

Annexure 13

In line with Regulation 34(2)(f) and Schedule V of SEBI (Listing Obligations And Disclosure Requirements) Regulations, 2015

Business Responsibility And Sustainability Report

SECTION A: GENERAL DISCLOSURES

i. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24231GJ2000PLC038352
2.	Name of the Listed Entity	ZOTA HEALTH CARE LIMITED
3.	Year of incorporation	2000
4.	Registered office address	ZOTA HOUSE 2/896 HIRA MODI STREET SAGRAMPURA SURAT, GUJARAT - 395002, INDIA
5.	Corporate address	ZOTA HOUSE, BHAGWAN AIYAPPA COMPLEX, NEXT TO BATLIBOI, UDHNA-NAVSARI STATE HIGHWAY, SURAT, GUJARAT - 394210, INDIA
6.	E-mail	info@zotahealthcare.com
7.	Telephone	+91 261 233 1601
8.	Website	www.zotahealthcare.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	Equity shares are listed on National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 30,33,26,550/- consisting of 3,03,32,655 Equity Shares of ₹ 10/- each
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	CS ASHVIN VARIYA COMPANY SECRETARY & COMPLIANCE OFFICER Ph No.: +91 261 233 1601 E-mail: cszota@zotahealthcare.com
13.	Reporting boundary	Disclosure made in this report are on a standalone basis
14.	Name of assessment or assurance provider	N.A.
15.	Type of Assurance Obtained	N.A.

II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

Sr. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Pharmaceutical	Manufacturing & Marketing of Pharmaceutical products	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Whole sale of pharmaceutical and medical goods	46497	87.60
2.	Manufacture of allopathic pharmaceutical preparations	21002	12.40

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	5	6
International	0	1	1

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	26
International (No. of Countries)	30

b. What is the contribution of exports as a percentage of the total turnover of the entity?

12.40%

c. A brief on types of customers

We are engaged in the business of manufacturing and marketing of pharmaceutical, nutraceutical, ayurvedic, wellness and OTC products. Geographically our customers are divided into two parts i.e. Domestic and International. The details of the same are as follows:

i. Domestic:

In Domestic customer type our customer base is our retail partners, distributors, franchisees, whole sellers and end users.

ii. International:

In International customer type our customer base is our distributors and end users.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	519	398	76.70	121	23.30
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total employees (D + E)	519	398	76.70	121	23.30
WORKERS						
4	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total workers (F + G)	NIL	NIL	NIL	NIL	NIL

b. Differently abled (Employees and workers):

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	NIL	NIL	NIL	NIL	NIL
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total employees (D + E)	NIL	NIL	NIL	NIL	NIL
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total workers (F + G)	NIL	NIL	NIL	NIL	NIL

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	3	25
Key Managerial Personnel	3	0	0

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.22%	13.11%	12.43	15	17.21	14.02	13.75	9.98	10.02
Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	M/s Zota Healthcare Lanka (Pvt) Ltd	Subsidiary	100% held by Zota Health Care Limited	No. The BRSR is for Zota Health Care Limited Standalone only
2	M/s Davaindia Health Mart Limited	Subsidiary	100% held by Zota Health Care Limited	No. The BRSR is for Zota Health Care Limited Standalone only
3	M/s Zota Nex Tech Limited	Subsidiary	100% held by Zota Health Care Limited	No. The BRSR is for Zota Health Care Limited Standalone only
4	M/s Everyday Herbal Beauty Care Private Limited	Subsidiary	56% held by Zota Health Care Limited	No. The BRSR is for Zota Health Care Limited Standalone only
5	M/s Everyday Herbal Beauty And Wellness Care Private Limited	Subsidiary	56% held by Zota Health Care Limited	No. The BRSR is for Zota Health Care Limited Standalone only

VI. CSR Details

22.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹ Lakhs): 25,727.61

(iii) Net worth (in ₹ Lakhs): 31,736.87

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	(If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	The Company has formed various policies and channels by which communities can raise any concerns.	NIL	NIL	--	NIL	NIL	--
Investors (other than shareholders)	Yes	Company has registered on SCORES platform for redressal of investor complaint in which investor can lodge any complaint against the Company for any grievance.	NIL	NIL	--	NIL	NIL	--
Shareholders	Yes	Yes, Shareholders can register their complaints/grievances at the Company's following email id: cszota@zotahealthcare.com	1	0	--	NIL	NIL	--
Employees and workers	Yes	All employees' grievances are being heard at appropriate level.	NIL	NIL	--	NIL	NIL	--
Customers	Yes	The Company has dedicated helpline number and email for handling customer grievances.						
Value Chain Partners	Yes	The Company has formed and adopted Vigil Mechanism and Whistle-Blower Policy, any value chain partner can raise their concerns through the procedure laid down in such policy and the same is available on the website of the Company.	NIL	NIL	--	NIL	NIL	--

