



Innovating for
healthy and
sustainable
future

SUSTAINABILITY REPORT 2022-23

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CEO's Message

Dear Stakeholders,

I am delighted to present Sekhmet Pharmaventures' maiden annual Sustainability Report, for the financial year 2022-23. As we navigate through a world that is constantly evolving, our commitment to sustainability remains unwavering. In the pharmaceutical industry, our mission goes beyond producing life-changing medicines. It is about ensuring a healthier planet and better quality of life for all.



We are working to reduce the environmental footprint of our operations by leveraging innovation with sustainable practices.



Introducing Our Path to Sustainability

Sustainability is at the core of everything we do, and is integral to our business strategy. Our belief in the power of science and innovation to improve lives is matched by our dedication to safeguarding the environment, fostering a diverse and inclusive workplace, and positively impacting the communities in which we operate.

Building a Sustainable Eco system

This Sustainability Report reflects the collective efforts of our teams, partners, and stakeholders. Further, advanced technological tools are aiding us in enhancing energy efficiency and diminishing our emissions. In the last fiscal year, we have enhanced the proportion of sustainable energy in our operational processes by substituting coal with bio-briquettes.

Our dedication to safety means that we prioritize the well-being of our employees and the communities around us. We aim to develop a culture of safety to minimize the risks that are associated with our operations. Going beyond regulatory compliance, we constantly strive to raise the bar in setting industry standards, aiming to protect the health and safety of all stakeholders.

To further foster a healthy work environment, we have formulated a comprehensive Code of Conduct for the workplace which upholds inclusiveness and zero tolerance for any form of discrimination.

We are working to reduce the environmental footprint of our operations by leveraging innovation with sustainable practices. We strive to develop pharmaceuticals with lowered ecological impact by continually seeking alternative, more environmentally friendly processes and materials.

Being Accountable for Our Actions

We recognize that achieving our sustainable growth aspirations hinges on actions rooted in responsible principles. We have meticulously constructed a robust Environmental, Social, and

Governance (ESG) framework with strategic goals until the year 2030. This framework, established on six fundamental pillars, serves as a compass for our strategic decisions and operational imperatives.

During our annual review, we dedicated ourselves to drawing up plans to pursue targeted objectives and set clear timelines to bring our stated goals to fruition, marking the next steps in our sustainability journey.

Concluding Thoughts

Our commitment to sustainability is not just a corporate responsibility, it is a fundamental aspect of who we are and what we aspire to be. As we reflect on the progress and challenges outlined in this report, we find inspiration in the positive impact we have made and remain resolutely committed to doing even better. We are on an ongoing journey towards a more sustainable future, and together with our stakeholders, we will continue to innovate, lead, and create a world that is healthier, more equitable, and environmentally responsible.

I extend my heartfelt gratitude to each one of you for being an integral part of our transformative journey. Your unwavering support has been the driving force behind our efforts to shape a brighter and more sustainable tomorrow. It is not just a journey we undertake as a company; it is a collective voyage towards a future where innovation, responsibility, and progress converge to make a positive impact on the world. Your commitment and collaboration empower us to tackle challenges, explore new horizons, and consistently strive for excellence. Together, we are building a world that is not only sustainable but also brimming with opportunities and optimism. As we move forward, hand in hand, let us continue to inspire change, foster innovation, and work towards a future that we can all be proud of. Your views and suggestions for this journey are important and we welcome your feedback on this report.

Anil Khubchandani
MD & CEO

Overview of the Report

Sekhmet Pharmaventures' (Sekhmet) inaugural Sustainability Report is a significant milestone in our ongoing commitment to sustainability, which is an integral element of our corporate philosophy. This report serves as a comprehensive and transparent record of our sustainability endeavours and achievements, encompassing our environmental, social, and governance practices.

Our report has been developed with reference to the Global Reporting Initiative (GRI) Universal Standards of 2022 and it includes a GRI Content Index for your reference. The GRI Standards are internationally accepted sustainability reporting guidelines that enable organizations to consistently convey their sustainability performance and its impacts. Furthermore, our report aligns with the United Nations Sustainable Development Goals (SDGs) and the National Guidelines on Responsible Business Conduct (NGRBC).

Scope and Boundary

The report portrays Sekhmet pharmaventures' sustainability performance for the period from April 1, 2022, to March 31, 2023. It provides a comprehensive view of the company's activities across all our manufacturing facilities, research and development efforts, and the initiatives undertaken by the organization which comprise over 90% of our revenues.

About Sekhmet

Sekhmet Pharmaventures is built on select industry gem-assets, together with front-end synergies and an accelerated R&D, to build a leading Pharma platform. Gamot API is the holding company of Sekhmet Pharmaventures Pvt. Ltd. Asian private equity major PAG has formed an investment platform called Gamot API Pte. Ltd. based in Singapore, along with Indian private equity firms, CX Partners and Samara Capital, to buy stakes in fast-growing Indian pharma companies. The Indian subsidiary of Gamot API is known as Sekhmet Pharmaventures Pvt. Ltd.

In October 2020, Sekhmet acquired a major stake in Chennai-based Anjan Drug Pvt Ltd followed by an acquisition of a major stake in the Optimus Drugs Group of Companies in May 2022. Moving forward, the company plans to invest in multiple manufacturing facilities dedicated to Active Pharmaceutical Ingredients and formulations, as India is expected to become an important part of the

global supply chain, amid changing geopolitical dynamics.

Anjan Drug Pvt Ltd is one of India's leading manufacturers of unique Active Pharmaceutical Ingredients (API). Since its inception in 1990, Anjan Drug Private Limited has achieved the potential to deliver over a minimum of one ton measure of unique active ingredient in just 24 hours. This evidently showcases the deep trust that our globally renowned partners in the pharmaceutical industry place in our capabilities and our commitment to delivering high-quality performance.

Optimus is one of the fastest-growing pharmaceutical companies with market presence since 2004 in providing the best quality of API, Intermediates and Finished Formulations in global markets. Their aim from day one has been to provide and ensure better healthcare across the globe through their research, innovations, affordable products & manufacturing excellence.



Our Business

Sekhmet is committed to advancing human health and well-being. Our API business is dedicated to creating innovative solutions, fostering partnerships, and driving positive change. As a transforming force in the pharmaceutical industry, we operate with a deep sense of purpose and responsibility.

At the core of our mission is a relentless pursuit of scientific excellence and a dedication to providing cutting-edge solutions to the most pressing health challenges of our time. We take pride in our role as a driving force for innovation, continuously striving to develop breakthrough therapies that save lives and improve the quality of life for countless individuals.

Our reach extends far beyond the confines of our laboratories and offices, as we collaborate with a diverse array of stakeholders. We understand that our impact spans not only through the medicines we produce but also through the relationships we nurture and the knowledge we share.

We firmly believe that the success of our business is intricately linked to the well-being of society and the planet. As we move forward, we remain steadfast in our mission to be a responsible corporate citizen, striving to make a positive difference every step of the way.

Our Products

Sekhmet Pharmaventures is an emerging player in the pharmaceutical industry, specializing in the development, manufacturing, and distribution of a wide range of high-quality products. Our diverse product portfolio includes Active Pharmaceutical Ingredients (API), Formulations, Intermediates, Contract

Manufacturing Organization (CMO), and Contract Development and Manufacturing Organization (CDMO) services. We are committed to delivering excellence in healthcare through innovative and reliable solutions.

For a comprehensive view of our entire product portfolio, please visit:

<https://sekhmetpharma.com/products-services/>.



Active Pharmaceutical Ingredients (API):

Our API division focuses on the production of essential pharmaceutical raw materials. We pride ourselves on quality, consistency, and compliance with global regulatory standards. Some of the key APIs we offer include Linezolid, Rifaximin, Rosuvastatin Calcium, Luliconazole, Magnesium Valproate, Vildagliptin. For a comprehensive view of our product portfolio you can visit our corporate website - <https://sekhmetpharma.com/>.

In our core API business, our emphasis on innovative cost-effective solutions provides our customers with access to the most intricate active ingredients while upholding a consistent global quality standard. Collaborating with leading generic formulation brands to meet their drug development requirements has also given us a competitive edge allowing us to offer superior quality at accessible prices. Our presence spans across various channels, enabling us to engage with customers at various touchpoints in the development and manufacturing value chain. We offer comprehensive support, from the initial stages of discovery to Contract Development & Manufacturing Organization (CDMO) services, as well as development, production, and sales. Through our integrated discovery and CDMO services, we have successfully developed 12 products in the FY 23.

Formulations:

Our Formulations division is dedicated to delivering a wide array of finished pharmaceutical products designed to address a variety of medical needs. Our formulations are known for their superior quality, safety, and effectiveness. We offer a broad spectrum of formulations, including Amorolfine Cream, Dexlansoprazole Dual Delayed Release Capsules, Favipiravir Tablets, and many more.



Intermediates

Our Intermediates division provides essential compounds and substances used in the production of API and formulations. We offer high-quality intermediates that contribute to the efficacy and safety of the final pharmaceutical products. Our intermediates encompass a wide range of chemical structures including:

1. 1R,2R)-2-Amino-6-(4-nitrophenyl)-1-phenylhex-5-yn-1-ol Hydrochloride (Vibegron Intermediate-1)
2. Sodium-(S)-4-oxo-4,6,7,8-Tetrahydropyrrolo [1,2-a] pyrimidine-6-carboxylate (Vibegron Intermediate-2)
3. (R)-5-Bromo-3-((1-methylpyrrolidin-2-yl)methyl)-1H-indole (Eletriptan Intermediate-1)

Contract Manufacturing Organization (CMO):

Sekhmet's CMO services cater to the outsourcing needs of pharmaceutical companies looking for reliable and efficient manufacturing partners. We offer end-to-end manufacturing solutions, encompassing various dosage forms, from concept to commercialization. Our CMO services include:

- Product Development and Optimization
- Scale-up and Manufacturing
- Regulatory Support and Compliance
- Packaging and Distribution

Contract Development and Manufacturing Organization (CDMO):

Our CDMO services extend beyond manufacturing to encompass the entire product lifecycle. We partner with pharmaceutical companies to develop and commercialize their pharmaceutical products, offering a comprehensive suite of services:

- Drug Development and Formulation
- Analytical Method Development
- Clinical Trials Support
- Commercial Manufacturing and Supply Chain Management

At Sekhmet, we are committed to advancing healthcare through innovation and reliability. Our versatile product portfolio, coupled with our dedication to quality and regulatory compliance, positions us as a trusted partner for pharmaceutical companies and a provider of essential healthcare solutions for patients worldwide.



Global Footprint

Sekhmet has an extensive geographical presence that spans 06 continents, 77 countries, and 121 distributors worldwide. Our commitment to improving healthcare and enhancing the quality of life transcends borders, making us a leader in the global pharmaceutical industry.

