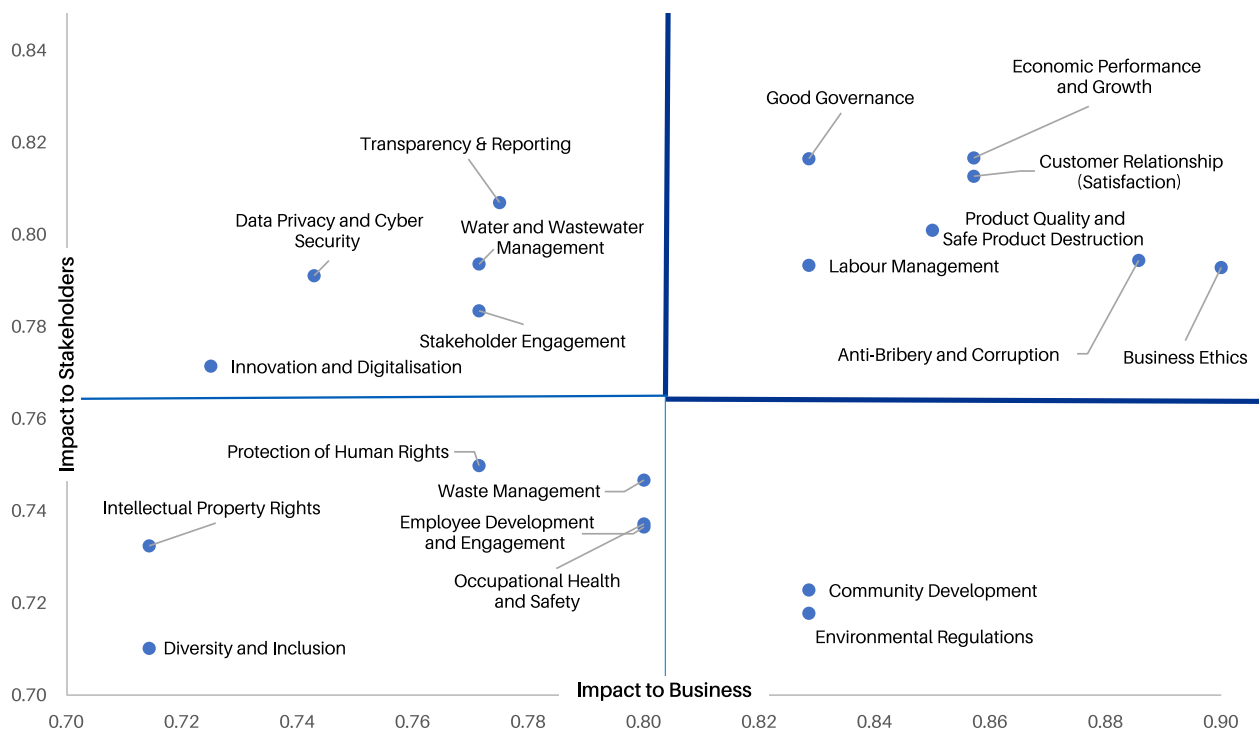
Additionally, we evaluated both short term and long term key business risks and opportunities.

Key Material Topics

From the research, we initially shortlisted 27 material topics and finalised 12 key material areas core to Tirupati Group.

Environment	Social	Governance
Water and Waste	Workforce Management	Business Ethics
Energy	Occupational Health and Safety	Good Governance
Environmental Compliance	Customer and Supplier Relationship	Innovation, Digitisation and Cybersecurity
Biodiversity	Enhancing Affordability and Accessibility of Medicines	Product Quality and Safety

Materiality assessment conducted by KPMG in 2022.





Risk Management

We implement a systematic risk management process throughout our operations to ensure resilience and sustainability. Key elements of our risk management include:

- Enterprise Risk Management (ERM)
- Quality Risk Management
- Health and Safety Risks
- Environmental and Climate Change Risk Analysis
- Supply Risk Management

Enterprise Risk Management (ERM)

At Tirupati Group, ERM is integral to our business strategy and stakeholder engagement. Our ERM framework addresses both macro and micro trends, including climate change, human rights issues, and compliance challenges. We aim to minimise the likelihood of adverse events and mitigate their impact on our business.

Annually, we conduct a thorough review across all departments to identify risks and evaluate mitigation plans. In our latest review, we identified 13 key risk areas. As a result, we implemented corrective actions in NAPs trainees, vendor management, electricity usage, and compliance requirements. Additionally, we have secured business insurance to cover risks related to pandemics, worker strikes, climate change, and natural disasters.

Risk Management Process

- **Risk Identification:** Comprehensive data analysis and stakeholder engagement are employed to identify potential risks.
- **Trend Analysis:** We map the probability of risk occurrence compared to the previous reporting period.
- **Mitigation Planning:** We develop corrective action plans to reduce the likelihood of each identified risk.
- **Reporting:** We report on risks, progress, and mitigation plans to the leadership.

Climate Change Risk Mitigation

We strive to provide accurate information on the mid-term impacts of climate change on our operations. Given the rapidly evolving ESG regulations, compliance issues are a significant risk. For instance, the BRSR core requirement mandates the disclosure of audited supplier ESG metrics for the top 250 listed companies, which may require Tirupati Group to provide assured ESG metrics. To prepare, we have adopted a comprehensive disclosure framework based on GRI and BRSR standards and are pursuing assurance based on regulatory requirements.

Our climate change risk mitigation initiatives include:

- **ESG Capacity Building:** We hosted multiple ESG training sessions facilitated by KPMG, Sattva Consulting, and our internal team to better understand the regulatory landscape and prepare for upcoming changes.
- **Digitization and Tracking:** We are digitising and tracking ESG data through CredibleESG to enhance data management and reporting.

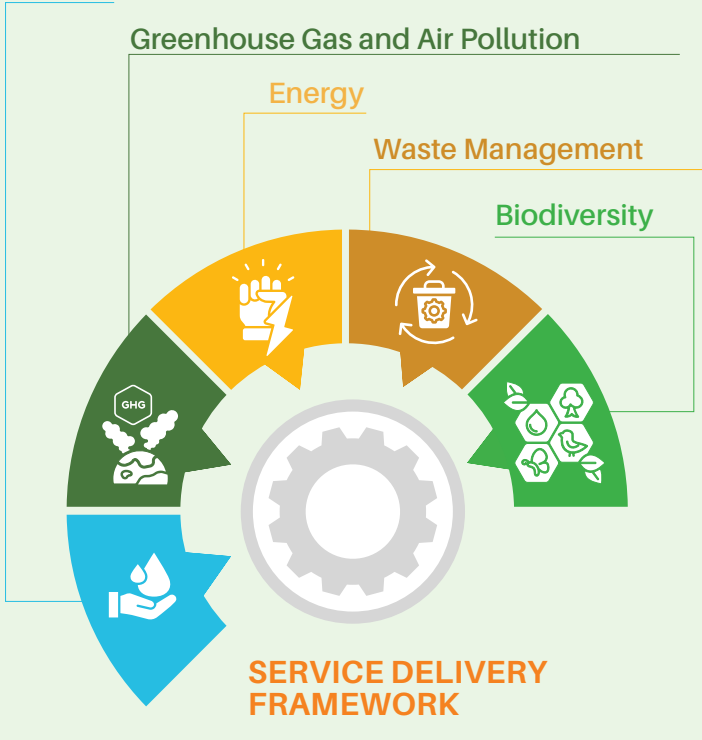
Additionally, we are addressing potential external risks such as flash floods, pandemics, chemical spills, gas leaks, explosions, and earthquakes by integrating them into our emergency response plan. This comprehensive approach ensures we are well-prepared to manage a wide range of risks, safeguarding our operations and enhancing our sustainability performance.

ENVIRONMENT

As a manufacturing company, Tirupati Group consumes significant amounts of energy and water, contributing to greenhouse gas emissions. To mitigate our environmental impact, we have set clear objectives to minimise our footprint and use resources efficiently. We are committed to waste recovery and the use of recyclable materials to promote sustainability.