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Environmental Impact	R	The Company is engaged in the activity of manufacturing and marketing of pharmaceutical product. As far as our own manufacturing facility is concerned, we have adopted industry best manufacturing practices for the protection of environment and all necessary approvals have been taken by us. In case of third party manufacturing, we always insist to give orders to the suppliers/ manufacturer who have adopted all safety measures for protection of environment.	In our manufacturing facilities we are manufacturing only tablet and capsules and manufacturing of the same has not created any emissions or waste. Further, we have manufacturing facility at Surat Special Economic Zone, which has been declared as pollution free zone, wherein we shall not be required to take any approval from the pollution control board. In case of third party manufacturers our efforts are to procure the products from the vendors which are following various standards for protecting environment.	Failure to protect the environment will lead to financial penalties by the regulatory authorities and hamper to the brand image of the Company.
2.	Supply Chain Management	R	For domestic market, we have outsourced our supply chain to the third party, who have fully AI based state-of-art dispatch facility as Surat. It is important for the Company that quality and effectiveness of the medicines or products remains intact. Wherein in Exports we are dispatching our goods either through a registered shipper or through air cargo with all precautions and necessary safety measures so that the efficacy of the products remains unhampered.	Being a pharmaceutical Company, it is important aspect for the Company that efficacy of the medicines/products remains in line with whatsoever formulations or dosage provided in the medicines. To maintain the efficacy of the medicines it has to be preserved under certain weather conditions in warehouse as well as at the time of transit. Our Supply Chain Partner has all such facilities in warehouse as well as for transport by which efficacy and quality of the medicines/products are not getting hampered.	If our medicines/ products are not maintained at the appropriate weather conditions then the efficacy of the medicines/ products will be reduced and the end user may not get the results of the products.
3.	Waste Management	R	As the presence of the Company in pharmaceutical segment, our medicines/ products are coming with the expiry date, after completion of certain period of the medicines/ products has to be destroyed. On the other front, sometime regulatory authorities are putting a ban on selling of some medicines or fixed dosage combination, in this scenario the medicines has to be destroyed. Further, our manufacturing facility is situated at Surat Special Economic Zone, which is declared as a pollution free zone and all the waste that is resulted in the production is being cleared by the Company as per norms of SEZ.	We have adopted eco-friendly procedures for disposal of waste that has been created on account of expired and/or banned of pharmaceutical products. All expired products have been disposed of by approved biological waste management agencies	If the expired/ banned medicines are not disposed in the standard manner then it might have created water, soil and air pollution and on identification of such events will lead to get penalized from the regulatory authorities.
4.	Employees Wellness	R	At Zota, we believe that human capital is playing pivotal role in the success of any organization. Our always endeavour is to provide the safe working environment to the employees and keep them as well their families wellbeing at helm.	The Company has adopted various programmes for the employee's wellness, such as providing Mediclaim to the employees which covers their family members as well, personal accident insurance, providing nutritional snacks, providing refreshment facilities in the office premises by which mental health of the employees can be maintained, etc. Furthermore, we are providing free and safe working environment wherein mental and physical wellbeing of the employee is protected.	If employee of the Company is not mentally or physically fit then the productivity will be impacted which may result into delay into completion of various tasks.