Our network of distributors and strategic partnerships enables us to reach the most remote areas, ensuring that our products are accessible to patients around the world. This strength is complemented by our sales and marketing teams, who are adept at tailoring our products and services to meet the unique needs of each market. This customer-centric approach has helped us gain customer trust and recognition worldwide.

Sekhmet's global footprint reflects our commitment to making a difference in the lives of people everywhere. Our journey continues, and we remain dedicated to expanding our reach, innovating, and ensuring that our pharmaceuticals are accessible to all, regardless of geographic location.

06
Continents

77
Countries

121
Distributors



Challenges for the Pharmaceutical Industry



Supply Chain Disruption

Pharmaceutical supply chain is often global, with raw materials, active ingredients, and finished products sourced from various countries. This can lead to trade and logistical challenges, such as customs delays and transportation issues, arising from geopolitical tensions and other external factors.



Product Complexity

Pharmaceuticals can be complex to manufacture, often involving multiple components and intricate processes. This complexity can lead to supply chain disruptions if any part of the process faces challenges.



Raw Material Shortages

Supply chain disruptions, regulatory issues, and unforeseen events can lead to raw material shortages, which can have serious consequences for both the industry and consumers.



Data Breaches and Cyber Security Threats

As the value of customer data increases, the frequency of cyberattacks is on the rise, making pharmaceutical firms particularly susceptible to cybersecurity risks. With this growing danger, there is a heightened requirement for increased investment in cybersecurity. Companies will also have to establish more robust cybersecurity protocols, both in the workplace and for remotely located employees, to minimize the potentially expensive consequences of a data breach.



Regulatory Compliance

The pharmaceutical industry operates under strict regulations, requiring precise documentation and quality control throughout the supply chain. Adhering to regulatory standards can be complex and time-consuming.

Our Sustainability Strategy

At Sekhmet, as we continue to address diverse consumer needs, we maintain a strong awareness of our duty to use natural resources judiciously. Our sustainability strategy is integrated into our daily operations and overall strategy, fostering a culture deeply grounded in strong ethics and responsibility. We view sustainability as an imperative, driving us to adopt business practices that are accountable,

inclusive, and have minimal environmental impact.

Our sustainability framework relies on a methodical process that aims to incorporate ESG principles throughout our value chain. This framework is steered by our materiality assessment, which underscores the essential issues that are significant to both our company and our stakeholders.

Sekhmet’s sustainability framework is constructed on six fundamental pillars which serve as our guiding principles. These pillars include **Product, Sustainable Operations, People, Value Chain, Community,** and **Governance.**

Product

This pillar is all about creating effective and safe pharmaceutical products that meet the highest quality standards. The economic stability of the company hinges on developing, producing, and marketing these products efficiently and responsibly while maintaining adequate profitability for sustained growth.

Sustainable Operations

This refers to Sekhmet’s focus on minimizing waste and reducing carbon footprint through environmentally responsible practices across the company’s operations. We are committed to continuously improve our practices and systems to limit our environmental impact.

People (employee welfare)

In line with our belief that our people are our greatest asset, we strive to ensure their well-being and development. This includes providing competitive compensation, promoting health and safety at work, encouraging continuous learning and development, and fostering an inclusive and equitable work environment.

Value Chain (responsible sourcing)

We believe in a value chain that is equitable, transparent, and environmentally conscious. Responsible sourcing is our strategy for choosing suppliers that meet our criteria for sustainability and fair-trading practices.

Community

Community engagement is about giving back to society among whom we operate. This involves philanthropic initiatives, support for local industry, and an overall emphasis on being a responsible corporate citizen. Our aim is to have a long-term, positive impact on the communities we are part of.

Governance

Our commitment to ethical and transparent business practices is underpinned by accountability in governance. This ensures compliance with all laws and regulations, and includes timely and accurate communication with stakeholders, maintaining corporate integrity, and eschewing corruption of all forms.



Stakeholder Engagement and Materiality

Sekhmet is committed to upholding the highest standards of corporate responsibility and sustainability in all aspects of the company's operations. We endeavor to ensure that our business operations are not only profitable but also sustainable, creating a positive impact on the environment and society. As part of this commitment, Sekhmet has conducted a comprehensive materiality assessment. This assessment adheres to the Global Reporting Initiative (GRI) framework and employs a multi-stakeholder approach, ensuring that the voices of both internal and external stakeholders are considered. We conduct a materiality assessment every three years to identify the most significant sustainability issues for our stakeholders and our business important, this materiality analysis is signed off by our Senior Management Leadership, underscoring our commitment to transparent and responsible corporate practices.

Stakeholder Engagement



Stakeholder Engagement for Materiality Assessment:

Internal Stakeholders: Investors, Senior Management Leadership, and employees are integral to Sekhmet’s operations. Investors and senior management provide strategic direction, while employees are the driving force behind the company’s operations. Their involvement in the materiality assessment process was crucial in identifying the sustainability priorities most relevant to the company. Their perspectives helped to gauge the alignment of sustainability goals with business strategy, risk management, and employee engagement.

essential external stakeholders that interact with Sekhmet in various ways. Government bodies regulate the company’s activities, and their expectations influence compliance and policy matters. Communities affected by Sekhmet’s operations expect transparency, environmental stewardship, and contributions to local well-being. Customers’ preferences shape product demand, while suppliers’ practices influence the supply chain. Their input is critical to understanding expectations, impacts, and areas for improvement.

External Stakeholders: Government bodies, communities, customers, and suppliers are

Multi-Stakeholder Materiality Assessment:

We adopted a multi-stakeholder approach to materiality assessment to ensure a comprehensive understanding of key sustainability issues. This involved consultation with representatives from each stakeholder group, including interviews, surveys, and engagement sessions. These discussions allowed us to prioritize the most significant sustainability topics that matter to both Sekhmet and our stakeholders.

By incorporating the perspectives of internal and external stakeholders, we ensure that our Sustainability Report accurately reflects the issues that are of utmost importance to the business and the broader community. This approach helps Sekhmet focus resources, improve transparency, and make meaningful contributions to a more sustainable future while meeting the expectations of diverse stakeholder groups.

Methodology:

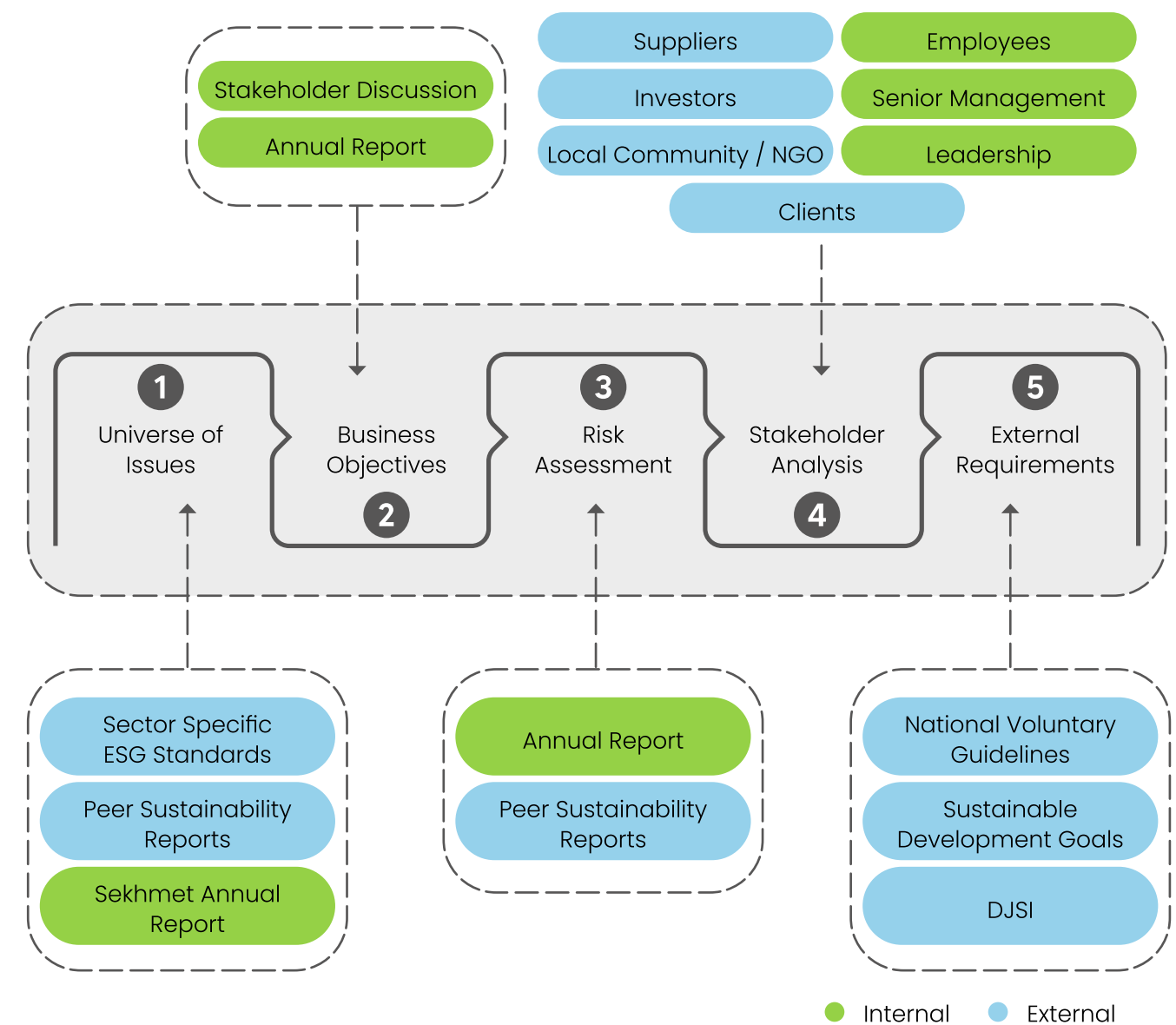


Figure : Materiality Assessment Methodology

Materiality Assessment Methodology

Our materiality assessment was conducted following a systematic and comprehensive methodology aimed at identifying and prioritizing the most significant environmental, social, and governance (ESG) issues relevant to Sekhmet. The approach taken is described below:

1. Universe of Issues:

We began by compiling an exhaustive list of ESG issues that have relevance not only to our company but also to our industry. This step ensured that we considered a broad spectrum of factors that could impact our sustainability efforts.

2. Business Objectives Alignment:

Next, we assessed each issue against its potential influence on our ability to achieve key business objectives. This evaluation considered the impact on revenue growth, business continuity, cost management, brand reputation, and long-term strategic goals. This alignment helped us focus on issues that have the most direct bearing on our business success.