Water

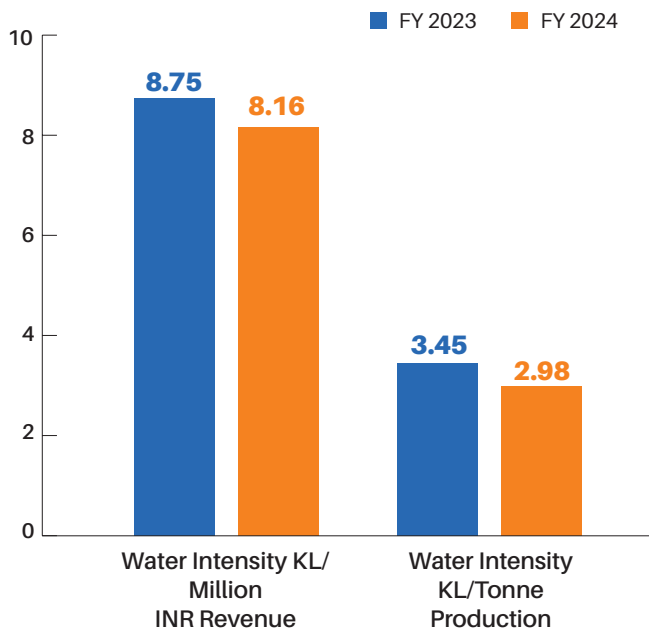


Water Management and Sustainability

Water is a crucial resource in our production processes, playing a vital role in both our manufacturing and environmental stewardship efforts. As part of our ongoing commitment to sustainable practices, we have made significant strides in reducing our water usage. In the past fiscal year, we achieved a noteworthy 6.6% reduction in water intensity (year on year), demonstrating our dedication to enhancing water efficiency and minimising our environmental impact.

Our water intensity is reduced to 8.16 KL/ Million INR revenue and 2.98 KL/ Tonne of production, in FY 23-24. This progress highlights our commitment to sustainable water use and operational efficiency. Moving forward, we have set an ambitious target to reduce water intensity by an additional 5% over the next two years, using FY 23-24 as our baseline.

Figure 1: Water Intensity



Critical Role of Water in Our Operations

Water is integral to our production processes, serving multiple essential functions including as a raw material and for generating steam to sterilise equipment. The quality of water is paramount for ensuring product safety, which is why we rigorously monitor input water quality in line with GMP standards. Additionally, we conduct bi-annual groundwater tests to assess the quality of our water sources and to evaluate any potential impact our operations may have on groundwater reserves. These proactive measures are part of our broader strategy to uphold high standards of water quality and environmental stewardship.

Location Advantage and Responsibility

Our facility in Paonta Sahib benefits from access to the Yamuna River, one of India’s major rivers, which provides a reliable water supply and alleviates concerns about water scarcity. However, this geographical advantage also comes with a heightened responsibility to manage water resources prudently. To mitigate any potential environmental impact, we rigorously monitor our Effluent Treatment Plant (ETP)

outlet water samples daily. We have implemented a water reclamation system that repurposes treated water for use in gardens and washrooms, further aligning with our sustainability goals. Notably, we have achieved a zero discharge status, meaning no water is released outside the factory premises, and we are actively pursuing Zero Liquid Discharge (ZLD) certification.

Transition to Sustainable Practices

Our commitment to water conservation is reflected in our ongoing transition to more sustainable practices. We are moving from wet to dry processing techniques and adopting waterless technologies in our production lines. An innovative ion-based cleaning system is also being commissioned to enhance our water-saving efforts. Additionally, our R&D team is working on developing new formulations that utilise aqueous solvents, which will significantly reduce our water requirements in chemical preparation processes.

Through these initiatives, we are dedicated to advancing our water management strategies and continuing our efforts to minimise our environmental footprint.



GHG Emissions and Climate Responsibility



2.63 tCO₂
/Million
INR Revenue



0.96 tCO₂
/Metric Tonne
Production

GHG emissions significantly contribute to global warming and are critical to India’s commitment to achieving its Net Zero target. Air pollution also contributes to local environmental degradation and poses health risks. At Tirupati Group, we are dedicated to mitigating these impacts through rigorous monitoring and proactive measures.

Tracking and Managing Emissions

To effectively manage our carbon footprint, we rigorously track Scope 1 and Scope 2 GHG emissions using the Credibl ESG platform. Scope 1 emissions arise from the direct fuel consumption associated with our vehicles and boilers. This year, we are expanding our efforts by conducting a comprehensive carbon assessment that will include GHG emissions from our manufacturing processes.

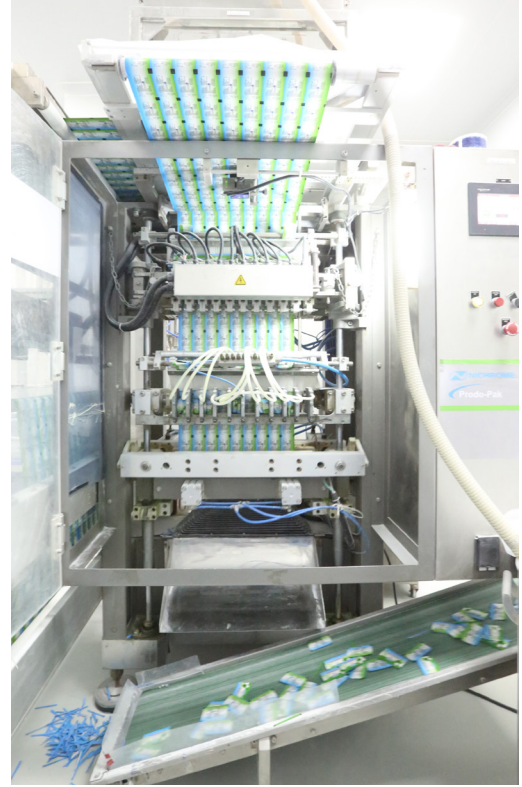
Transition to Electric and Hybrid Vehicles

To reduce emissions, we have successfully transitioned to an electric fleet within our factory premises.. Total 17 forklifts, 2 are non-electric & 15 are electric. Out of total 23 vehicles, 15 are electric i.e. 65% electric. All new vehicle acquisitions are now electric or hybrid. Additionally, we have implemented staggered manufacturing schedules to minimise our dependence on diesel generators.

Our Scope 2 emissions stem from the electricity we purchase from the state electricity board. Himachal Pradesh, where we are based, produces energy primarily through renewable sources and is an energy-surplus state. This allows us to leverage renewable energy and minimise our carbon footprint.

Scope 3 Emissions and Supply Chain Initiatives

While we are currently not tracking Scope 3 emissions in detail, we are dedicated to mitigating their impact. Our supply chain department is actively working with external

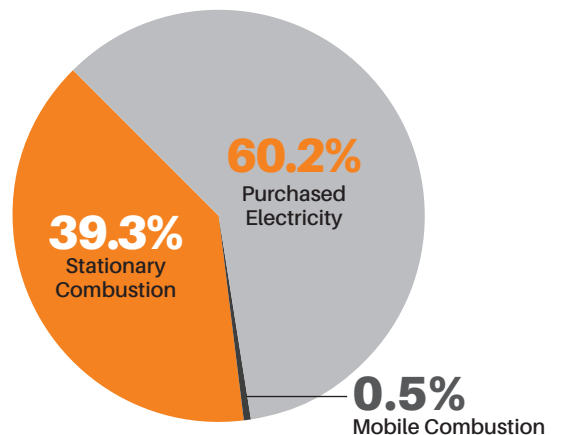


stakeholders to lower carbon footprints throughout the supply chain. For example, previously packaging materials were transported by road from southern states of India. Now, materials are shipped by train to the nearest railway station in Dehradun and then picked up by road, significantly reducing our carbon emissions.

Additional Sustainability Efforts

To further our sustainability efforts, we use inland waterways for transporting for certain cargo categories. Non-critical cargo is shipped to Tughlakabad and then transported by road, optimising our logistics for lower emissions. We have also launched a carpooling initiative for employees to reduce GHG emissions and provide a bus facility for employee commutes, further contributing to our efforts to minimise our environmental impact.

Figure 2: Emission (tCO₂e)



Air Pollution Management

At Tirupati, we are deeply committed to maintaining high air quality standards and managing solvent emissions to prevent the release of harmful gases. Our approach to air pollution control involves several proactive measures designed to minimise environmental impact.

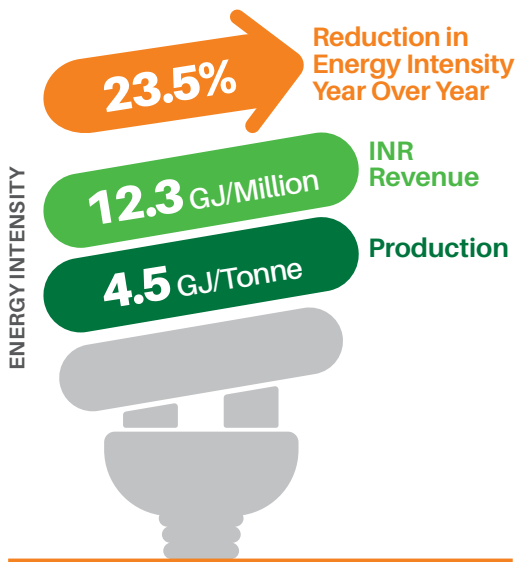
Advanced Solvent Management

We utilise a closed-loop system for solvent usage, which operates within a controlled environment to effectively limit the escape of air pollutants. Additionally, emissions are routed through chimneys equipped with advanced filtration systems, designed to capture and reduce particulate matter (PM2.5), sulphur oxides (SOx), nitrogen oxides (NOx), and other pollutants.