24. Overview of the entity's material responsible business conduct issues (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Equal Opportunity	O	At Zota, we are providing inclusive workplace wherein equal opportunity is being given to all people irrespective of their gender, race, caste, colour or geographical background.	The Company has set an inclusive workplace ecosystem that recruits people from diverse culture without taking into consideration of their gender, religion, race, cast, colour or geographical background.	Equal opportunity to all the people will bring talent and experience in the Company, and ultimately helpful in the upliftment of nation and gender equality.
6.	Code of Conduct and Grievance Redressal	R	Being a listed entity at Zota, we have set a several code of conduct for the Board of Directors, KMPs and Senior Managerial personnel's wherein we have set various principles to govern the business in ethical way.	To conduct the business in most ethical and transparent way, the Company has formed various code such as Code for Insider Trading, Code of Conduct for Board of Directors, KMPs and Senior Managerial Personnel's, Vigil Mechanism and Whistle-blower Policy. Board of Directors, KMPs and Senior Managerial Personnel's have to abide by these codes.	In case of non-abiding of the Codes will lead to non-compliances and violation of principles of the Company.
7.	Corporate Social Responsibility (CSR)	O	At Zota, we believe that Health, Education, Water, Livelihood, Environment and Disaster Relief are some of our key priorities in the area of Corporate Social Responsibility (CSR). We strive to make good health accessible to the local communities and society at large. With intensive efforts of people who work behind the scenes to combat diseases and by means of active field work and dedicated research and recognition, we help people achieve their right to good health.	The Company is undertaking various CSR initiatives/ programmes with the help of external Registered public trust or a registered Society registered under section 12A and 80G of the Income Tax Act, 2016 or a section 8 Company registered under the Indian Companies Act, 2013.	CSR activities helps for the upliftment of underprivileged section of society and to pay back from whom we are earning.
8.	Regulatory compliances	R	As the Company is engaged in the pharmaceutical segment it is vital to ensure the safety of patients, maintain product quality, protect organizational reputation and enable sustainable business growth. Non-compliance with regulations may result in penalties, disruptions and harm to reputation.	The Company has adopted best industry practices to ensure regulatory risks are identified and mitigated. Zota is also organising training programs and awareness programmes to educate employees about current regulatory requirements and recent changes.	Failure to regulatory compliances will leads to financial penalties by the regulatory authorities
9.	Cybersecurity/ Data Privacy Risk	R	Data breaches or non-compliance pose existential threats, inviting financial losses, reputational harm and legal entanglements.	The Company is continuously improving technological infrastructure, stringent access controls and investing in proactive vigilance mechanisms to uphold data integrity and privacy standards.	Cybersecurity and Data Privacy risks can protect sensitive intellectual property, safeguard patient and provide a competitive market advantage.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

- P1. Business should conduct and govern themselves with Ethics, Transparency and Accountability
- P2. Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3. Businesses should promote the wellbeing of all employees
- P4. Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
- P5. Businesses should respect and promote human rights
- P6. Business should respect, protect, and make efforts to restore the environment
- P7. Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8. Businesses should support inclusive growth and equitable development
- P9. Businesses should engage with and provide value to their customers and consumers in a responsible manner

[illegible]

Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
10	Details of Review of NGRBCs by the Company:									
	Subject of Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
	Performance against above policies and follow up action	Board of Directors								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors								
	Subject of Review	Frequency (Annually/Half yearly/Quarterly/Any other - please specify)								
	Performance against above policies and follow up action	Annually								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Annually								
11	Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
	The entity does not consider the Principles material to its business (Yes/No)	Yes								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Yes								
	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	No								
	It is planned to be done in the next financial year (Yes/No)	No								
	Any other reason (please specify)	Considering the present business size and nature, it is not technically viable to do independent assessment of policies. As of now, the Board of Directors of the Company annually reviews BRSR.								

*Code of Conduct: <http://www.zotahealthcare.com/wp-content/uploads/2020/05/Code-of-Conduct-for-Board-Members-Senior-Management-Personnel.pdf>

**Whistle Blower Policy and Code of Conduct:

http://www.zotahealthcare.com/wp-content/uploads/2019/11/VIGIL_MECHANISM.pdf

<http://www.zotahealthcare.com/wp-content/uploads/2020/05/Code-of-Conduct-for-Board-Members-Senior-Management-Personnel.pdf>

***Corporate Social Responsibility Policy: http://www.zotahealthcare.com/wp-content/uploads/2019/08/Corporate_Social_Responsibility_Policy.pdf

^Code of Conduct & Social Media Policy:

<http://www.zotahealthcare.com/wp-content/uploads/2020/05/Code-of-Conduct-for-Board-Members-Senior-Management-Personnel.pdf>

http://www.zotahealthcare.com/wp-content/uploads/2019/08/Social_Media_Policy.pdf

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Executive Directors: <ol style="list-style-type: none"> Code of Conduct for Board of Directors and Senior Management Vigil Mechanism and Whistler-Blower Policy Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting of Trading By Insider Social Media Policy Independent Directors: <ol style="list-style-type: none"> Code of Conduct for Board of Directors and Senior Management Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting of Trading By Insider Familiarisation Programmes Non-executive Directors <ol style="list-style-type: none"> Code of Conduct for Board of Directors and Senior Management Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting of Trading By Insider 	100%
Key Management Personnel	2	<ol style="list-style-type: none"> Code of Conduct for Board of Directors and Senior Management Vigil Mechanism and Whistler-Blower Policy Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting of Trading By Insider Social Media Policy 	100%
Employees other than BODs and KMPs	2	<ol style="list-style-type: none"> Code of Conduct for Board of Directors and Senior Management Vigil Mechanism and Whistler-Blower Policy Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting of Trading By Insider Anti-sexual Harassment Awareness 	100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format

Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
a. Monetary					
Penalty/Fine	N.A.	N.A.	N.A.	N.A.	N.A.
Settlement	N.A.	N.A.	N.A.	N.A.	N.A.
Compounding fee	N.A.	N.A.	N.A.	N.A.	N.A.
b. Compounding fee					
Imprisonment	N.A.	N.A.	N.A.	N.A.	N.A.
Punishment	N.A.	N.A.	N.A.	N.A.	N.A.

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

Case Details	Name of regulatory/enforcement agencies/judicial institutions.
N.A.	N.A.

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

No. However, the Company has formed and adopted Vigil Mechanism and Whistle-blower Policy and the web link of the same is as below:

http://www.zotahealthcare.com/wp-content/uploads/2019/11/VIGIL_MECHANISM.pdf

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

Category	FY 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

Topic	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of KMPs	NIL	NIL	NIL	NIL

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

N.A.

8. Number of days of accounts payables (Accounts payable *365)/Cost of goods/services procured) in the following format:

Parameter	FY 2024-25	FY 2023-24
Number of days of accounts payables	109	108

9. Open-ness of business: Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of purchases*	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of sales	a. Sales to dealers/distributors as % of total sales	100	100
	b. Number of dealers/distributors to whom sales are made	2788	1903
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	14.19	13.89
Share of RPTs in	a. Purchases (Purchases with related parties/ Total purchases)	5.01	0
	b. Sales (Sales to related parties/Total sales)	32.58	18.95
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100	100
	d. Investments (Investments in related parties/ Total investments made)	100	100

*From financial year 2024-25, Purchases include both product input materials and capex procurement. Company has done all procurement from Domestic market only.

Leadership Indicators

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

Total number of training and awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Code of Conduct for Franchisee	100% As a part of franchisee agreement all franchise have signed and executed necessary agreement

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same

The Company has formed a Code of Conduct for Board of Directors and Board of Directors are annually required to make affirmation that they have complied with the Code of Conduct. By providing affirmation Board of Directors are also confirming that they are avowing conflict of interest.

PRINCIPLE - 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0	0	Our main business activity is of Manufacturing and Marketing of Pharmaceutical products. For manufacturing, we have plant at Surat Special Economic Zone (Sur SEZ), Sachin, Surat. Wherein we are manufacturing general tablet and general capsules. As per the bylaws of Sur SEZ manufacturing of general tablets and general capsules are considered as pollution free activities and no environment clearance certificate is required for the said activities. Further as far as Marketing activities are concerned, we are procuring finished goods from the manufacturing plants which carries valid environment clearance license and WHO-GMP certificate.
Capax	100	100	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No):

No

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

Not Applicable

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste

- Plastics:** Being a pharmaceutical Company for packaging we are using aluminium foil and cardboard paper and usage of plastics is very negligible.
- E-waste:** Our procurement team is handling all e-waste to the intermediary agency from which we are purchasing the electronics items. Afterwards they are reusing the same.
- Hazardous:** We have adopted eco-friendly procedures for disposal of waste that has been created on account of expired and/or banned of pharmaceutical products. All expired products have been disposed of by approved biological waste management agencies.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same

No. Our main business activity is of Manufacturing and Marketing of Pharmaceutical products. For manufacturing, we have manufacturing plant at Surat Special Economic Zone (SurSEZ), Sachin, Surat. Wherein we are manufacturing general tablet and general capsules. As per the bylaws of SurSEZ manufacturing of general tablets and general capsules are considered as pollution free activities and no environment clearance certificate is required for the said activities.

Further as far as Marketing activities are concerned, we are procuring finished goods from the manufacturing plants which carries valid environment clearance license and WHO-GMP certificate.

b. Details of measures for the wellbeing of workers:

The Company does not have any worker. So, details pertaining to this section is not applicable.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Parameter	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	4.11	4.88

2. Details of retirement benefits, for current financial year and previous financial year.

Sr. No.	Benefits	FY 2024-25			FY 2023-24		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	95.18	N.A.	Y	90	N.A.	Y
2	Gratuity	100	N.A.	N.A.	100	N.A.	N.A.
3	ESI	30.06	N.A.	Y	37	N.A.	Y

3. Accessibility of workplaces: Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy

No, as such the Company does not have any policy. However, we firmly believe in equal opportunities and treating everyone without any discrimination. The Company has also incorporated the principle of equal opportunity in the Anti-sexual Harassment Policy and Social Media Policy and the same is there on the website of the Company at www.zotahealthcare.com

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A.	N.A.	N.A.	N.A.
Female	100%	100%	N.A.	N.A.
Total	100%	100%	N.A.	N.A.