3. Risk Assessment:

To further refine our selection, we mapped the universe of issues against both internal and external risks. Issues were ranked based on their potential to affect our business and strategy, as well as our readiness to address and mitigate them. This risk assessment guided us in identifying the issues with the highest materiality.

4. Stakeholder Engagement:

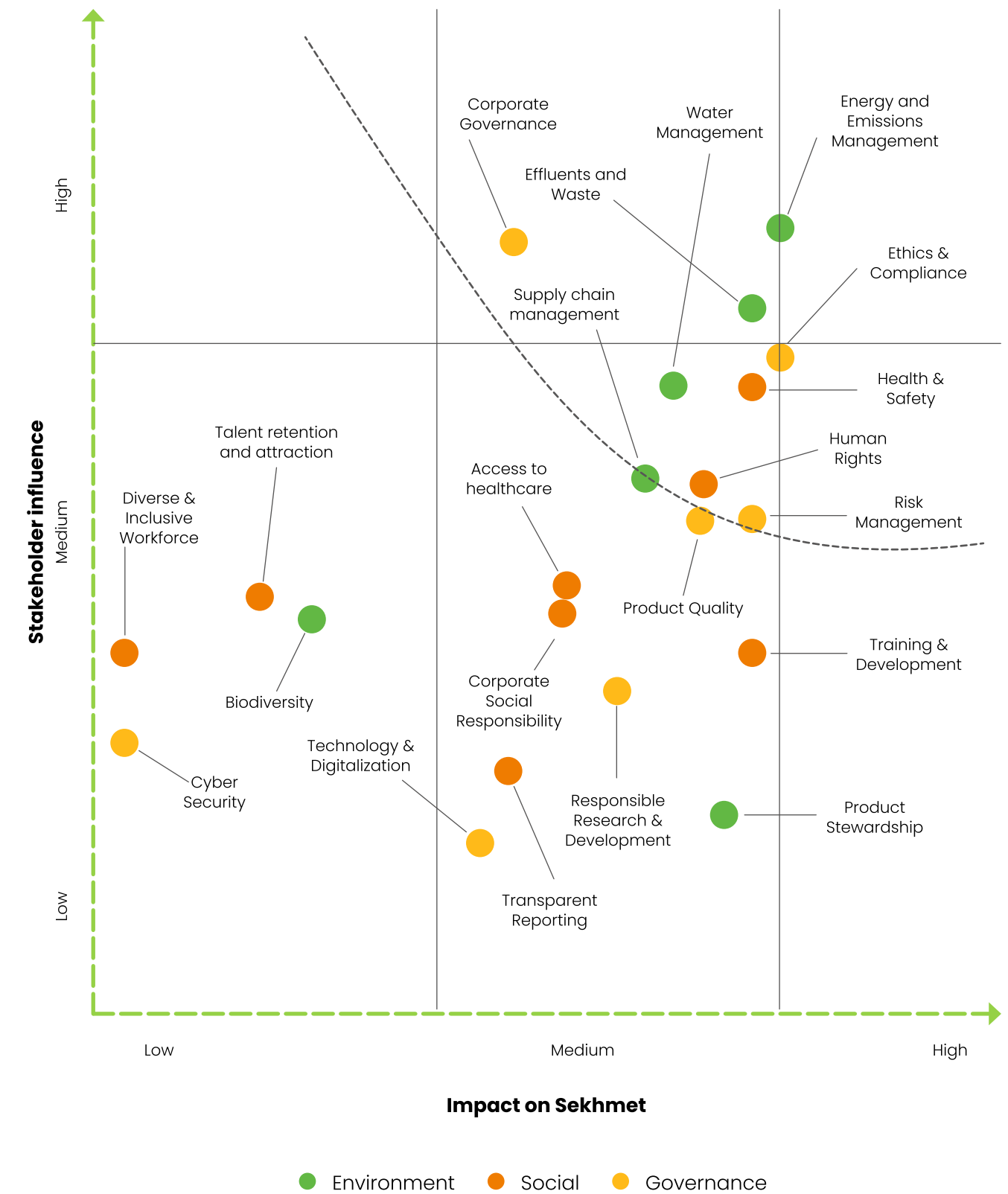
This step was crucial in securing valuable insights and opinions regarding the significance of the identified issues. Stakeholder feedback was weighted based on their influence on our seamless business operations, allowing us to prioritize the most critical concerns.

5. External Requirements Alignment:

Finally, the chosen issues were evaluated in alignment with external sustainability frameworks and guidelines, including the United Nations Sustainable Development Goals (SDGs), National Voluntary Guidelines (NVGs), and the Dow Jones Sustainability Index. This alignment ensured that our materiality assessment was not only internally consistent but also in harmony with global sustainability standards and expectations.

By employing this comprehensive methodology, we ensured a rigorous and inclusive process to determine the materiality of sustainability issues for Sekhmet, resulting in a well-informed and holistic assessment.

Materiality Matrix:



Material topics identified	ESG Classification	Business case	Mitigation Actions
Energy and Emissions Management	Environment	Energy consumption and emissions are important for Sekhmet to manage as they directly impact the cost of operations and our environmental footprint. Implementing energy-efficient practices and reducing emissions can result in cost savings, regulatory compliance, and improved brand reputation.	We will implement energy-efficient practices across all our operations and reduce greenhouse gas emissions, contributing to combating climate change.
Effluents and Waste	Environment	Proper management of effluents and waste is crucial to prevent environmental pollution and comply with regulations. Effective waste management practices not only reduce the risk of contamination but also demonstrate responsible environmental stewardship, enhancing the company's reputation.	We will manage effluents and waste by implementing efficient technologies and waste management systems to minimize environmental impact.
Ethics and Compliance	Governance	Adhering to ethical standards and complying with legal requirements is fundamental for Sekhmet to maintain credibility and stakeholders' trust. Ethical practices contribute to the company's systemic sustainability, employee satisfaction, customer loyalty, and brand reputation.	We will enforce stricter internal audit processes and maintain a transparent, open dialogue with all stakeholders to ensure high ethical standards and total compliance.
Health and Safety	Social	The health and safety of employees and stakeholders are critical concerns for Sekhmet. Providing a safe working environment not only protects individuals but also reduces legal risks, ensures employee well-being, fosters productivity, and strengthens corporate reputation.	Dedication to creating a hazard-free workspace through regular safety drills and health programs will help maintain employees' well-being and productivity.
Water Management	Environment	Effective water management is essential to ensure access to sufficient and clean water sources, especially for manufacturing processes. Proper water management practices can lead to cost savings, environmental conservation, and improved stakeholder trust.	Investment in water-efficient technologies and reusing treated wastewater, aiming for rational water use.

Material topics identified	ESG Classification	Business case	Mitigation Actions
Human Rights	Social	Respecting human rights is crucial to create a fair and ethical working environment. Upholding human rights not only promotes employee well-being, diversity, and equality but also mitigates legal and reputational risks.	Implementing practices that promote diversity and inclusivity will emphasize our commitment to human rights.
Supply Chain Management	Governance	Managing the supply chain is essential to ensuring the availability and quality of raw materials, mitigate reputation risks, maintain compliance with regulatory requirements, and support sustainable sourcing practices.	We aim to work closely with our suppliers to ensure that they adhere to our sustainability standards.
Risk Management	Governance	It is vital to identify and manage risks in order to protect business operations, stakeholders, and reputation. Effective risk management practices ensure business continuity, prevent financial losses, and enhance resilience.	Proactive identification and evaluation of potential risks should mitigate business disruptions.
Product Quality	Governance	Ensuring product quality is paramount to maintain customer trust and safety. By delivering reliable and effective products, we reinforce customer loyalty, mitigate legal risks, and enhance our reputation.	Through stringent quality control measures and regular audits, we aspire for excellence in our products.
Training and Development	Social	Investing in training and development programs is important in order to enhance employee skills, knowledge, and performance. By nurturing a competent workforce, the company can drive innovation, increase productivity, and cultivate a positive work culture.	We will invest in skills development programs to ensure needed competencies and improvement in employee morale.
Corporate Social Responsibility	Social	Engaging in corporate social responsibility activities allows us to contribute positively to society and the environment. CSR initiatives can enhance brand reputation, attract and retain customers, and create long-term value for the business and communities.	We will focus on impactful community development projects conforming to local needs.

Material topics identified	ESG Classification	Business case	Mitigation Actions
Responsible Research	Governance	Conducting research responsibly is crucial for upholding ethical standards, maintaining data integrity, complying with regulations, and ensuring the safety and efficacy of our products.	By bolstering ethical guidelines for research, we can maintain the safety and efficacy of our products.
Product Stewardship	Environment	Ensuring responsible product stewardship is important in order to minimize environmental impacts throughout the lifecycle of our products. This includes proper disposal, recycling, and implementing sustainable practices for packaging and waste reduction.	By focusing on the lifecycle of our products, we ensure responsible disposal and waste reduction.
Transparent Reporting	Social	Transparent reporting enables us to build trust with stakeholders by providing accurate and accessible information on our financial, environmental, and social performance. Transparent reporting can enhance credibility, attract investors, and demonstrate commitment to accountability.	We will continue to report our activities regularly and honestly to maintain stakeholder trust.
Technology and digitalization	Social	Embracing technology and digitalization is crucial to enhance operational efficiency, innovation, and competitiveness. Adopting digital solutions can streamline processes, improve data management, and enable remote access to services, resulting in cost savings and improved customer satisfaction.	We aim to deploy digital solutions to improve our services, efficiency, and customer satisfaction.
Corporate Governance	Governance	Strong corporate governance ensures accountability, ethical behaviour, and transparency. Effective governance practices can foster investor confidence, minimize legal and reputational risks, and promote long-term business sustainability.	We will focus on improving the effectiveness of our governance framework for greater accountability and transparency.

Material topics identified	ESG Classification	Business case	Mitigation Actions
Biodiversity	Environment	Preserving biodiversity is crucial to conserve ecosystems, protect rare species, and sustainably utilize natural resources. By integrating biodiversity considerations into our operations, the company can improve environmental performance, enhance brand reputation, and comply with regulatory requirements.	We will actively engage in conservation efforts and implement biodiversity-friendly practices in our operations.
Talent attraction and retention	Social	Attracting and retaining top talent is pivotal to driving innovation, competitiveness, and business growth. By offering an attractive work environment, career development opportunities, and competitive salaries, we can attract and retain skilled and motivated employees.	Implementing attractive work policies and development programs will enable us to attract and retain a talented workforce.
Diversity and Inclusion	Social	Embracing diversity and inclusion is essential to foster creativity, innovation, and social cohesion. By promoting diversity in the workforce and ensuring equal opportunities for all, we can tap into diverse perspectives, improve decision-making, and enhance our reputation.	Strengthening our commitment to inclusivity will bring forth diverse perspectives and enhance decision-making.
Cybersecurity	Governance	Protecting the company's digital assets and ensuring data privacy is crucial. Implementing robust cybersecurity measures reduces the risk of data breaches, financial losses, reputational damages, and legal consequences.	We will invest in advanced cybersecurity solutions to prevent data breaches and maintain privacy.