Rigorous Monitoring and Compliance

To ensure we consistently meet environmental standards, we conduct bi-annual stack emission monitoring through state-authorized laboratories. These comprehensive assessments confirm that our emissions remain well within the permissible limits set by the pollution control board. This rigorous monitoring underscores our commitment to upholding stringent air quality regulations and maintaining a responsible approach to environmental management.

Energy Consumption and Efficiency



Energy management is a critical component of our operations at Tirupati Group. We are dedicated to continuously monitoring and reducing our energy consumption to support our sustainability goals. In the financial year 2023-24, we achieved a notable 23.5% reduction in total energy consumption, even as our product volume increased. This accomplishment solidifies our commitment to sustainability and delivers significant environmental and cost benefits.

Future Energy Reduction Goals

Looking ahead, we have set an ambitious target to further reduce energy intensity by an additional 5%, using FY 2023-24 as our baseline. By integrating energy efficiency into our operational strategy, we aim to enhance operational efficiencies and further mitigate our environmental impact. This ongoing commitment aligns with our broader sustainability goals and strengthens our role as a responsible corporate citizen.

Energy Consumption Breakdown

Our energy consumption is primarily divided between two sources: boilers and electricity. Boilers, which account for nearly 45% of our total energy use, are fueled by locally sourced biomass. Electricity, which constitutes 50% of our energy consumption, is largely driven by the air conditioning needs in our controlled manufacturing environments.

We source our electricity from the state electricity board, benefiting from Himachal Pradesh’s renewable energy production. The cooler temperatures at our location during winter months help reduce our air conditioning requirements.

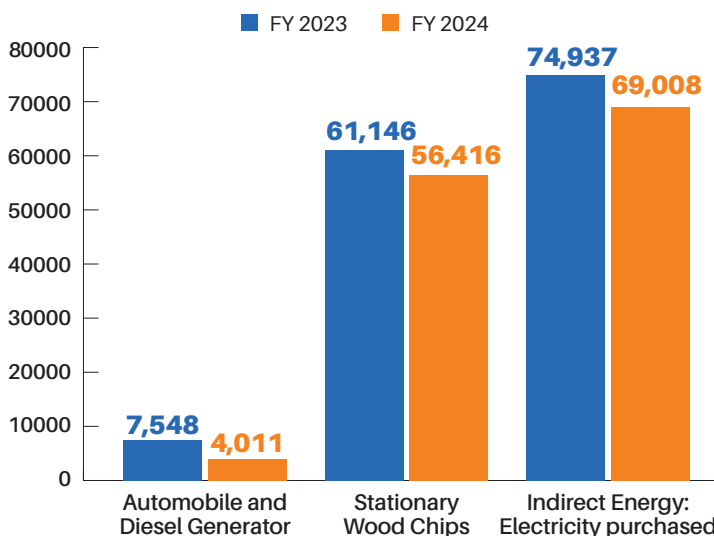
Energy Conservation Measures

Our latest corporate building, inaugurated in 2016, features energy-efficient design principles and automated systems to enhance energy conservation. We have adopted dry cleaning processes and commissioned ionised cleaning to reduce our reliance on steam. Additionally, we minimise fossil fuel use by shutting down plants during power disruptions and compensating with increased operations when power is available. This approach has led to a greater integration of clean energy into our operations, leading to 45% reduction in fossil fuel consumption.

Monitoring and Continuous Improvement

The EHS team tracks energy consumption every month. Regular reviews and energy audits ensure continuous monitoring and ongoing improvements in energy efficiency. These efforts are crucial for maintaining our commitment to energy conservation and supporting our sustainability objectives.

Figure 3: Annual Energy consumption GJoules



Waste Management

At Tirupati, effective waste management is integral to our sustainability strategy. We have set a target to reduce specific waste generation by 5% and minimise landfill disposal. Our comprehensive waste management approach emphasises reducing, segregating, recovering, recycling, and responsibly disposing of waste.



Satat Sarthak Sudhar: We believe and follow a continuous improvement approach in the process to reduce the waste generated in the organisation. These small individual efforts have helped the company save more than 2 tons of raw materials each year. Some of the interventions include:

- Finding an optimum filling weight in the jar and attaching a vibrator to the jar.
- Reusing the damaged pellets in secondary processing areas.
- Repairing nearly 80% of the damaged pellets.

Reduce

Our waste management efforts start with minimising consumption, aiming to achieve more with fewer resources. We provide regular training to employees on waste reduction and segregation practices. Additionally, we have installed six 25KL silos for solvent storage, significantly reducing the need for approximately 3,000 HDPE drums annually.

Segregate

Within our facility, waste is systematically segregated according to GMP classifications. Our SOPs outline the waste streams generated across departments, ensuring that segregation is both efficient and effective.

Recover and Recycle

We are committed to converting waste into valuable resources. A portion of our waste is purposed for fuel for cement factories, and organic waste from our kitchens is turned into manure. Additionally, e-waste is processed through authorised recyclers, further supporting our sustainability goals.

Responsible Disposal

For the disposal of hazardous and other waste generated at our manufacturing sites, we have partnered with a state-authorised TSDF waste management company. Both Tirupati Medicare and Tirupati Wellness are EPR certified by the Central Pollution Control Board, and Tirupati Lifesciences is in the process of obtaining its EPR certificate. These certifications reflect our adherence to regulatory standards and our commitment to responsible environmental stewardship.

Biodiversity and Environmental Stewardship

Preserving biodiversity and protecting the environment are integral to our

operations at Tirupati. We are dedicated to implementing sustainable practices that minimise our ecological footprint and safeguard the natural habitats surrounding our facilities.

Our company sites fall under the Simbalbara Wildlife Ecozone, as per the Ministry of Environment, Forest, and Climate Change Notification of 2015. Given the biodiversity zone, we operate with the utmost responsibility. Our EHS team ensures that no effluents are discharged into the surrounding environment. We obtain all necessary permissions and consents to operate from regulatory bodies, and we conduct regular inspections to ensure that pollution and noise levels remain within permissible limits.

Our EHS team monitors water withdrawal daily. We conduct rigorous testing of effluent output water to detect antibiotics, harmful chemicals, and metals. These stringent monitoring and compliance practices are designed to mitigate environmental impacts and protect the biodiversity of the Simbalbara Wildlife Ecozone. In conjunction with these conservation measures, we strictly adhere to the Himachal Pradesh Biological Diversity Act of 2002. This comprehensive approach ensures that our operations are sustainable and aligned with regional ecological preservation efforts.



SOCIAL

At Tirupati, we are committed to fostering a positive impact on our employees, customers, suppliers, and the communities in which we operate. Our social responsibility initiatives are guided by principles of fairness, transparency, and sustainability, aligning with several SDGs.



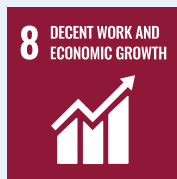
1,956
Employees
working at our
group companies.



Zero
Human Rights
and Harassment
issues reported.



100%
Return and
Retention from
parental leave.



Employee

Gamification of Employee
Initiatives

Human Rights

Community

Customers



Employees

We strive to create a fair and transparent work environment. This involves ensuring equitable treatment, promoting diversity and inclusion, and providing a safe workplace. Our policies and practices are designed to support the well-being and professional growth of our employees.

Customers

We are dedicated to providing superior quality products and services. Our commitment to customer satisfaction includes adhering to the highest standards of safety and efficacy, ensuring that our products meet stringent quality controls, and maintaining transparent communication with our customers.

Suppliers

We uphold the human rights of our suppliers and their employees. This includes enforcing fair labour practices, ensuring ethical sourcing, and maintaining strict adherence to our Supplier Code of Conduct. We regularly audit our suppliers to ensure compliance with our human rights standards.



Community

We uphold and promote clean living conditions in the communities where we operate. Our community initiatives focus on enhancing the quality of life, supporting local development, and ensuring that our operations do not adversely affect the local environment. Through various community programs, we aim to foster a positive impact and contribute to the well-being of our neighbours.





Employees

At Tirupati, we offer our employees opportunities to enhance their skills, build connections, and advance their careers. Our commitment to a safe working environment and an inclusive culture has earned us recognition from "Great Places to Work" twice in a row, making us the top-rated employer in Himachal Pradesh and one of the top 50 manufacturing workplaces in India. We also have a 4.0/5 rating on Glassdoor, reflecting our employees' satisfaction.

Our offices boast a serene view of the Himalayas, and many of our employees live in Paonta Sahib, near the peaceful Yamuna River. This location offers a relaxing lifestyle while being well-connected to Dehradun and Chandigarh for education and healthcare facilities for employees and their families.