Note: Return to work rate is determined considering return of Female employees to work after completion of maternity leave. As the Company is not providing parenting leave the details pertaining to return to work rate in case of Male employees is not provided.

Retention rate is determined considering retention of Female employee for 12 months after returning from the maternity leave. As the Company is not providing parenting leave the details pertaining to retention rate in case of Male employees is not provided

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	N.A.	N.A.
Other than Permanent Workers	N.A.	N.A.
Permanent Employees	Yes	All employees' grievances are addressed through various mechanism. The Company has also formed Vigil Mechanism and Whistle-blower Policy under which employees can report any violation of laws, regulations, act or code of conduct.
Other than Permanent Employees	N.A.	N.A.

Note: Company has only permanent employees only, the details pertaining to worker and other than permanent employees not applicable.

7. Membership of employees and worker in association(s) or union(s) recognised by the listed entity:

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employee						
Male	398	N.A.	N.A.	352	N.A.	N.A.
Female	121	N.A.	N.A.	93	N.A.	N.A.
Total	519	N.A.	N.A.	445	N.A.	N.A.
Permanent Workers						
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

8. Details of training given to employees and workers:

On Health and Safety Measures

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who received training on Health and Safety (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who received training on Health and Safety (D)	% (D/C)
Employee						
Male	398	398	100	352	352	100
Female	121	121	100	93	93	100
Total	519	519	100	445	445	100

On Health and Safety Measures (Contd.)

[illegible]

On Skill Upgradation

[illegible]

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Employee						
Male	398	398	100	352	352	100
Female	121	121	100	93	93	100
Total	519	519	100	445	445	100
Workers						
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?

Yes, manufacturing site situated at Surat Special Economic Zone have an Occupational Health and Safety management system in place as specified under Factories Act, Indian Boilers Act, Environment Protection Act, and The Epidemic Disease Act among others. The Occupational Health and Safety management system covers all employees working in the plant.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company has formed and implemented various Standard Operation Procedures (SOPs) to mitigate the work-related hazards. Under SOPs the Company has given authority to the dedicated person who will periodically do inspections of such risk and accordingly prepare a plan of action to mitigate those risks.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, the Company has formed and implemented various Standard Operation Procedures (SOPs) for employees to identify and report work-related hazards. In addition to this the Company arrange health and safety training for all the employees through which they have been trained for preventing and mitigating these risks.

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

Yes, all employees/workers are fully taken care of on account of all medical - exigencies or otherwise.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company is providing group Medclaim facility to every employee of the Company along with the ESIC. Furthermore, a first aid facility has also been provided at the workplace. The Company is also arranging health camps, seminars and health awareness programs for the better health of employees. The Company is also following standard SOPs at manufacturing site for the work related safety of the employees.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year

Particulars	% Of your plants and offices that were assessed. (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

Not Applicable.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)

Yes, the Company is providing Group Personal Accident Insurance to all employees.

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

All statutory dues like TDS/GST of the value chain partners are validated and checked with the data's available on the Governments Portal and in case of any mismatch, accounts team take necessary measurements and issue necessary instructions to the value chain partners.

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

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL

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

During the employment with the Company, we periodically arrange skill-upgradation and induction training to the employees, this will enable the employees to pursue employment post retirement or termination, based on the acquired skillset.

5. Details on assessment of value chain partners:

Category	% Of value chain partners that were assessed: (By value of business done with such partners)
Health and safety practices	54%
Working Conditions	54%

No Independent assessment of abovementioned point was carried out.

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

Not Applicable.