Key Highlights

At Sekhmet, we have made significant strides in minimizing our environmental footprint while maximizing our positive impact on society. We have adopted green chemistry principles for sustainable drug production, thereby reducing toxic waste and making better use of resources. Our dedication to energy efficiency by minimizing fossil fuel usage has led to lowering our carbon footprint. In keeping with our commitment to employee well-being, we have introduced comprehensive health and wellness programs yielding high employee satisfaction rates. Finally, our community outreach programs have positively impacted hundreds of lives this year. These achievements reflect our commitment to a sustainable future and underscore the importance we place on being a responsible organization.

ESG Goals and Targets

Discussions with our stakeholders have helped to shape our immediate and future sustainability goals, aligned with the six pillars of our sustainability framework.

We have established 14 ambitious goals across the Environmental, Social, and Governance (ESG) aspects to shape our vision for 2030. Every goal has been formulated considering our key material issues, the external context we function within, and the potential business and social influence.

Pillar	Goal 2030	Status
Sustainable Operations	<ul style="list-style-type: none"> 62% Reduction in emission intensity to baseline FY 23 100% water neutrality across operations 90% of waste diversion from Landfill 	In Progress
Community	<ul style="list-style-type: none"> Disclose the social value created through a study on Social Return on Investment 	In Progress
People	<ul style="list-style-type: none"> 14% share of women among permanent employees Publish human rights report with third party assurance Zero reportable accidents 40 hours of employee training hours each year 	In Progress
Value Chain	<ul style="list-style-type: none"> 100% of tier 1 suppliers are to be assessed based on the Supplier Code of Conduct 85% of raw materials to be sourced from local vendors 	In Progress
Governance	<ul style="list-style-type: none"> Maintain zero data security breaches Achieve gender parity across the board of directors 	In Progress
Product	<ul style="list-style-type: none"> Zero product recalls Conduct lifecycle assessment for all key products 	In Progress



Business Ethics

Corporate Governance



Commitment to Ethical Practices

At Sekhmet, we stand steadfast in our commitment to ethical practices. Our robust corporate governance principles and framework serve as the cornerstone of our operations, empowering our associates, value chain partners, and leadership team to uphold the highest standards of integrity and conduct, thereby safeguarding our business and brand reputation.



Guiding Values and Principles

Our corporate governance framework is deeply rooted in our guiding values and principles, which serve as a compass for all our stakeholders. We believe that a strong ethical foundation is essential to maintaining trust and sustainability in our operations.



Management Policies and Procedures

We have established a comprehensive set of management policies and procedures that align with our corporate governance principles. These policies and procedures govern various aspects of our operations, from supply chain management to risk mitigation, ensuring that our business activities are conducted in a manner that adheres to our commitment to sustainability and responsible business practices.



Continuous Improvement

At Sekhmet, we recognize that corporate governance is an evolving field, and we are committed to continuous improvement. We regularly review and refine our governance principles and practices to stay aligned with the latest industry standards and best practices.



Board of Directors Oversight

An efficient and experienced Board of Directors is entrusted with the oversight of our corporate governance mechanisms. This distinguished body is responsible for ensuring that our governance framework is consistently implemented, monitored, and improved. Their guidance is instrumental in upholding the highest standards of transparency, accountability, and responsible decision-making.



Board Structure

The Board of Directors plays a critical role in ensuring accountability to our valued shareholders and other stakeholders. Committed to fostering responsible and sustainable corporate practices, the Board formulates policies that are instrumental in guiding the company towards realizing our strategic objectives, while upholding the highest standards of ethical conduct outlined in our Code of Conduct. Sekhmet's Board also diligently oversees and effectively manages any potential conflicts of interest that may arise during transactions or business operations. This oversight ensures transparency and integrity in our dealings, thus safeguarding the interests of all parties involved.

Board Composition: A Balance of Experience and Leadership

At Sekhmet, our commitment to strong corporate governance is reflected in the composition of our Board of Directors. Our Board consists of a total of six Directors, comprising Non-executive and Executive leaders.

Non-Executive Directors:

We are proud to have a diverse and experienced group of five Non-executive Directors serving on our Board. These individuals bring a wealth of knowledge and expertise from various fields and industries. Like Finance, Marketing, legal, Risk management. Their Non-executive roles ensure that their primary focus is on providing independent, impartial, and objective guidance to the organization, fostering transparency and accountability.

Executive Director:

Serving alongside our Non-executive Directors, we have one Executive Director, who plays a vital role in providing strong, day-to-day leadership to the organization. This active involvement in the management and operations of the company ensures that our sustainability goals are not only a strategic vision but also a practical reality.

The balanced composition of our Board, with Non-executive Directors offering oversight and Executive leadership guiding the execution of our sustainability initiatives, is a testament to Sekhmet's commitment to robust corporate governance. This structure enables us to make informed, strategic decisions while maintaining a strong focus on ethical, responsible, and sustainable business practices.



More information about each of our Board members is available, please refer to our website: <https://sekhetpharma.com/people-history/>

ESG & CSR Committee

Sekhmet has established an ESG governance structure to effectively implement and oversee the company's ESG efforts.

The ESG & CSR Committee, chaired by the CEO, reports directly to the Board. The members of this committee work to foster the organization's ethos of sustainability and align it with our strategic objectives, while keeping the interests of our stakeholders at the core. The committee holds meetings twice a year to assess progress and strategize on our sustainability agenda. The committees hold meetings twice a

strategy. The Steering Committee, headed by the COO, reports to ESG & CSR Committee. This committee crafts Sekhmet's sustainability strategy, scrutinizing all environmental, social, and corporate governance initiatives in line with the organization's philosophy.

Complementary to this, Working Groups, consisting of specific points of contact (SPOCs) from each of our six units, ensure that the agreed ESG initiatives are implemented within each plant. The formation of site-specific ESG committees will be bolstered by appointing one SPOC from each of our units to represent each focus area. SPOCs transfer valuable information back to the Steering Committee, ensuring the efforts towards our sustainability goals across all the sites. The purpose of the Working Groups is not only to execute plans but also to analyze and communicate the impact created by each initiative.

Together, this robust governance structure propels us towards achieving sustainable and responsible growth.

Data Security and Cybersecurity

Ensuring the highest level of trust and integrity, data security and cybersecurity is a predominant priority in our operations. We recognize the critical importance of safeguarding sensitive and confidential information to protect our intellectual property and uphold the privacy of our patients, customers, shareholders and the broader

community. To this end, we have implemented robust cybersecurity measures and continually invest in cutting-edge technologies to defend against potential threats. We remain vigilant in our efforts to maintain the utmost level of security, underpinning our commitment to responsible corporate practices in the pharmaceutical industry.

Risk Management

As we continue to evolve in a complex and fast-growing pharmaceutical industry, recognizing and proactively addressing emerging risks is paramount to our long-term success. We understand the importance of a proactive risk management approach and the value it brings to our resilience and business continuity. Therefore, we are developing a comprehensive Enterprise Risk Management (ERM) system, which will provide us with a consistent, organization-wide framework for identifying, assessing, and responding to potential risks.

Going forward, we plan to establish a dedicated Risk Management Committee that will oversee the Enterprise Risk Management (ERM) activities and ensure a systematic and integrated approach to risk management. This committee will be pivotal in offering risk transparency, promoting a culture of risk awareness, and steering strategic decisions that will contribute to our business sustainability. We at Sekhmet continue to strengthen our commitment to long-term resilience, constantly striving to protect and enhance value for our stakeholders.

Our Policies

Our company's foundational principles, articulating our commitment to the highest standards of corporate conduct. As an integral part of the healthcare industry, it is our fundamental responsibility to operate under robust, clear, and ethical policies. These policy guidelines aren't merely statements; instead, they serve as a compass guiding us in every aspect of our operations, helping us maintain our social, environmental, and

governance responsibilities while serving our stakeholders effectively. In accordance with our Code of Conduct, we uphold a stringent Zero-tolerance policy towards bribery and corruption. We vigilantly monitor our entire business mechanisms to pre-empt and prevent any such malpractices. For the Fiscal Year 2023, we are proud to report that there have been no occurrences of bribery, corruption, or any anti-competitive, antitrust, or monopoly behaviour.



Code of Conduct

We believe in preserving the highest standards of ethical behaviour and regulatory adherence. Our Code of Conduct is applicable to all employees and members of Senior Management of the company. Our Code serves as a guiding light and underlines our deeply ingrained principles of not only delivering superior value to our customers but also nurturing a culture of respect and maintaining unyielding integrity. It is this Code that empowers each one of us to lead and act with conviction, within a framework that promotes and sustains ethical conduct across all levels of our operations.

Whistle Blower Policy

The Whistle-blower Policy offers our associates, clients, and vendors a mechanism to report any instances of unethical behaviour, actual or suspected fraud, or violation of the company's Code of Conduct or policy, to the Ombudsperson/Chairman of the Audit Committee. It ensures that the complainants have adequate safeguards and are protected from reprisals or victimization for whistleblowing in good faith.

Board Diversity Policy

This policy has been developed to ensure our Board has adequate diversity in terms of a broad spectrum of skills, academic backgrounds, geographical and industry expertise, backgrounds, genders etc., to oversee and guide Sekhmet's business conduct.

Prevention of Sexual Harassment (PoSH) Policy

We believe that all our associates must be treated with dignity. The PoSH policy allows us to offer our associates a safe and inclusive workplace where they can work and express themselves without fear of prejudice, gender bias, and sexual harassment. Even beyond the workplace, any instances of sexual harassment involving associates is considered a grave and punishable offense.

A committee has been constituted to redress complaints of sexual harassment through a structured and transparent process. Such committees may be set up by the Chairman and Managing Director as may be required to implement the provisions of the policy at the various locations of the company.

Human Rights Policy

Our Human Rights Policy is developed in accordance with the UN Guiding Principles on Business and Human Rights and applies to Sekhmet. It mandates adherence to human rights laws and guidelines of the International Bill of Human Rights.

Our Human Rights Policy is based on 10 principles: Respect for Human Rights, Community and Stakeholder Engagement, Inclusion and Diversity, Anti-harassment and non-discrimination, Freedom of Association and Collective Bargaining, Safe and Healthy Workplace, Workplace Security, Modern Slavery and Human Trafficking, Child Labour, Work Hours, Wages and Benefits.

We are focused on expanding the coverage of our human rights policy to the communities in which we operate.