Digital Employee Experience

We provide a seamless digital experience for our employees, from onboarding to exit, using Darwinbox to streamline HR processes and engage effectively. Our HR manual and policies are accessible via Darwinbox and our website, ensuring transparency and ease of access for all employees.

Young Talent

At Tirupati, we are dedicated to fostering young talent and empowering the next generation of professionals. In the reporting period, we hired 494 new employees, with 80% under the age of 30. For many, Tirupati is the first step in their professional journey, and we are proud to support their growth and development.

We provided internships and training to 200 graduates under the National Apprenticeship Scheme, with 95% of these trainees choosing to continue working with us, reflecting the supportive and growth-oriented environment at Tirupati. Our programs, Sampark and T-Milap, integrate new joiners into our company culture, offering opportunities to interact with leadership and share experiences, ensuring they feel valued and connected from the start.

Experienced Hires

We hired 91 new employees with more than 8 years of experience, significantly fewer than the previous year, reflecting the impact of our new flexible tax-saving policy which has helped us attract and retain talent. Attrition is lowest among experienced employees, highlighting stability in the leadership of the company.



We provide equal opportunities for career advancement and professional development. Our training programs, mentorship initiatives, and performance evaluation systems are designed to support the growth and development of all employees, regardless of their background.

Employee Benefits

Employee engagement, going beyond statutory requirements:

Diversity

At Tirupati, we are committed to fostering diversity and inclusion within our workforce. We aim to increase women’s employment by 5% over the next two years and have implemented diversity and inclusion training for all employees to raise awareness and sensitivity on the topic.

We are dedicated to promoting opportunities for people with disabilities. Currently, thirteen persons with disabilities are employed at Tirupati, and we are working to increase this number. In the nutraceutical domain, their special sensory abilities are particularly valued and contribute significantly to our operations.

- **Tirupati Employee Welfare Society:** Our employees generously contribute 1% of their salary to this society, which provides financial assistance for health emergencies to employees and their families. Currently, we are proudly sponsoring the education of 25 children whose parents, former employees of Tirupati, passed away while in our service.
- We celebrate our employees’ special moments by providing “Shagun” on auspicious occasions. For the last reporting period, we have contributed nearly 15 Lakh Rupees for the Employee Special occasions.



- **Parental leaves and Pension:** We take pride in the fact that 100% of our employees returned to work after parental leave and stayed for more than 12 months afterward, reflecting the trust they place in Tirupati. All employees and workers are covered under the EPFO pension scheme as per statutory provisions.
- **Generous leave policy:** Our leave policy exceeds regulatory requirements, offering up to 40 days annually, including sick, casual, earned, birthday, anniversary, and marriage leaves. Additional leaves are provided to employees excelling in sports.
- **Employee performance reviews:** We conduct annual performance reviews to ensure our employees grow alongside the company in our fast-paced environment.

- **Helping find purpose:** Employees can switch roles across Tirupati companies, helping them find their passion. Last year, 16 employees transitioned internally, with many moving to roles in Sports Nutrition.
- **Flexi Salary, loans and insurance policies:** Senior employees can restructure their salaries for better tax planning, helping us attract leadership talent. All employees and their families are covered under health insurance policies, including life cover for those above a certain pay grade. We provide advance loans on a tiered basis for financial emergencies.
- **Child education program:** We offer full scholarships to children of employees and workers below a certain CTC threshold, benefiting over 250 children with a total amount of over INR 14 Lakhs in the reporting period.

We provide a creche, subsidised food and transport, and financial incentives such as shift allowances and car leases, further enhancing our employees' wellbeing and satisfaction.

Gamification of Employee Initiatives

At Tirupati, we believe in creating an engaging and motivating work environment through gamification. Our innovative programs encourage employees to actively participate, innovate, and stay healthy, all while contributing to the company's success. Below are some key initiatives:

- **Sports and celebrations:** Tirupati employees actively participate in local cricket and badminton tournaments, with facilities provided for practice. Employees representing Tirupati receive paid time off to practise and participate, fostering sportsmanship and camaraderie.
- **Regular team outings** celebrate various achievements, such as the GPTW certification and SAP implementation, attended by nearly 150 employees each.



We also sponsored and participated in state volleyball and local cricket tournaments.

- **Bachao aur Pao:** This unique program allows employees to submit cost-saving ideas through our HRMS. Each month, the best ideas are selected for implementation, led by the proposer. 10% of the savings are redistributed to the team, incentivizing innovation and efficiency.

Figure 5: Bachao Aur Pao snapshot, FY23-24



The packaging material procurement team took a 8 month long project to reduce the costs. The team was able to reduce the cost by 11%, demonstrating the bottom up approach. This program has helped the company to maintain a healthy bottom line and redistribute the savings to employees.

- **FIT Tirupati:** To promote health, we provided HealthifyMe subscriptions and subsidised gym memberships to employees, encouraging them to maintain a healthy BMI. Our latest event saw participation from over 150 employees, emphasising our commitment to employee wellness.

Learning and Development

- Each employee receives an average of 7.5 hours of internal training annually, excluding daily on-the-job training to ensure the highest product quality. We follow Good Manufacturing Practices with instructor-led training for all manufacturing employees and workers. ESG training is provided internally and through industry experts from Sattva Consulting and KPMG.
- Our Production, Quality, and Supply Chain teams are trained on SAP S/4 HANA, with 426 employees upskilled. Under the NAPS, we trained 198 employees and hired 188. We currently have 99 graduate trainees building essential industry skills.

Human rights

At Tirupati, upholding the dignity and rights of our stakeholders is a fundamental duty. We are committed to creating a safe and inclusive work environment and promoting human rights through our operations.

Safe working conditions

At Tirupati, we are committed to providing safe working conditions for all employees, workers, and contractors on our premises. Our dedication to safety is reflected in zero serious safety incidents, further validated by ISO 45001 certification. We ensure compliance with wage laws and overtime payments as per the Factory Act 1948, which is verified through SMETA audit reports.

Injury and Illness

We prioritise creating a safe work environment to minimise injuries. Over the past three years, there have been zero fatalities or serious injuries. In the event of any incident, we provide:

- Immediate emergency care
- Reasonable recovery time
- Assistance in working during recovery

Voluntary employment and abolition of child labour

All employment at Tirupati is voluntary, with no forced labour or retention of personal documents. We ensure our employees are free from debt bondage due to company loans. We do not engage in child labour and maintain strict audit practices to enforce this policy. The minimum employment age at Tirupati is 18 years, and we expect the same standard from our suppliers and customers.

Inclusive working culture

We are committed to fostering an environment free from discrimination and harassment. This inclusive culture is deeply embedded within our organisation, and we have received zero complaints related to discrimination or harassment. We continue to promote and uphold this inclusive culture at Tirupati.

Freedom of Association

As per the Factories Act 1948, we have established a works committee comprising worker representatives, employees, and management. This committee meets quarterly to discuss issues related to wages, working hours, and safety. The chairperson of the committee is elected democratically by the workers, ensuring their representation and involvement in decision-making processes.

Community

Tirupati engages in local community development activities through NGOs, Civil society organisations, employee volunteering. We also provide financial support to community development and research institutions from our CSR



programs. We spent over INR 1.4 Cr in the reporting period for various CSR activities.

- **Ambulance service:** Paonta Sahib lacks a multispecialty hospital, necessitating long travel times for quality medical care. Recognizing this need, Tirupati Group has established a free ambulance service for the public. Last year, we provided emergency transportation for 231 families, ensuring timely medical assistance when it was most needed.
- **Nutrition support:** Aligned with Himachal Pradesh's goal to become India's first Tuberculosis-free state, we collaborate with the Himachal Pradesh Government to provide nutritional supplements to TB patients in the Sirmour district. Through the PMTB MBA, we supply nutrition powders to 550 TB patients each month. We work closely with Asha workers to ensure effective distribution.
- **Supporting Schools:** We financially support the infrastructure needs of five government schools in Paonta Sahib, covering essentials such as books, benches, uniforms, and classroom construction. Notably, GSS Palhour, located within Kalesar National Park, benefits from our employees' voluntary teaching efforts. Additionally, we have



established a state-of-the-art IT lab with over 30 desktops at Shri Guru Gobind Singh Government College, enhancing computer literacy in a remote village.

- **Sports and games:** Every year, we sponsor local athletes and teams, enabling them to compete at state and national levels. Anil Thakur, whom we supported, won gold in the state-level para badminton championship and has earned multiple national recognitions. We also provide sports gear to the local rugby team and sponsor district-level under-14 girls' sports tournaments in Sirmaur.
- **Road Safety and Community Development:** Our employees actively promote road safety in Paonta Sahib, donating traffic barricades to local police for improved traffic management. In Puruwala village, we installed 20 benches and cleaned a water stream to restore its natural flow. We also funded the construction of an 800-metre paved road, significantly improving commuting safety and accessibility for 760 residents.