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

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity

The Company is identifying the key stakeholder group based on the impact assessment procedure. In Impact assessment process the Company is identifying the impact of the Company's operations on the people wherein the Company is operating. During this exercise, the Company considers the Company's positive and negative impacts on the people and prepare a list of potential stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	Yes	Email, SMS, Meetings, Notice Board, Application - Website, Feedback	Ongoing	<ul style="list-style-type: none"> To keep employee informed about the business strategies and plans. To receive the feedback of the employees and to know their needs.
Investors	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Meetings, Notice Board, Website, Annual Report along with necessary attachments, Filing on NSE Electronic Application Processing System (NEAPS), SEBI Complaints Redress System (SCORES), Surveys	Annually, Half Yearly, Quarterly, Monthly, On occurrence of any event within stipulated time period	<ul style="list-style-type: none"> To keep investors informed about the Company's business operations and financial position and keep them well aware about the Company's plans. To receive investors feedback.
Customers	No	Email, SMS, Meetings, Notice Board, Application - Website, Feedback	Ongoing	<ul style="list-style-type: none"> To receive the feedback of the customers and improve the quality of the products. To know about the demand of the customers.
Suppliers	No	Email, SMS and Meetings	Ongoing	<ul style="list-style-type: none"> To procure best quality products
Government and Regulators	No	Email, Letters & Electronic Platforms	On occurrence of any requirement within stipulated time period	<ul style="list-style-type: none"> To comply with the necessary regulatory framework
Industry Associations	No	Email, Letters & meetings	Ongoing	<ul style="list-style-type: none"> To capture the business growth opportunities Networking Business collaboration

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board

Various departments of the Company remains in constant touch with the stakeholders and taking necessary feedback from them. Board of Directors are taking these feedbacks from the respective team and take necessary course of action, if required.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity

No

Yes, the Company has continually taken initiatives for the upliftment of the disadvantaged, vulnerable & marginalized stakeholders.

For the community where we operates, we are giving first priority to them in terms of employment and business relations. As far as customers from the rural areas and lower middle class from the urban areas are concerned, we are committed to provide them affordable medicines by our project Davaindia and by that we have lower the burden of medical expenses on them. We believe that a healthy and happy community can help us in building up a strong and sustainable business.

Essential Indicators

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)

	Employee					
Permanent	519	519	100	445	445	100
Other than permanent	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total Employees	519	519	100	445	445	100
	Workers					
Permanent	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other than permanent	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total Workers	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Particulars	FY 2024-25						FY 2023-24					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage			
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)		
Wages paid during the year	789	100%	-	100%	-	789	100%	-	100%	-		
Gratuity paid during the year	10	1%	-	1%	-	10	1%	-	1%	-		
Total	799	101%	-	101%	-	799	101%	-	101%	-		

[illegible]

3. Details of remuneration/salary/wages, in the following format (₹ In Lakhs)

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BOD)*	5	56.44	0	0
Key Managerial Personnel [#]	3	106.71	0	0
Employees other than BoD and KMP	401	2.97	110	2.46
Worker	N.A.	N.A.	N.A.	N.A.

*Does not include commission and sitting fees paid to Non-Executive Directors

[#] Does not include whole-time and executive directors

3.1 Gross wages paid to females as % of total wages paid by the entity, in the following format

	FY 2024-25	FY 2023-24
*Gross wages paid to females as % of total wages	16.75	15.71

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

The Company has formed and adopted Vigil Mechanism and Whistle-blower Policy under which stakeholders can report violation of any rules, regulations, acts, guidelines or code of conduct.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Parameter	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees/workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

At Zota, we are committed to creating a safe and respectful workplace by embedding the principles of the POSH Act into our culture. Over the past year, we enhanced our POSH framework through extensive awareness sessions covering all employees, a Train-the-Trainer program to build internal champions, and capacity-building for Internal Committee members.

Zota remains fully committed to upholding the spirit of the POSH Act—not just as a compliance mandate but as an enabler of a safe, respectful, and inclusive culture. We are confident about our culture of trust and openness which will result into fewer incidents tomorrow.

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

The Company has formed and adopted Anti-Sexual Harassment Policy and Vigil Mechanism and Whistle-blower policy for preventing discrimination and harassment of employees. Under this mechanism any employee can file the complaints as per the detailed procedures laid down in the policies.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

No

10. Assessments for the year:

	% Of your plants and offices that were assessed. (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

Not Applicable

Leadership Indicators

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

Till date the Company has not received any complaint and henceforth no such modification has been made.

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

We are running our business in the most ethical way and in compliance with all applicable regulations and/or acts.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	31.76%
Forced/involuntary labour	31.76%
Sexual harassment	0
Discrimination at workplace	31.76%
Wages	31.76%

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

During the year, no significant risks/concerns were identified.