CSR Policy

This policy details the approaches, focus areas and impact goals to take forward our principle of Empowering Tomorrow Together through societal development and environmental protection activities. Our CSR programs focus on: Education & IT Literacy, Skill Development, Innovation & Infrastructure, Community Development & Environment, and Healthcare.



Supplier Code of Conduct

The Supplier Code of Conduct includes guidelines related to Human Rights, Environment, Business Ethics, and Management Systems.

Under Human Rights, suppliers are expected to avoid practices like forced labor, child labor, harsh working conditions, discrimination or harassment to allow freedom of association and collective bargaining. They should respect occupational health and safety norms and ensure product safety.

For the Environment, suppliers must manage greenhouse gas emissions and energy use, prevent pollution, manage waste efficiently, conserve resources, and avoid deforestation or harm to biodiversity.

Regarding Business Ethics, they should practice anti-corruption, avoid conflicts of interest and anti-competitive behaviours. They must respect data privacy rights and provide systems for whistle-blowers.

For Management Systems, suppliers are expected to practice risk management, offer necessary training, maintain proper documentation, and uphold the commitment and accountability towards the obligations outlined in the Code of Conduct.



Diversity and Inclusion Policy

Our FIRST principles of Fairness, Integrity, Respect, Sincerity, and Transparency drive our actions on deepening diversity and inclusion across our company. These values help foster a workplace where everyone is welcomed, irrespective of difference of age, background, gender, expertise or experience, physical and mental abilities, language, race, religion, or any other marker. The policy covers all our interactions with associates, customers, shareholders, and society. Such interactions include but are not limited to both policy and practices on recruitment, compensation, recognition, professional development, promotions, transfers, etc.



Anti-Bribery and Anti-Corruption Policy

Sekhmet is committed to conducting business in an ethical, honest, and transparent manner. We have zero tolerance for bribery or corruption in any form. This includes, but is not limited to, the exchange of soft dollars, the offering or receiving of illegal gifts, and any form of illicit financial or other advantage, in all our business dealings and relationships. We believe in fair competition and are committed to upholding all laws related to anti-bribery and corruption. Sekhmet does not for any reason make contributions to political campaigns or parties. Our charitable contributions are made responsibly, ensuring that they are not used as a subterfuge for bribery or corruption. This policy applies to all individuals working for or on behalf of our company at all levels.



Sustainability Policy

This Policy promotes environmental care, social responsibility, and ethical behaviour. It emphasizes environmental improvement, biodiversity conservation, and ecological impact reduction. It values employee well-being, equality, community interaction, and quality of pharmaceutical products. Ethical expectation and cybersecurity compliance are also enforced. The policy underscores the importance of sustainable and responsible actions for all Sekhmet associates.

Details of our policies can be found on <https://sekhmetpharma.com/>

The commitment to ethical conduct and integrity remains unwavering within our organization. We are proud to report zero breaches in our Code of Conduct, reflecting our adherence to ethical standards and our dedication to upholding the highest levels of integrity in all facets of our operations. This underscores our continuous efforts to foster a culture of compliance, transparency, and responsible business practices, ensuring that our conduct aligns with the values and principles we espouse.

Breaches	FY 23
Corruption and Bribery	0
Discrimination and Harassment	0
Customer Privacy	0
Conflicts of Interest	0
Money Laundering/Insider Trading	0
Anti-Competitive Practices	0



Operational Excellence

At Sekhmet, we aspire for excellence in our manufacturing processes. As part of this vision, we have strategized a Centre of Excellence Portfolio that enhances three crucial facets of our operations: General Operations, Engineering, and Projects. Under Operational Excellence, we launched an idea generation initiative named "PARIVARTHAN". This initiative, now a year into implementation, has resulted in the realization of 182 ideas in Plant Operations, yielding savings of 72 crores, and 99 ideas in Supply Chain Management, saving 28 crores. Additionally, we have prioritized team capability enhancement through initiatives like Lean Six Sigma training, generating a team of 130 Yellow Belts and 67 Green Belts across all units.

Our Engineering and Projects verticals, although comparatively newer areas of focus, are swiftly

establishing excellence in project execution. This is achieved through the adoption of new technologies, acceleration of project timelines, and striving for excellence in engineering through Operational Expenditure reduction, resource optimization, and the standardization of engineering best practices along with predictive maintenance measures. Early detection and prevention of equipment failure is made possible through the use of cutting-edge technology like ultrasonic probes and cameras. Assessing the feasibility of renewable energy sources, like solar and wind power, is also part of our strategy. These initiatives not only fast-track our progress but also enhance the sustainability of our operations by reducing our carbon footprint, aligning us with our vision of achieving carbon neutrality.



Supply Chain Management

Overview:

At Sekhmet, we believe that fostering strong partnerships with our suppliers, guided by mutual respect and shared values, is integral to achieving our sustainability objectives. We recognize the critical role that suppliers play in our operations and acknowledge the influence they have on our environmental, social, and economic footprint. As part of our commitment to sustainability and ethical business practices, we prioritize a robust Supplier Management process to ensure that our supply chain aligns with our values and sustainability goals. Our Supplier Management framework is designed to enforce responsible sourcing, ethical conduct, and adherence to quality standards across our vast network of approximately 400 suppliers.

Supplier Screening and Onboarding:

We employ a Supplier Screening procedure to ensure we engage with suppliers who share our commitment to sustainability. This process involves a standardized Supplier Code of Conduct and Standard Operating Procedures (SOP) that encompass various aspects, including but not limited to quality, ethical considerations, and business relevance. Before entering into a contractual agreement with Sekhmet, suppliers undergo a comprehensive evaluation based on these criteria, ensuring alignment with our principles. Upon meeting the requirements outlined in the SOP, we ink agreements with suppliers, which signify their commitment to our values and standards.



Supplier Performance Evaluation:

To maintain consistent adherence to our standards, suppliers are continuously assessed based on their performance. This evaluation process includes regular monitoring and scoring against set criteria. Suppliers receive ratings that reflect their adherence to the Supplier Code of Conduct and quality standards. If any supplier falls below predetermined benchmarks, a customized Corrective Action Plan (CAPA) is initiated.

of the CAPA is closely monitored and reviewed at regular intervals to ensure progress and compliance.

This proactive approach to Supplier Management underscores our commitment to maintaining a responsible and sustainable supply chain. Through these measures, we continually strive to enhance not only the quality and reliability of our products but also continually develop an ethical and sustainable supply chain.

Corrective Action Plans and Monitoring:

The Corrective Action Plan is developed collaboratively, outlining specific steps and timelines for the supplier to remedy the identified shortcomings. The implementation

The tables below encapsulate our efforts in Supplier Screening and Assessment for the fiscal year 2022, along with our targeted objectives for the coming years. These metrics provide a glimpse into our progress and the direction we aim to take in FY 24.

Supplier Screening	FY 22
Total number of Tier-1 suppliers	65
Total number of significant suppliers in Tier-1	32
% of total spend on significant suppliers in Tier-1	73%

Supplier Assessment	FY 22	Target for FY 24
Total number of suppliers assessed via desk assessments/ on-site assessments	35	52
% of significant suppliers assessed	35	
Number of suppliers assessed with substantial actual/potential negative impacts	1	
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	1	
Number of suppliers with substantial actual/potential negative impacts that were terminated	0	

Innovation Management

Innovations: Building Bridges to a Promising Future:

Our vision for the future is rooted in our strategic imperatives. Emphasizing innovation, patient-focused solutions, and global outreach, we aspire to offer pioneering healthcare products, expand accessibility to healthcare, and enhance our reputation as a reliable frontrunner in the pharmaceutical field.

FOCUS ON API PROCESS IMPROVEMENTS:

At Sekhmet, our innovation strategy focuses on continuous and rigorous efforts to improve processes and reduce impurities in our API business. We understand that the quality of the medicines we produce significantly impacts patient safety and treatment efficacy.

This understanding drives our commitment to leveraging cutting-edge technology and innovation to lower impurity levels in our drug portfolio. By constantly refining our manufacturing processes and developing state-of-the-art purification techniques, we strive to produce purer, safer, and more effective pharmaceutical products. Simultaneously, these process enhancements contribute to improving production efficiency, reducing waste, and limiting our environmental impact.

We remain steadfast in our pursuit of excellence, ensuring we deliver not only innovative and high-quality pharmaceuticals but also contribute positively to a sustainable and healthy future.



Environment

Demonstrating our enduring dedication to ecological conservation, we are actively developing solutions aimed at reducing the environmental footprint of our operations. These efforts are focused on driving enhancements across various stages of the product life cycle, thereby making a positive impact.

Our environmental objectives revolve around the optimization of energy consumption, the responsible management of natural resources, and waste reduction. Furthermore, we are committed to significantly increasing our reliance on renewable energy sources while decreasing our dependence on fossil fuels.

Standing firm in the belief that collaboration is crucial for effective environmental stewardship, we cooperate closely with our value chain partners to evaluate and assist in minimizing their environmental footprint.

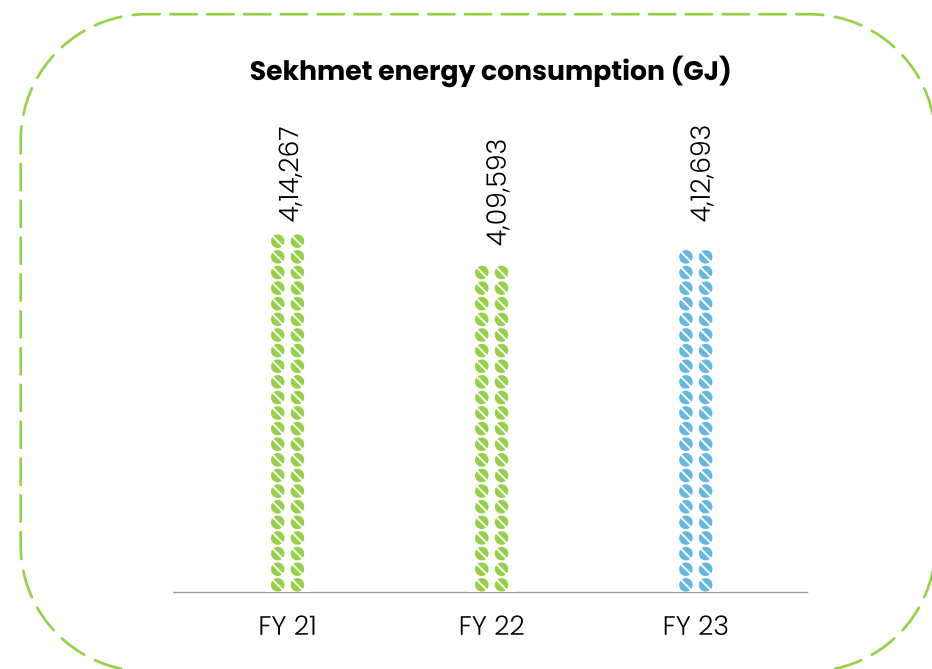


Environmental Protection

At Sekhmet, we acknowledge that our operations can have a significant impact on the environment, and that it is our responsibility to minimize any adverse effects, we have implemented a comprehensive Environmental Protection Policy that guides our operational decisions and actions. Sekhmet's manufacturing processes are designed to reduce waste and energy consumption, and we continuously invest in research and development to develop greener technologies. We adhere to all relevant environmental regulations and actively seek opportunities to exceed these standards. Through ongoing monitoring and auditing of our facilities, we ensure that our environmental management practices are robust, and we strive to make continuous improvements to further reduce our carbon footprint and environmental impact.