We have financed the construction of a community centre, Gyan Chand Goyal Dharmarth Bhawan, to bring local communities together. The space is open for the local community to host

special events and family functions.

- **Blood donation and Physiotherapy:** We organise regular blood donation camps in collaboration with the IMA Blood Bank, Uttarakhand. Additionally, in partnership with the Rotary Club in Paonta Sahib, we conducted four physiotherapy sessions for paralyzed patients and donated wheelchairs to disabled individuals.
- **Tree plantation and herbal park:** Tirupati has spearheaded the construction of a 6 acres Van Vihar Eco-Park in Paonta Sahib, along with the local government body. The park is located on the banks of river Yamuna and acts as an eco-retreat for the local population. We conduct regular tree plantation drives in and around our premises.

Customers

We are recognized as a key partner for contract research and manufacturing services. In the previous financial year, we worked with 225 customers, 76 of whom increased their order value from the previous year. Our recent customer survey revealed a CSAT score of 4.2/5, demonstrating our customer-centric approach. We continuously enhance client engagement through our services and product development efforts. We collaborated with multiple customers to co-create products and healthcare solutions, assisting them in research, manufacturing, and packaging design in compliance with regulatory requirements.

To improve our customer service, we have implemented an eQMS for logging and tracking complaints, allowing us to resolve issues and implement corrective actions swiftly. Additionally, our key customers are assigned dedicated account managers to ensure a seamless experience. These initiatives have significantly increased customer satisfaction.

Aligning with our clients' net-zero targets and sustainability goals, we are actively reducing our carbon footprint at Tirupati Group.

QUALITY AT TIRUPATI: FROM INSIDE OUT



**Zero
Product
Recalls**

As a pharmaceutical and nutrition manufacturing company, we recognize the critical importance of preventing contamination and cross-contamination. To address these risks, we have established manufacturing units and processes aligned with GMP.

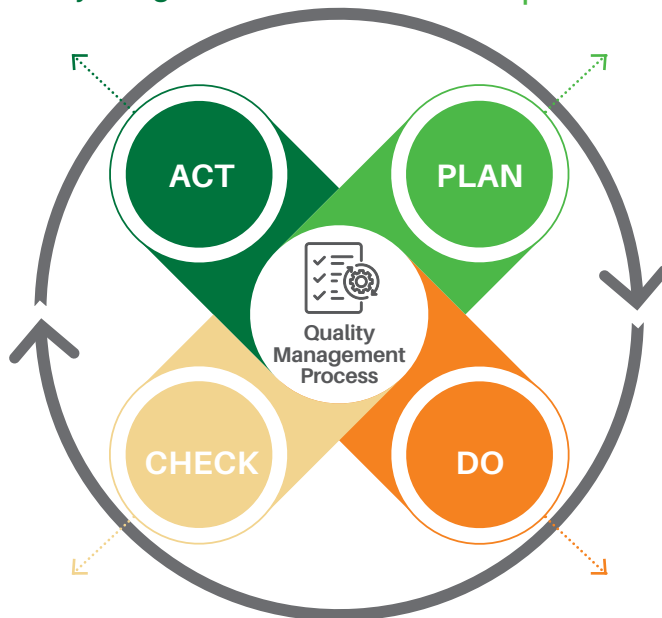
Quality Management Process

Our quality management system adheres to the “Plan-Do-Check-Act” cycle to ensure continuous improvement and adherence to high standards:

Figure 4: “Plan-Do-Check-Act” cycle

Adopt the change, abandon it, run through the cycle again

Plan a change or test, aimed at improvement



Study the results. What did we learn? What went wrong?

Carry out the change or test, preferably at a small scale



PLAN

We begin by setting clear quality objectives and developing robust processes to meet them. This involves detailed requirement analysis based on customer needs, identifying and testing material sources, and obtaining approval from our quality team.

DO

With our plans in place, we execute processes with diligence. Our manufacturing setup is designed to meet GMP standards, ensuring safe and efficient operations.

CHECK

Regular audits are conducted to monitor progress and ensure compliance. Our quality teams oversee all supply chain activities to prevent errors. Extensive internal and external audits are performed annually to uphold our commitment to quality assurance.

ACT

Based on audit findings, we make necessary adjustments to improve processes continuously. This iterative approach helps us adapt to new challenges and maintain high standards.





Product Monitoring and Grievance Handling

All our products are rigorously monitored throughout their shelf life in all markets. In the event of a quality issue, we have a robust grievance-handling procedure, including thorough investigations and product recall processes. To date, we have not experienced any product recalls, reflecting our stringent safety practices.

Customer feedback is crucial to our quality improvement efforts. Our quality team tracks all customer complaints and performs root-cause analysis to address issues effectively. We aim to reduce complaint numbers and resolution times, ensuring continuous enhancement.

Digitalisation and System Integration

We have embraced digitalisation in quality and document management through the implementation of systems such as DMS, EQMS, LIMS, HRMS, and SAP S/4 HANA. These systems facilitate faster material movement, meticulous tracking, and enhanced transparency, streamlining facility audits and document verification processes.

Certifications and Supplier Management

Our commitment to quality is further reinforced by certifications detailed in [Annexure-I](#), which ensure we meet and exceed industry standards. Additionally, our quality teams closely monitor supply chain activities, conducting regular supplier audits. Last year, we audited 198 suppliers at their facilities across India, ensuring they adhere to our stringent GMP standards.

At Tirupati, quality is a journey that starts within our organisation and extends throughout our operations and supply chain, guaranteeing that our products are safe, reliable, and of the highest quality.

Ethical Marketing and Product Labelling

As a CRAMS, Tirupati is committed to ethical marketing and compliant product labelling. We provide accurate information on product composition, characteristics, and safe usage, enabling informed decisions for both clients and consumers.

Ethical Marketing Practices

We ensure that all marketing materials adhere to regulatory standards and align with our company vision. Our thorough review process upholds the integrity and transparency of our communications.

Compliance and Integrity

Our exemplary compliance record confirms our commitment to ethical practices. We have no instances of regulatory charges or non-compliance related to marketing, underscoring our dedication to maintaining high standards in all our marketing efforts.

HEALTH AND SAFETY



Zero
High-
Consequence
Injuries

Health and safety are top priorities at Tirupati. We are committed to creating a safe working environment by adhering to best practices and standards. Our approach follows the Hierarchy of Controls methodology to effectively manage health and safety risks.

Hierarchy of Controls

- **Elimination:** We have automated solvent handling by transitioning to automated silos, eliminating spillage risks and improving control measures.
- **Substitution:** Manual and diesel forklifts have been replaced with electric forklifts, which are safer and easier to handle.



- **Engineering Controls:**

- Noise enclosures are installed for all diesel generators.
- The facility features noise-enclosed walls, doors, and fully enclosed manufacturing lines.
- State-of-the-art fire safety equipment includes fire hydrants, extinguishers, automated sprinklers, fire suppression systems, and smoke detectors. Fire aluminized suits and SCBA sets are available for rescue operations.

- **Administrative Controls:**

- Comprehensive safety training is provided, covering OHS awareness, firefighting, PPE use, hazardous material handling, first aid, and emergency response.
- Warning signs indicate risk levels and necessary precautions in each zone.
- SOPs are in place for risk identification and health issues, with an incident investigation team and reporting mechanisms.
- Quarterly safety mock drills are conducted to ensure safety preparedness.

- **PPE:**

- Mandatory PPE usage is enforced, with dedicated SOPs detailing proper use.

Each plant has a safety committee composed of workers and employees. This committee meets monthly to discuss and implement safety measures.





Employee health is critical to prevent contamination risks. We offer regular health check-ups and mandatory medical examinations upon joining and annually.

The investigation team, consisting of cross-functional members, addresses quality, safety, and throughput implications. Corrective actions are reported to the plant head, usually the committee head.

Employee Health and Well-being

Employee health is critical to prevent contamination risks. We offer regular health check-ups and mandatory medical examinations upon joining and annually. Medical data is captured digitally through HRMS, with health trends gamified for employee engagement. We have observed no occupational illnesses.

Our OHS centre handles a range of injuries, from minor to severe, and an ambulance is available within 20 minutes from all locations. We proudly report zero fatalities and a reduction in lost time injuries over the past three years. Regular hazard identification exercise and corrective actions are implemented at each site, supported by a continuous health and safety improvement plan.

Our OHS system covers all employees, workers, and contract labourers, with regular audits including ISO 45001 and SMETA 4 Pillar. Tirupati Wellness and Lifesciences also undergo regular SMETA audits. We promote fitness through initiatives like the “Fit Tirupati” challenge, which saw 159 participants assessed on BMI, physical activity levels, and blood health.