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

Essential Indicators

1. Details of total energy consumption (in Giga-Joule (GJ) Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
Total electricity consumption (A)	2269.57 GJ	1857.70 GJ
Total fuel consumption (B)	1453.5 GJ	1129.95 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	3723.07 GJ	2987.65 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in Lakh Rupees)	0.14	0.18

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

No

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the Company is not identified as designated consumer under the Performance Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	3588	2766
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3588	2766
Total volume of water consumption (in kilolitres)	3588	2766
Water intensity per rupee of turnover (Water consumed/turnover in Lakh Rupees)	0.14	0.17

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

No

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

No

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)		Not Applicable*	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

* As the manufacturing plant of the Company situated at Surat Special Economic Zone, which is declared as pollution free zone and no approval of environment control board is required; the details of this section is not applicable to the Company.

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

No

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Applicable*	
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity			

* As the manufacturing plant of the Company situated at Surat Special Economic Zone, which is declared as pollution free zone and no approval of environment control board is required; the details of this section is not applicable to the Company.

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

No

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

No

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	5.97	0.57
E-waste (B)	0.04	0.03
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0
Radioactive waste (F)	0.00	0
Other Hazardous waste. Expired Medicines/Products (G)	5.00	0.005
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Packing material - Plastic & Aluminium Foil)	9.52	0
Total (A+B + C + D + E + F + G + H)	20.53	0.605
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Hazardous, Non-Hazardous		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
E-waste		
(i) Recycled	0	0
(ii) Re-used	0.01	0.01
(iii) Other recovery operations	0	0
Total	0.01	0.01
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Hazardous		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Co-processing	5	0.005
Total	5	0.005
Non-Hazardous		
(i) Incineration	15.49	0.59
(ii) Landfilling	0	0
(iii) Co-processing	0	0
Total	15.49	0.595

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

No

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company has adopted approach of minimum waste generation in manufacturing; we have standard SOP in place to reduce manufacturing rejections. For all hazardous waste the Company has adopted method of incineration which is being carried out through licensed agency. Further, we have adopted eco-friendly procedures for disposal of hazardous waste that has been created on account of expired and/or banned of pharmaceutical products. All expired products have been disposed of by approved biological waste management agencies

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

Our manufacturing facility is situated at Surat Special Economic Zone (SurSEZ), wherein we are manufacturing general tablets and capsules. Further, SurSEZ itself is pollution free zone and no environment approvals/clearances are required.

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

Considering nature of the present business operations it is not technically viable to do such impact assessments, hence during the reporting period no environmental impact assessments has been done.

12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

As on the date of this report, the Company is not required to obtain any kind of approval. Hence, no complaints were received during the year.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Giga-Joules (GJ) or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	2269.57 GJ	1857.70 GJ
Total fuel consumption (E)	1453.5 GJ	1129.95 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	3723.07	2987.65 GJ

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

No

2. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	Municipality drain	Municipality drain
- No treatment	0	0
- With treatment - please specify level of treatment	Reverse Osmosis (RO) process, post which used in washrooms and then discharged in SEZ drain 1435.2 KL	Reverse Osmosis (RO) process, post which used in washrooms and then discharged in SEZ drain 1 106.4 KL
(v) Others		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	1435.2	1 106.4

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

No

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

(i) Name of the area - Surat Special Economic Zone, Sachin, Surat, Gujarat

(ii) Nature of operations - Manufacturing

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	3588	2766
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	3588	2766

Parameter	FY 2024-25	FY 2023-24
Total volume of water consumption (in kilolitres)	3588	2766
Water intensity per rupee of turnover (Water consumed/turnover in Lakh Rupees)	0.14	0.17
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	Municipality drain	Municipality drain
- No treatment	0	0
- With treatment - please specify level of treatment	Reverse Osmosis (RO) process, post which used in washrooms and then discharged in SEZ drain 1435.2 KL	Reverse Osmosis (RO) process, post which used in washrooms and then discharged in SEZ drain 1 106.4 KL
(v) Others	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	1435.2	1 106.4

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

No

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emissions per rupee of turnover		Not Applicable*	
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity			

* As the manufacturing plant of the Company situated at Surat Special Economic Zone, which is declared as pollution free zone and no approval of environment control board is required; the details of this section is not applicable to the Company.

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

No

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

Our manufacturing facility is situated at Surat Special Economic Zone (SurSEZ), wherein we are manufacturing general tablets and capsules. Further, SurSEZ itself is pollution free zone and no environment approvals/clearances are required. Hence, details pertaining to this section is not applicable.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
No initiatives taken by the Company			

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

No

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Not Applicable

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

In the reporting period, the Company did not evaluate any of its value chain partners on the basis of environmental impact.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations

5

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Southern Gujarat Chamber of Commerce and Industry	State
2	Indian Drug Manufacturers Association	National
3	SurSez Association	State
4	Export Promotion Council	National
5	Pharmaceutical Export Promotion Council	National

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

Name of Authority	Brief of the case	Corrective action taken
No such case to report		

Leadership Indicators

1. Details of public policy positions advocated by the entity

Being a responsible corporate, we firmly believe in maintaining good and healthy relations with trade unions, governments, regulatory bodies, investors and all concerned stakeholders by which we can achieve economic, social and environmental goals.