We are also committed to responsible sourcing and the sustainable use of natural resources. Beyond diligently choosing suppliers who align with our dedication to environmental protection and sustainable practices, we're also steadfast in our effort to lessen the environmental footprint of our packaging materials. Thus, we regularly assess our supply chain for opportunities to minimize waste and enhance recyclability.

Collaboration with communities and active participation in environmental initiatives are also key to our conservation efforts. By fostering a culture of environmental responsibility within our company and promoting sustainability throughout our value chain, we strive to be a positive force for the environment and set a high standard for responsible business practices.



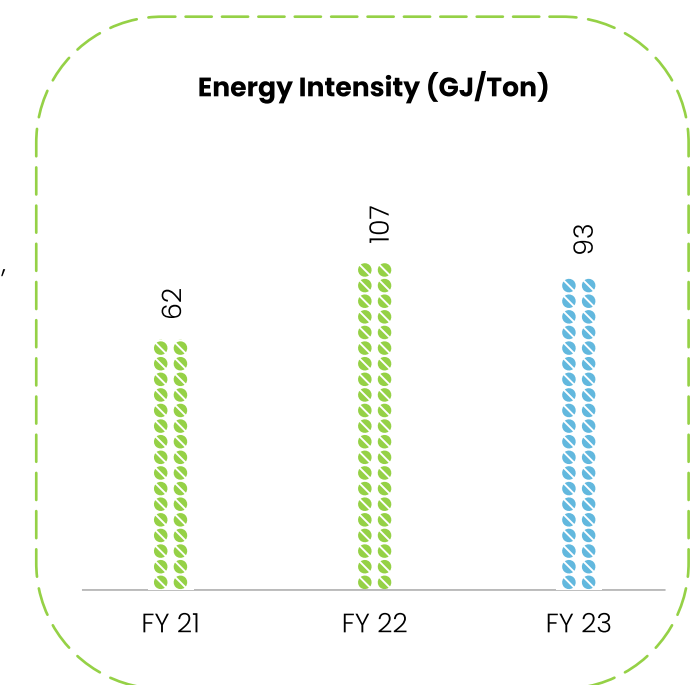
Resource Efficiency

We have implemented a comprehensive environmental resource management program which encompasses initiatives in sustainable disposal practices, and strict compliance with environmental regulations. We prioritize the efficient use of water, energy, and raw materials, reduction in waste generated, and promote recycling, and reuse. By continually assessing and improving our environmental footprint, we strive to safeguard biodiversity, protect air, and water quality, and contribute to a healthier and more sustainable planet.

Energy

Energy management takes precedence in Sekhmet's operations, given its direct impact on both emissions and operational costs. To enhance energy efficiencies, we have implemented various strategies, including process enhancements, technology integration, and the optimization of energy consumption from conventional sources. These interventions are expected to yield substantial reductions in emissions and our overall carbon footprint in the years ahead.

Currently, the largest portion of our energy consumption is attributed to purchased electricity at our manufacturing facilities, prompting us to explore clean energy alternatives such as solar, biomass, and wind power.



Key Sustainability Initiatives for Effective Resource Management

- Enhanced optimization of fuel consumption via MEE and PB-4 flash steam recovery through the installation of Heat Exchangers, promoting efficient energy use.
- Implementation of a unified cooling tower and pump for vacuum pumps, resulting in significant energy conservation.
- Installation of Variable Frequency Drive (VFD) for cooling tower pumps and fans, leading to superior control and energy-efficiency.
- Leveraged Zirconia O2 analyser and advanced process control for combustion management, tuning ID, FD and screw feeders based on bed temperature and steam pressure.
- Transitioned from jacket type hot water tank to heat exchanger type to effectively cut back on boiler fuel consumption.
- Replacement of horizontal gearboxes with vertical ones, resulting in notable reduction in power and oil consumption. Upgrading the MEE cooling tower capacity from 300 TR to 500 TR, enhancing its efficiency and power-saving capability.
- Introduction of a temperature cut-off for RT cooling towers, contributing to lower power consumption.
- Adoption of a 500 TR cooling tower for chilled water usage instead of a 300 TR cooling tower, leading to energy conservation by using a single 30 HP motor instead of two.
- Opting for primary RO treatment in PT RO instead of MEE, to conserve power and decrease load on MEE.



Case Study

Energy Efficiency Improvements at Sekhmet Pharma



A. Issue:

Sekhmet identified the need for better energy efficiency in the company's operations to fuel sustainability objectives. A key area identified for improvement was the energy consumption of the belt-driven induction motors used in AHU VA I, DVS AHU I, and AHU 606 at Unit 5. These motors contributed significantly to the overall power usage and cost.

B. Initiative:

In an endeavor to reduce energy consumption, we launched an initiative to replace the existing induction motors. Opting for a more energy-efficient solution, we installed BLDC (Brushless Direct Current) motors in AHU VA I, DVS AHU I, and AHU 606. Known for their high efficiency and lower power consumption, BLDC motors served as an ideal replacement for the traditional induction motors.

C. Impact:

This change has resulted in significant savings for Sekhmet. Power usage has seen a drastic reduction with annual power savings reaching 66,442.00 KW. This has translated to cost savings of around Rs. 5,94,656.00 per year. Even more immediate, the savings from the installed date onwards stand at Rs. 5,45,101.00.

This successful initiative has not only made our operations more environmentally friendly but has also led to substantial financial improvements. It underlines Sekhmet's commitment to sustainable operational

practices and vindicates the importance of continual efforts in optimizing our energy usage. As a responsible pharmaceutical company, we extend this commitment to all areas of operations.

Air Emissions

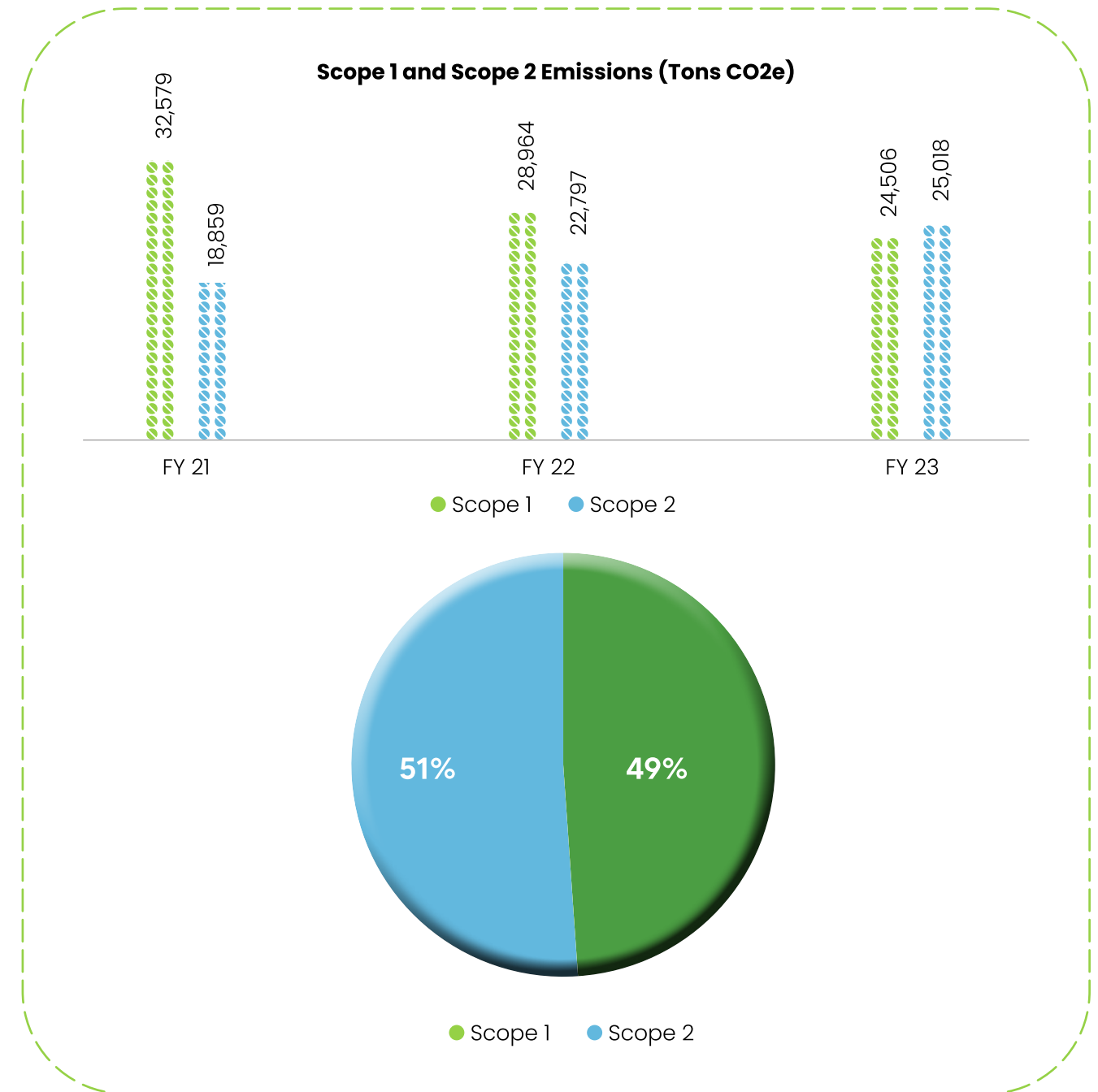
At Sekhmet, we rigorously monitor air emissions across all our facilities, consistently ensuring that emissions remain within permissible limits. Our vigilant approach to emissions management relies on the utilization of stack monitoring systems and ambient air quality monitoring systems. We maintain strict control over our emissions through a combination of advanced process controls and updated

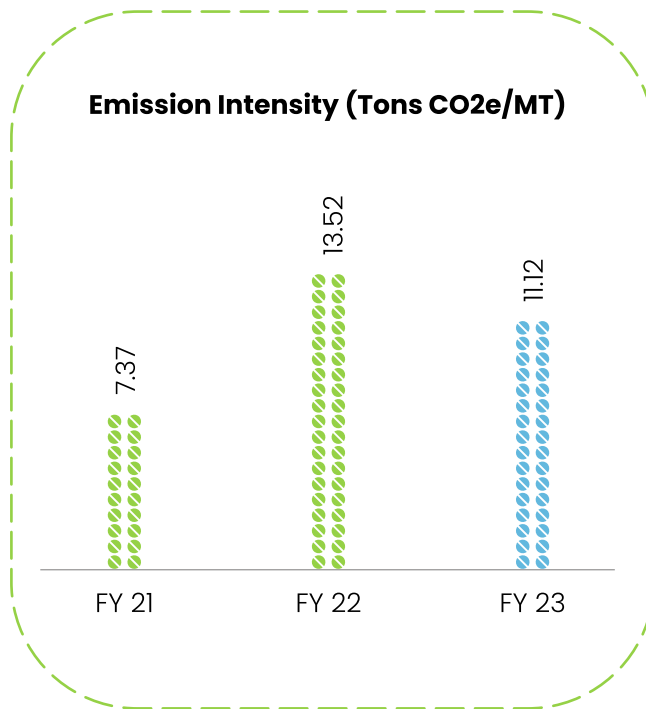
technologies, which include nitrogen blanketing within equipment, effective gas scrubbing systems, multistage condensers, and bag filters. Additionally, we enhance indoor air quality in pharmaceutical powder handling areas by incorporating high-efficiency particulate absorption (HEPA) filters and deploying closed systems, which collectively contribute to emission reduction.