At Tirupati, we are dedicated to maintaining and exceeding safety standards for the well-being of our employees and stakeholders.

SUPPLY CHAIN

At Tirupati, a sustainable supply chain is vital to our mission. We focus on responsible sourcing, minimising environmental impact, and upholding ethical standards. This section details our supply chain strategies, risk management, and sustainability initiatives.



Our Sustainable Supply Chain Policy provides guidelines for engaging with suppliers and partners, designed to create environmental and social impact while minimising risks.

Supply Chain Management

At Tirupati, our supply chain management encompasses collaboration with upstream raw material manufacturers and distributors, as well as downstream multinational customers in the pharmaceutical and nutrition industries. Our downstream supply chain is characterised by single-point deliveries to central or regional locations, ensuring efficiency and reliability.

Supply Risk Management

Ensuring a continuous supply of healthcare products to our customers and patients is our priority. To achieve this, we have established a resilient supply chain. We are actively reducing our dependence on international suppliers, which now account for less than 10% of our total procurement spend.

Our Sustainable Supply Chain Policy provides guidelines for engaging with suppliers and partners, designed to create environmental and social impact while minimising risks. This policy aligns with the principles set out by the UN Global Compact (UNGC).

All our suppliers must adhere to the principles and requirements outlined in our Supplier Code of Conduct. We encourage suppliers to implement management systems that comply with regulatory requirements and strive for continuous improvement.

Green Supply Chain Initiatives

Our team is dedicated to developing sustainable logistical solutions. To reduce road transport, we have transitioned from trucking goods from the southern states of India to transporting goods by train to Dehradun, the nearest railway station, from where they are picked up and transported to Paonta Sahib.

Supplier Audits and Risk Assessment

We audited 198 suppliers, accounting for more than 50% of our procurement spend, for ESG parameters. While we identified



All our suppliers go through a comprehensive questionnaire to understand their ESG and GMP adherence. Critical suppliers are subjected to onsite audits...



a couple of suppliers with environmental risks and are monitoring their progress, no human rights violations were found among our suppliers during this period.

All our suppliers go through a comprehensive questionnaire to understand their ESG and GMP adherence. Critical suppliers are subjected to onsite audits and are periodically audited every three years, with additional surprise or cause audits as required. During the reporting period, 22% of new suppliers were screened for environmental parameters.

Our annual supplier review includes environmental and social parameters, with a significant focus on safety. Suppliers

with lower risks are moved to our preferred suppliers list.

Starting 2024, we have incorporated ESG risk management into our supply chain processes. We are mapping supply chain risks for FY 24-25, aiming to build a more sustainable and resilient supply chain tailored to the needs of Tirupati Group and its stakeholders.

Local Procurement

In the previous year, 37% of our total procurement was sourced locally. Local suppliers, defined as those within 200 km of Paonta Sahib, our base location, primarily come from Himachal Pradesh and four neighbouring states.

GOVERNANCE



Zero Cases of Non-compliance

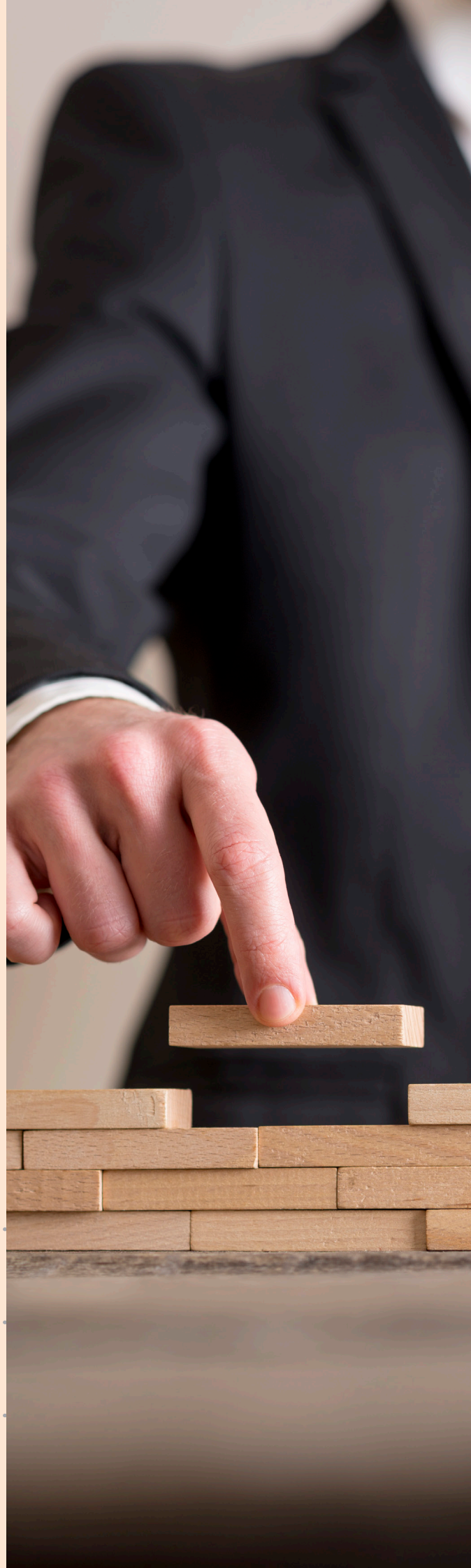
A strong governance mechanism is the key to achieving stakeholder trust. At Tirupati, we realise that the industry is dynamic and our systems and procedures need to be agile in order to respond to the changing needs of our stakeholders. We want to create long term value for our stakeholders. And therefore, our focus is to gather our strengths and turn every risk into an opportunity. A strong and stable governance structure helps us drive business, and monitor the effectiveness of our policies and practices. We have implemented governance standards in alignment with the UNGC and MCA. By doing this, we not only conduct business in the right way but also withstand our commitment towards product stewardship.

We have engaged reputed global firms to conduct our process and financial audits helping us maintain transparency, adhere to best industry practices, and uphold our long-term vision.

Business Ethics

**Digital Systems
and Automation**

**Innovation at
Tirupati Group**



Business Ethics

Code of Conduct

Our Code of Conduct sets clear expectations for employee behaviour, guided by the Ethics Officer and the Ethics Committee. This document helps employees make decisions that align with our values. Any observed violations must be reported to the Ethics Committee promptly.

Nomination and Remuneration Policy

The Nomination and Remuneration policy defines guidelines on matters such as:

- Succession planning and professional development of directors
- Appointing new directors for diversity and expertise
- Formulating criteria for director and Key Managerial Personnel (KMP) remuneration
- Evaluating KMP performance and adjusting salaries accordingly
- The compensation ratio of the highest-paid individual to the median employee is 92.5.



CSR Policy

Our CSR policy adheres to Section 135 of the Companies Act, 2013. It outlines our commitment to:

- Compliance with legal guidelines
- Identifying high-impact community projects
- Implementing and monitoring CSR initiatives

Whistleblower and Grievance Redressal

We offer a platform for stakeholders to report concerns anonymously via

complianceofficer@tirupatigroup.co.in.



Our whistleblower policy protects confidentiality and prevents retaliation. It covers a wide range of issues including corruption, human rights violations, and environmental concerns. The process includes:



At Tirupati, we prioritise the well-being and satisfaction of our employees. We have established a Disciplinary and Grievances Committee to address

and resolve any issues that arise in the workplace. Employees can lodge their complaints through our HRMS platform or by emailing the respective grievance officers. The grievance mechanism covers a range of issues, including financial misappropriation, poor working conditions, and workplace discrimination.

The head of HR is responsible for addressing grievances within 48 hours of receipt. Depending on the severity of the issue, the Disciplinary and Grievances Committee and the board will be notified to take appropriate action. This ensures timely and fair resolution of all employee concerns.

Anti-Corruption and Anti-Bribery
 We enforce a zero-tolerance policy towards corruption and bribery. Our anti-bribery policy outlines responsibilities and includes comprehensive training for employees. Accurate financial records are maintained, and regular internal and external audits are conducted to ensure compliance. Recent risk assessments affirmed our processes' effectiveness but highlighted the need for greater awareness among stakeholders.

Compliance
 Compliance with ESG principles is integral to our operations. We follow the GRI framework to disclose our ESG impacts and align our policies with the Sustainable Development Goals (SDGs). As a leading CRAMS in India, Tirupati is committed to minimising our ecological footprint and realigning our corporate purpose with ESG priorities.

DIGITAL SYSTEMS AND AUTOMATION

Our transition from paper-based processes to digital systems has significantly enhanced efficiency and reduced errors. At Tirupati Lifesciences, we have commissioned two fully automated bottling, inspection, and labelling lines, each capable of producing over 150,000 bottles per day, thus streamlining our manufacturing process.

Employee engagement has also been digitised, covering onboarding tasks, online surveys, and policy updates. Monthly online quizzes help us assess and enhance skills. For external stakeholders, digitised security entries facilitate seamless movement.