PRINCIPLE - 8: Businesses should promote inclusive growth and equitable development

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain	Relevant Web Link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

Sr. No.	Name of project for which R&R is ongoing	State	District	No of Project Affected Families	% of PAF covered by RAR	Amount Paid to PAFs in the FY (in ₹)
Not Applicable						

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

All grievances of the community are being addressed and redressed by the multiple departments of the Company depending upon the seriousness of the issue. We always strive to uplift the local community. We have multiple channel through which the local community can raise their concerns with the Company and the same are being resolved and redressed by the appropriate department depending upon the seriousness of the grievances.

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/Small producers (%)	27.02	24.05
Sourced directly from within the district and neighboring districts (%)	-	-

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost:

Location	FY 2024-25	FY 2023-24
Rural	0	0
Semi-urban	0	0
Urban	20.04	22.27
Metropolitan	79.96	77.73

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

NA

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount Spent (in ₹)
1	Gujarat	Patan	17,84,000
Total (FY 2024-25)			17,84,000

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

The Company has always in endeavour for the upliftment of marginalised/vulnerable group. However, the Company always choose local suppliers for their capacity enhancement. With regards to the administrative services we always prefer to procure it from local and surrounding communities where we are working. During last financial year we have procured around 100% of raw materials and finished goods from the domestic suppliers/manufacturers.

b. From which marginalised/vulnerable groups do you procure?

The Company is procuring goods from the local suppliers and community.

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

As we are procuring goods from the local suppliers, we are not able to distinguish the same based on the community share.

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

As such there were no benefits derived during the current financial year.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved

During the year, no such event reported.

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Animal Welfare	NIL (The CSR project was implemented for the betterment of Animals)	100
Total		NIL	100

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Being a pharmaceutical Company, we are providing IVR number, E-mail ID and communication address on the package as per the applicable regulations. We have dedicated product care team who are handling and resolving the complaints of the consumers.

On receipt of the consumer's complaints the same is being forwarded to the relevant department, afterwards the relevant department looks into the matter and if the complaint is with respect to the product quality then the same is being sent to the quality assurance department. After completion of all these procedure the consumer relation officer will revert to the consumer with proper course of action.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	--
Safe and responsible usage	100%
Recycling and/or safe disposal	--

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

Particulars	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other (Packaging defects, Transportation complaints)	18	NIL	The complaint includes missing dosage, damaged goods or package.	39	NIL	The complaint includes missing dosage, damaged goods or package.

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

	Number	Reason for Recall
Voluntary recalls	Nil	NA
Forced recalls	13	NA

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

No

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services

N.A.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: **NIL**
- Percentage of data breaches involving personally identifiable information of customers: **NIL**
- Impact, if any, of the data breaches: **N.A.**

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available) Information about the products of the Company is available on the official websites of the Company viz.

www.zotahealthcare.com

www.davaindia.com

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

The Company is following necessary regulatory requirements by printing/disclosing about safe and responsible usage of products. The information label attached to each product informs the consumers about pharmacokinetics, instructions for safe use, sourcing of ingredients, composition, mechanism of action, clinical pharmacology, product interactions and side effects, and guidance on appropriate storage conditions, among others.

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

In general, on account of guidelines issued by the National Pharmaceutical Pricing Authority from time to time, the essential products might get discontinued, in such event we are informing about the same to the consumer verbally, on call and via an email. We are also issuing necessary recall letter's to our distributors, franchises, retail partners and stockiest so that they can convey the same to the ultimate consumers.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)?

No

If yes, provide details in brief.

N.A.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No

5. Provide the following information relating to data breaches

- a. Number of instances of data breaches along-with impact: **0**
- b. Percentage of data breaches involving personally identifiable information of customers: **0**

For the Board of Director
ZOTA HEALTH CARE LIMITED

Place: Surat
Date: 04.09.2025

Sd/-
Moxesh Ketanbhai Zota
Managing Director
DIN: 07625219

Sd/-
Himanshu Muktilal Zota
Whole-time Director
DIN: 01097722