GHG Emissions

GHG Emissions	FY 21 (Tons of Co2e)	FY 22 (Tons of Co2e)	FY 23 (Tons of Co2e)
Scope 1 emissions	32,579	28,964	24,506
Scope 2 emissions	18,859	22,797	25,018





to strict emission control standards. On the other hand, our Scope 2 emissions, which arise from the generation of purchased energy, have seen a rise from 18,859 tons of CO₂e in FY 20-21 to 25,018 tons of CO₂e in FY 22-23. This has been predominantly due to expanded operations necessitating increased energy requirements. However, Sekhmet is planning to invest in renewables and energy-efficient technology to curb this upward trend of Scope 2 emissions in our pursuit of a sustainable future.

Ozone Depleting Substances

As part of Sekhmet's commitment to sustainability and continuous pursuit of environmental responsibility, a fundamental focus going forward will be a reduction of Scope 1 emissions, particularly those associated with Ozone-Depleting Substances (ODS). Understanding the role ODS emissions play in climate change, and their potential impact on people's health, we are planning and implementing more sustainable practices across our operations. We are committed to investing in innovative technology upgrades to reduce the use of ozone-depleting substances and aim to replace them with environmentally friendly alternatives where available. Our goal is to substantially cut down our Ozone Depleting Substance (ODS) emissions. This decisive step aligns with our broader objective of shrinking Scope 1 emissions and enhancing our overall carbon efficiency, as detailed in our sustainability agenda.

Our commitment to sustainability necessitates a thorough understanding and management of our greenhouse gas (GHG) emissions. Over the course of the last three financial years, we have been continuously working towards the reduction of our Scope 1 emissions, which are direct emissions from owned or controlled sources. In FY 21, our Scope 1 emissions were at 32,579 tons of CO₂e, which has decreased substantially to 24,506 tons of CO₂e by FY 23. This is a result of several actions undertaken such as improving process efficiencies, investing in clean energy projects, and adhering

Ozone depleting substances	Unit	FY 21	FY 22	FY 23
R22	Tons	0	29.4	6.62
R410 A	Tons	41.760	83.520	116.93

Sustainability Initiatives at Sekhmet:

- We have implemented a change in boiler usage, now opting for a 1:1 ratio of rice husk and coal, replacing 100% coal usage. This has been initiated to considerably reduce carbon emission.
- Sekhmet is formulating plans to install new boiler that run on biomass fuel, reflecting the company's commitment towards renewable energy sources.
- To conserve energy, we have initiated action to identify and rectify steam leaks on a weekly basis. This reduces unnecessary fuel consumption, hence strengthens the efficiency and sustainability of the operations.
- We conduct regular energy audits to identify potential areas of improvement and rectify gaps in energy consumption, allowing for a significant reduction in power and steam usage in the plant.

Case Study



Transition to Biomass Briquettes Across Our Sites

A. Issue:

As part of our commitment towards sustainable operations, we identified the need to increase the usage of renewable fuels. This was crucial in our strategic approach to emission reduction, specifically targeting the reduction of CO₂ emissions traditionally associated with high coal consumption.

B. Initiative:

To address this issue, we implemented an initiative to replace coal with biomass briquettes in boilers with output capacity of 4 tonnes per hour (TPH) or less. This initiative effectively led to a significant reduction of 2660 metric tons of coal usage.

C. Impact:

The introduction of biomass briquettes as a replacement for coal allowed us to make a substantial impact on our carbon emissions. The transition resulted in a major CO₂ emission saving of 6370 metric tons (CO₂e) annually and contributed significantly to our efforts in environmental conservation and sustainability.

Water Management

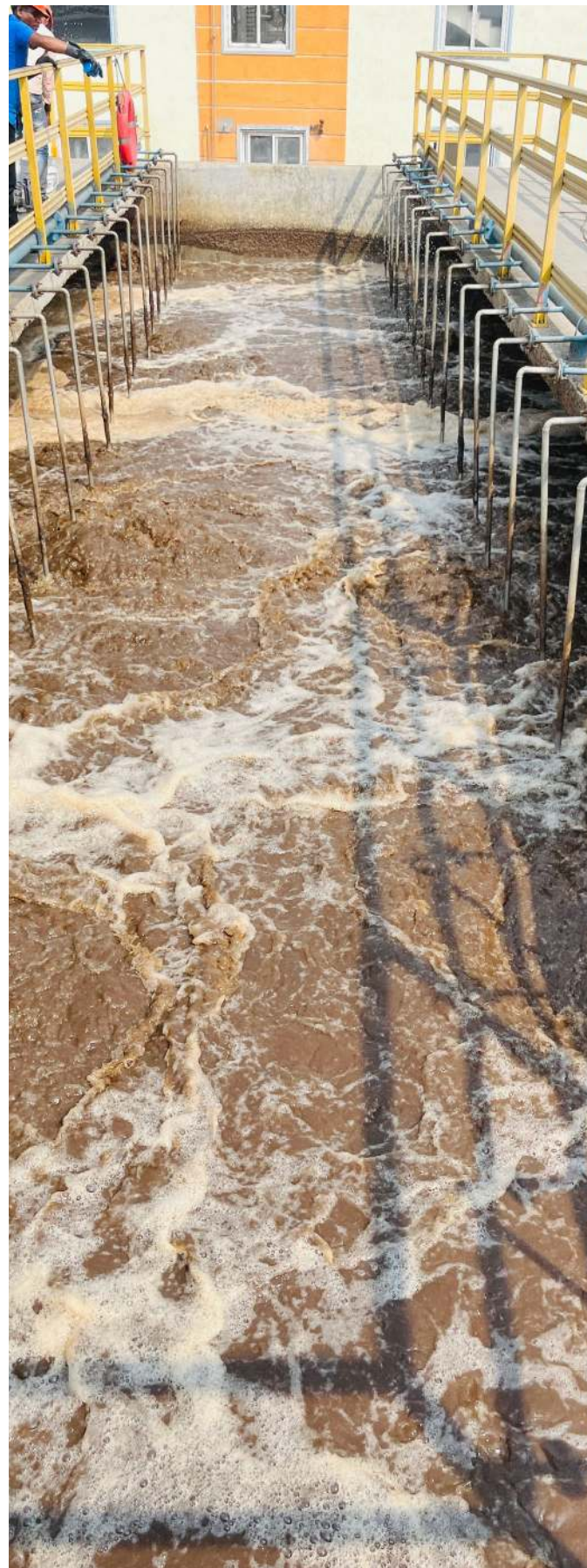
Sekhmet is dedicated to implementing sustainable water management practices, ensuring compliance with local regulations. Our commitment includes a thorough measurement and assessment of the risks and impacts associated with hazardous substances in wastewater across all our sites. Notably, none of our facilities discharge wastewater into external water bodies, including fresh surface water, ground water, sea water, or other water sources beyond our property boundaries. To further underscore our commitment to responsible water management, we have established Zero Liquid Discharge (ZLD) facilities at our four manufacturing sites to effectively treat wastewater. For two sites that do not have ZLD capabilities, the wastewater undergoes primary treatment before being directed to a Common Effluent Treatment Plant (CETP).

Water Withdrawal and Recycling

In FY 23, we have recycled 59,606 KL of wastewater through ZLD facilities at our manufacturing sites, thus reducing dependence on ground water withdrawal.

Our commitment to water efficiency is evident through process enhancements, improving equipment efficiencies, and upgradation to latest water technologies aimed at minimizing water consumption. We have also developed a comprehensive water process map, allowing us to closely monitor the utilization of reused and recycled water. This proactive approach not only contributes to enhanced water availability but also serves to reduce our reliance on freshwater and groundwater.

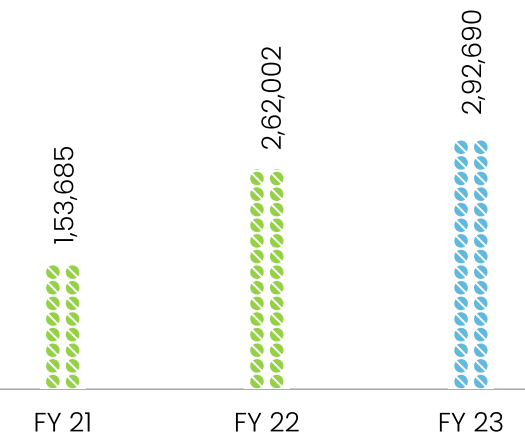
We strictly adhere to AMR (Anti-Microbial Resistance) guidelines which include complying with local environmental regulations, implementing EHS management programmes and trainings, and focusing on treatment of wastewater and solid waste. In line with this strategy, we aim to reduce the presence of antibiotics in wastewater by implementing suitable treatment technologies in our manufacturing units.