Tirupati's digitalisation journey began in 2009, by adopting Process Master ERP. Early this year, we transitioned to SAP S/4 HANA. By adopting SAP for production planning and product management across all facilities, we have centralised our operations, providing real-time data access and improving decision-making. A central data centre and robust server room, currently under construction, will further enhance our data security. This digital transformation has modernised our operations, enabling us to swiftly adapt to industry demands and deliver greater value to our stakeholders. Additionally, we have implemented an EQMS to ensure operational efficiency and compliance, further enhancing our operational performance.

We have also implemented a DMS to maintain a central repository for all

incoming documents. This automation has enabled us to store and track electronic versions of documents efficiently. For effective management of core HR processes, we have adopted HRMS software, which has minimised the possibility of human error in our talent management system. Lastly, our LIMS organises our laboratory data, automating workflows and ensuring continuous operations.

Information Security



Zero
Information
Security
Incidents

With digitisation comes the responsibility to protect our stakeholders' data. We engage with global consultancies for expert advice on data security measures and conduct external audits to identify and address any gaps. During the reporting period, we had no information security breaches.

Employees receive regular training on information security issues. Mobile phones are prohibited inside facilities to maintain client confidentiality. Our firewalls and security systems undergo periodic penetration testing, and we continuously monitor system health. To strengthen our data protection efforts, we have formalised an information security policy and plan to achieve ISO certification in IT infrastructure and processes.

INNOVATION AT TIRUPATI GROUP

At Tirupati Group, innovation is at the heart of our mission to deliver affordable and groundbreaking healthcare solutions. Through our integrated approach at Tirupati Innovation Center (TIC), we support our partners in expanding product portfolios, optimising operations, and achieving long-term sustainability. Here's how innovation drives growth across various sectors, including pharmaceuticals, nutraceuticals, sports nutrition, and Ayurveda:

Innovative Solutions and IP Development

Advanced Delivery Systems

TIC is pioneering new delivery systems and active ingredients, marking the first time these innovations are introduced in India. Enhanced drug formulations and delivery methods improve patient compliance and drive market success. Tirupati Group has been granted two patents and has six additional patents in the pipeline, reflecting our commitment to intellectual property (IP) development. We safeguard our IP rigorously and expect the same level of diligence from all partners and employees.

Platform Technologies

Our platform technologies include mouth dissolving, taste masking, bioavailability

enhancements, and penetration enhancers. We have bolstered our analytical capabilities with advanced techniques such as ICP-MS, GC-MS, LC-MS/MS, HPLC, and HPTLC.

Regulatory Advantages

We provide expedited regulatory pathways, enabling quicker market entry through efficient research and development processes. A strong innovation pipeline not only sets us apart from competitors but also attracts valuable partnerships and investments.

Research and Development



The TIC, now **hosts over 200 scientists** and is the **largest R&D facility** in the region.

2021
The Tirupati Innovation Center, inaugurated.

2014
TRDC, approved by the Department of Scientific and Industrial Research

2010
Tirupati Research and Development Center (TRDC) established





formulations to relieve menstrual cramps using natural ingredients, providing affordable solutions for women’s health.

Knowledge Hub

Our digital library plays a pivotal role in supporting scientific research at Tirupati Group, offering access to leading journals and a comprehensive collection of books. This resource underpins our commitment to advancing knowledge and fostering innovation.

We also actively engage in academic collaborations with esteemed institutions to further our research capabilities and drive innovation. Our partners include:

Ongoing Projects

The centre manages 284 active research projects, with two patents granted and six in the application process.

Sustainable Design

At Tirupati Group, we are committed to developing innovative, environmentally-friendly products. Our focus on sustainable design not only reduces our ecological footprint but also enhances the efficacy and accessibility of our healthcare solutions. Following are a few examples of how we bring this into action:

- **Green Product Lines:** Out of eight patents filed, four are based on natural herbal ingredients, moving from chemical to natural formulations. This shift reduces environmental impact and aligns with our sustainability goals. We are innovating to replace solvent-based coating systems with aqueous-based alternatives and are working towards excipient-free natural products.
- **Ease of Application:** We have developed effective emulgels for painkillers, which offer faster onset of action compared to oral drugs. Additionally, we are working on



NIFTEM for Nutrition Research



IHBT - CSIR



NIPER Mohali



Panjab University



Delhi Pharmaceutical Sciences & Research University.

These strategic alliances enhance our research and development efforts, ensuring we remain at the forefront of healthcare solutions and continue to meet the evolving needs of our global partners.

AWARDS AND ACCREDITATIONS

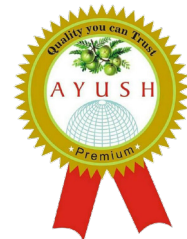
Tirupati Group has achieved the following awards for its contribution towards enhancing pharmaceutical sustainability and ensuring the enduring vitality of the pharmaceutical manufacturing sector.



وزارة الصحة
MINISTRY OF HEALTH



وزارة الصحة العامة والسكان
Ministry of Public Health & Population





Mr Ashok Goyal, CEO Tirupati Group, receiving the "Best Nutraceuticals Manufacturing Company award" at ASSOCHAM's National Symposium on 'Nutraceuticals: Functional Foods, Dietary Supplements and Natural Medicines' in Aug 2023.



Mr. Deepak Goyal, Director, Tirupati Wellness Private Limited receiving the, "Best Nutraceutical Company" Award at 8th Nutraceuticals Symposium & Awards by Assocham in Feb 2023.

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) KPIS

Disclosure 201-1: Direct economic value generated and distributed

	FY2024	FY2023
Revenue	1,052,51,17,657	964,27,48,010
Profit	77,09,24,198	39,28,42,916
Government Subsidy ²	3,90,88,562	
Capex investment area	FY2024	FY2023
R&D	3,445,520	Not available
Infrastructure and Equipment	478,406,022	306,320,237

Disclosure 303-3 Water withdrawal

Water withdrawal by source (in megaliters)	All Regions	
	FY2024	FY2023
(i) Surface water	0	0
(ii) Groundwater	85.92	84.354
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Produced water	0	0
(vi) Others	0	0
Total water withdrawal from all areas in megaliters	85.92	84.354
Of this, freshwater sources	100%	100%
Water intensity (KL/Million INR Revenue)	8.16	8.75
Water intensity (KL/Tonne Production)	2.98	3.45

Participation/Inclusion/Representation of women in key leadership roles:

Particulars	Reporting Period FY 2024			Reporting Period FY 2023		
	Total	No. and Percentage of Females		Total	No. and Percentage of Females	
		No	%		No	%
Board of Directors	11	2	18.18%	9	1	11.11%
Head of Departments/Key Management Personnel	18	0	0%	18	0	0

Disclosure 302-1 Energy consumption within the organisation

Category	Unit	FY2024	FY2023
Automobile and Diesel Generator	GJoules	4,011	7,548
Stationary Wood Chips	GJoules	56,416	61,146
Total Direct Energy	GJoules	60,427	68,694
Indirect Energy: Electricity purchased	GJoules	69,008	74,937
Total Energy	GJoules	129,435	143,631
Energy intensity	GJoules/Million INR Revenue	12.30	14.90
	GJoules/Metric Tonne production	4.50	5.87

² Capital investment subsidy

Disclosure 305-1 Direct (Scope 1) GHG emissions

Disclosure 305-2 Energy indirect (Scope 2) GHG emissions

		Emission (tCO ₂ e)
Scope 1		11,020
	Mobile Combustion	142
	Stationary Combustion	10,878
Scope 2		16,670
	Purchased Electricity	16,670
Scope 3		0
	Business Travel	0
Tirupati Group		27,690
GHG Intensity	tCO ₂ e/ Million INR Revenue	2.63
	tCO ₂ e/MT production	0.96

Disclosure 306-3 Waste generated

Waste generated (in metric tonnes)	FY2024	FY2023
Wet waste	0.7	1.0
E-waste	1.0	0.8
Bio-medical waste	5.0	11.0
Other Hazardous waste	130.3	130.9
Plastic waste	553.5	385.3
Other Non-hazardous waste	1511.3	1269.3
Total waste generated	2201.8	1798.4

Disclosure 2-7 Employees

Reporting Period FY 2024									
Employee details by gender (as specified by employees)									
Particulars	Total	Male		Females		Other		Not disclosed	
		No.	%	No.	%	No.	%	No.	%
Permanent Employees (Headcount/Full Time FTE)	1956	1765	90%	191	10%	0	0	0	0
Leadership	7	7	100%	0	0%	0	0	0	0
Middle Management	212	199	94%	13	6%	0	0	0	0
Executive	863	715	83%	148	17%	0	0	0	0
Workers/ Associates	874	844	97%	30	3%	0	0	0	0

Employee Training details

Reporting Period FY 2024							
Category	Total	On Health and Safety		On Skill Upgradation		On other areas of Skill Development	
		No.	%	No.	%	No.	%
Male	1049	1026	98%	1017	97%	1023	98%
Female	172	168	98%	167	97%	168	98%
Total	1221	1193	98%	1184	97%	1188	97%

Disclosure 401-1 New employee hires and employee turnover

Employee Category		Reporting Period FY 2024		Reporting Period FY 2023	
		New Hires	Rate of Hires	New Hires	Rate of Hires
Age wise	Under 30 years	403	21%	448	23%
	30-50 years	91	5%	231	12%
	Over 50 years	-	-	14	21%
By Gender	Male	424	12%	593	30%
	Female	70	4%	100	5%
	Other	-	-	-	-

Age Group	Male		Female	
	Number of Employees	Rate of Exit	Number of Employees	Rate of Exit
<30 years	320	16.36%	66	3.37%
30-50 years	187	9.56%	20	1.02%
>50 years	20	1.02%	1	0.05%
Total	527	26.94%	87	4.45%

Disclosure 405-1 Diversity of employees

Employee Categories	% of employees per age category							
	Reporting period FY 2024				Reporting period FY 2023			
	Total	Male	Females	Others	Total	Male	Females	Others
Below 30 years	650	552	98	0	231	198	33	0
30-50 years	1228	1139	89	0	578	537	41	0
Over 50 years	78	74	4	0	52	48	4	0

Particulars	Reporting period FY 2024			Reporting period FY 2023		
	Total	No. and Percentage of females		Total	No. and Percentage of females	
		No.	%		No.	%
Board of Directors	8	1	13%	8	1	13%
Head of Departments/Key Management Personnel	18	0	0%	18	0	0

Disclosure 401-3 Parental leave

Category	Reporting period FY 2024		Reporting period FY 2023	
	Male	Female	Male	Female
Total no. of employees entitled to parental leave	543	41	576	43
Total no. of employees that took parental leave	0	3	0	3
Total no. of employees that returned to work in the reporting period after parental leave ended	0	3	0	3
Total no. of employees that returned to work after parental leave that were still employed 12 months after their return to work	0	3	0	3
Return to work rates of permanent employees that took parental leave	0	100%	0	100%
Retention rates of permanent employees that took parental leave	0	100%	0	100%
Return to work rates of workers that took parental leave (if any)	0	100%	0	100%
Retention rates of workers that took parental leave (if any)	0	100%	0	100%

Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Question	FY 2024	FY 2023
Please provide the number of complaints received from outside parties and substantiated by the organisation	0	0
Please provide the number of complaints from regulatory bodies	0	0
Please provide the total number of identified leaks, thefts, or losses of customer data	0	0

Complaints received through Whistleblower mechanism

Question	FY 2024
Number of complaints regarding child labour	0
Number of complaints regarding human right violations	0
Number of complaints regarding harassment	0

Disclosure 403-9 Work-related injuries

Fatalities/Injuries	Reporting period FY 2024				Reporting period FY 2023			
	Employees		Workers		Employees		Workers	
	No.	Rate	No.	Rate	No.	Rate	No.	Rate
Fatalities as result of work-related injury	0	0	0	0	0	0	0	0
High-consequence work-related injuries	0	0	0	0	0	0	0	0
Recordable work-related injuries	1	0	1	0	5	0.35	0	0
Main types of work-related injury	3	0.35	0	0	0	0	0	0
Hours worked	2301767		1506240		1736640		1076259	

Disclosure 403-10 Work-related ill health and complaints

Category	FY 2024			FY 2023		
	Number of complaints filed	Number of complaints pending resolution at the end of year	Remarks	Number of complaints filed	Number of complaints pending resolution at the end of year	Remarks
Working Conditions	159	14	Done	320	19	66 nos work related task completed, rest of task are under process
Health & Safety	63	15	Done	86	15	34 nos health and safety related tasks completed, rest of tasks are under process.

Disclosure 308-1 New suppliers that were screened using environmental criteria

Disclosure 414-1 New suppliers that were screened using social criteria

Percentage of new suppliers screened on environment and social criteria	
FY 2024	FY 2023
22%	14%

Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken

Question	FY 2024	FY 2023
Number of suppliers assessed for environmental impacts	198	107
Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	50	40
Number of suppliers identified as having significant actual and potential negative environmental impacts	NIL	NIL
Significant actual and potential negative environmental impacts identified in the supply chain	NIL	NIL

Disclosure 414-2 Negative social impacts in the supply chain and actions taken.

Question	FY 2024	FY 2023
Number of suppliers assessed for social impacts	198	107
Number of suppliers identified as having significant actual and potential negative social impacts;	NIL	NIL
Significant actual and potential negative social impacts identified in the supply chain	NIL	NIL

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ANNEXURE - I

S. No.	Certification	Present Validity
PHARMA		
1	WHO GMP	Valid up to 02.06.2026
2	PFDA (Philippines) GMP Certificate	12.10.2026
3	Yemen MoH	17.10.2026
4	UAE (GSL)	15.12.2027
AYURVEDA		
5	Ayurvedic WHO GMP (Powder, Ointment, Oral Liquid)	Valid until 21.11.2026
6	Ayurvedic WHO GMP (Tablet)	Valid until 08.05.2025
7	DDA Nepal	5 years from date of approval (18.12.2022)
8	Manufacturing Site Registration Certificate, UAE for TML	15.12.2027
9	Manufacturing Site Registration Certificate, UAE for TLPL	25.01.2028
TLS-NUTRA		
10	NSF-GMP	22.01.2025
11	PPB-Kenya	Application under renewal
12	GMP Uganda	20.06.2026
13	USFDA	31.12.2024
14	NAFDAC-Nigeria	18.10.2022 (General Validity not mentioned on Certificate)
TWN-NUTRA		
15	NSF-GMP	22.01.2025
16	NABL-Certificate of Accreditation	Valid until 10.05.2025

LIST OF ABBREVIATIONS

CRAMS	Contract Research And Manufacturing Services	BRSR	Business Responsibility and Sustainability Reporting
ESG	Environment, Social, and Governance	GMP	Good Manufacturing Practices
CSR	Corporate Social Responsibility	DMS	Document Management Systems
FY	Financial Year	EQMS	Electronic Quality Management Systems
GRI	Global Reporting Initiative	LIMS	Laboratory Information Management System
SDGs	Sustainable Development Goals	OHS	Occupational Health and Safety
GHG	GreenHouse Gases	PPE	Personal Protective Equipment
KPIs	Key Performance Indicators	SOPs	Standard Operating Procedures
GLP	Good Laboratory Practice	SMETA	Sedex Members Ethical Trade Audit
R&D	Research and Development	ETP	Effluent Treatment Plant
NABL	National Accreditation Board for Testing and Calibration Laboratories	ZLD Certification	Zero Liquid Discharge certification
TIC	Tirupati Innovation Center	EVs	Electric Vehicles
CEO	Chief Executive Officer	PM	Particulate Matter
CFO	Chief Financial Officer	SOx	Sulphur Oxides
MNCs	Multinational Corporations	NOx	Nitrogen Oxides
PMBJP	Pradhan Mantri Bhartiya Janaushadhi Pariyojana	EHS	Environment, Health, and Safety
ISO	International Organization for Standardization	HDPE	High-Density Polyethylene
INR	Indian Rupee	EPR	Extended Producer Responsibility
GPTW	Great Place to Work	ICP- MS	Inductively Coupled Plasma-Mass-Spectrometry
LATAM	Latin American	GC-MS	Gas chromatography/Mass Spectrometry
CIS	Commonwealth of Independent States	LC-MSMS	Liquid Chromatography Tandem Mass Spectrometry
GCC	Gulf Cooperation Council	HPLC	High Performance Liquid Chromatography
USA	United States of America	HPTLC	High-performance Thin Layer Chromatography
SASB	Sustainability Accounting Standards Board	NIFTEM	National Institute of Food Technology, Entrepreneurship and Management
MSCI	Morgan Stanley Capital International	IHBT - CSIR	CSIR-Institute of Himalayan Bioresource Technology
UNGC	United Nations Global Compact	NIPER	National Institute of Pharmaceutical Education and Research
MCA	Ministry of Corporate Affairs	EPFO	Employees' Provident Fund Organisation
GM	General Manager	BMI	Body Mass Index
HR	Human Resources	PMTB MBA	Pradhan Mantri TB Mukh Bharat Abhiyan
BD	Business Development	IP	Intellectual Property
CTC	Cost to Company	CSAT	Customer Satisfaction
KMPs	Key Managerial Personnel		
HRMS Platform	Human Resources Management System		
ERM	Enterprise Risk Management		
NAPS	National Apprenticeship Promotion Scheme		



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