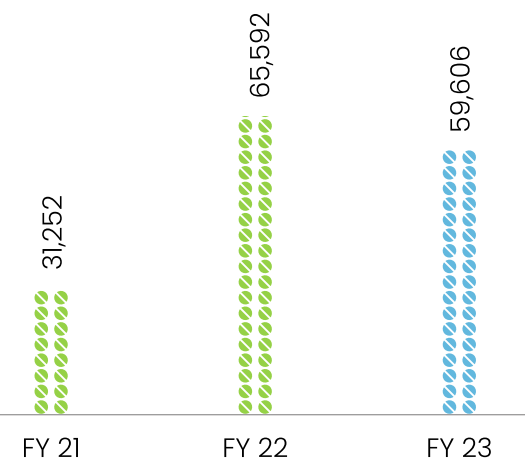
Initiatives undertaken:

1. **Periodic Water Leak Audits:** We have designated every Saturday as Leak Day, when, we conduct exhaustive audits throughout our establishment to identify and rectify water leakages. The aim of these audits is to reduce wastage and conserve water to the greatest extent possible while ensuring the continuity and efficiency of our operations.
2. **Water Recycling:** We have significantly expanded the scale of water recycling to 40%. This recycled water is in turn utilized for multiple purposes like utility and domestic usage further widening its use while reducing demand on freshwater sources.
3. **Water Consumption Reduction:** To proactively approach reduce domestic water consumption, we have installed push-type taps which ensure efficient water in all our restroom facilities, thereby reflecting our commitment to resource optimization.

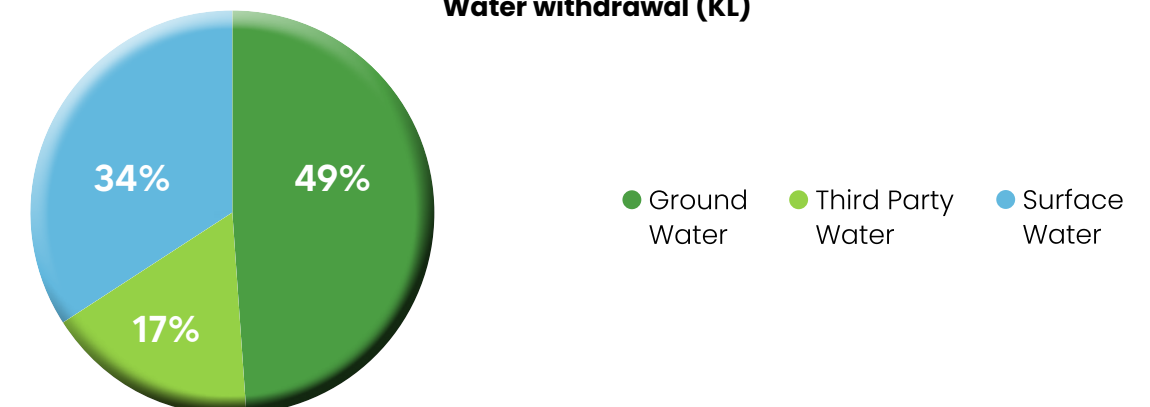
Sekhmet water withdrawal (KL)



Sekhmet Water Recycled (KL)



Water withdrawal (KL)



Case Study



Sustainable Water Management at Sekhmet

A. Issue:

As part of our water neutrality strategy, we aimed to decrease dependence on fresh water at our facilities. Our goal was to identify viable alternatives to freshwater while implementing practices that promote sustainable water use.

B. Initiative:

We introduced an innovative step in sustainable water management at our Unit III. This involved utilizing purified RO (reverse osmosis) reject water, normally seen as waste, as a feed for our boilers. This novel approach was designed to significantly decrease our reliance on freshwater resources. Following successful implementation, this initiative has resulted in saving 35 KL/day of fresh water that would have otherwise been consumed by our boiler operations.

C. Impact:

The utilization of purified reject water in boiler feed has had an impressive impact. It is estimated to save around 12,775 KL of fresh water every year, leading to significant water conservation and cost savings. The cost benefit of this initiative is estimated to be approximately 12,77,500 INR (Indian Rupees) per annum. The implementation of this initiative illustrates Sekhmet’s commitment towards sustainability and resource preservation, while also offering economic benefits.

Waste Management

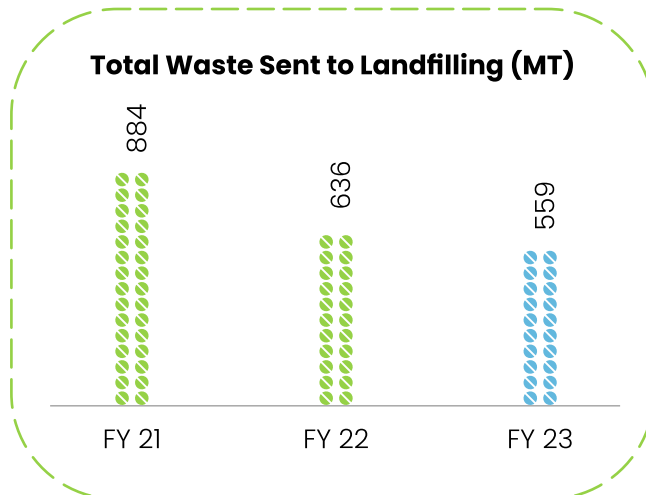
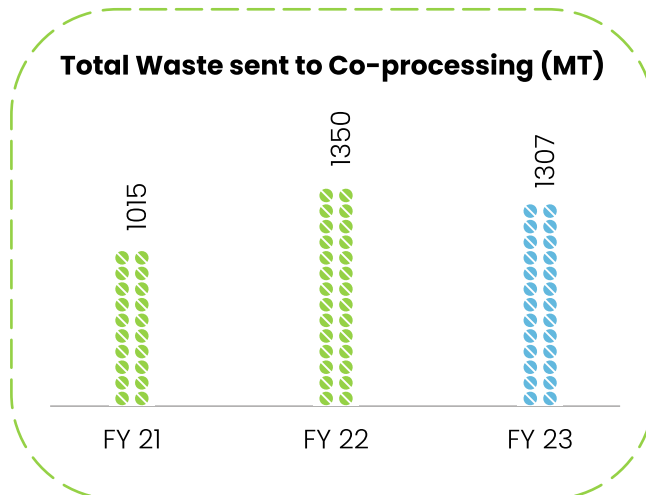
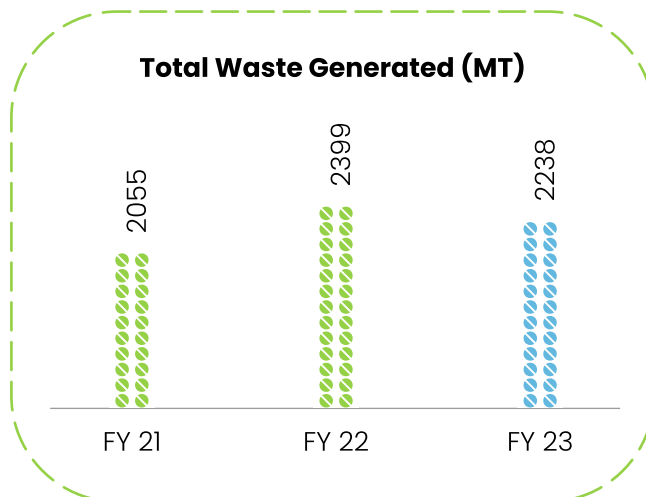
In the pharmaceutical industry, operational activities generate a substantial volume of hazardous waste, necessitating its careful and safe management. At Sekhmet, we take care to ensure secure handling, storage, and responsible and safe disposal of hazardous waste, always complying with applicable statutory requirements. Our API/chemical sites incorporate solvent recovery systems that facilitate the reclamation of solvents for future use, further demonstrating our dedication to sustainability. Additionally, we engage external agencies to recover and reuse solvents whenever feasible, reinforcing our responsible waste management practices.

We have effectively channelled most of the waste produced by our manufacturing sites towards co-processing in the cement industry and to authorized recycling vendors. In the reporting year, we managed to recycle nearly all our non-hazardous waste. In line with regulations, we exercised careful consideration when selecting authorized vendors for this purpose. Moreover, all our sites have embraced the 3R waste hierarchy (Reduce, Reuse, Recycle) with the goal of achieving a net reduction in waste. This approach prioritizes responsible waste management, beginning with reduced consumption where feasible to minimize waste generation. Further, both employees and vendors across all sites are encouraged to explore reuse options rather than immediate disposal for waste. Our efforts are also guided by the company’s EHS guidelines on waste management which describe waste as a potential resource and emphasize waste minimization techniques.



Key Sustainability Initiatives at Sekhmet

- Implemented a comprehensive Waste Inventorization program that identifies, quantifies, and categorizes waste through collection and analysis of waste generation, storage, transportation, and disposal. Initiated a landfill diversion strategy that involves the co-processing of waste materials with cement industries for fuel production, thereby preventing sending hazardous waste to secure landfills.
- We have deployed effective plastic waste management strategies which have been recognized by the Central Pollution Control Board with an Extended Producer Responsibility (EPR) Certificate. Organized training and awareness programs for employees, focusing on proper waste segregation and the handling of both hazardous and non-hazardous waste.
- Replaced filter press with decanter centrifuge which has reduced the moisture content in biological sludge in Low TDS effluent treatment process which has reduced the treatment cost.



In FY 23, we generated 2238 metric tonnes of hazardous waste, and directed approximately 1307 metric tonnes of high-calorific hazardous waste to co-processing in the cement industry. This initiative significantly alleviates the burden on secure landfills and aligns with our commitment to responsible waste disposal.

Product Stewardship

Being dedicated to the highest standards of product safety, we adhere to stringent quality control measures and rigorous testing protocols to guarantee that our pharmaceuticals meet or exceed regulatory requirements. This includes constant monitoring of production processes, comprehensive risk assessments, and rapid response mechanisms in the event of product issues. We prioritize patient safety, ensuring that our products are consistently reliable and free from contaminants.

Additionally, our commitment extends to environmental sustainability. We proactively explore eco-friendly alternatives in our production processes, including responsible waste management. By constantly seeking innovations in sustainable practices and technologies, we aim to limit our ecological impact and contribute to a healthier, more sustainable future for all.

We at Sekhmet emphasize ethical conduct and corporate responsibility as core principles of our product stewardship program. We prioritize transparency, honesty, and integrity in all our operations, from research and development to marketing and distribution. By adhering to ethical principles, we maintain the trust of patients, healthcare professionals, and the global community. We believe that, by championing these values, we can fulfil our commitment to stewarding pharmaceutical products responsibly and enhancing the overall well-being of society and the environment.

Biodiversity

Biodiversity is a key focus area in our sustainability efforts at Sekhmet. We recognize that biodiversity is essential for the health and resilience of ecosystems, and as a responsible company, we are committed to protecting and promoting biodiversity in all aspects of our operations.

Therefore, we actively monitor and manage our operations to ensure that they are in line with environmental regulations and best practices.

This includes implementing habitat restoration projects, promoting biodiversity-friendly land management practices, and minimizing pollution and waste generation.

We also actively collaborate with local communities and local regulatory bodies to promote the biodiversity initiatives. So far, more than 15000 trees have been successfully planted, and we target to plant 5000 more in the next five years.



Our People



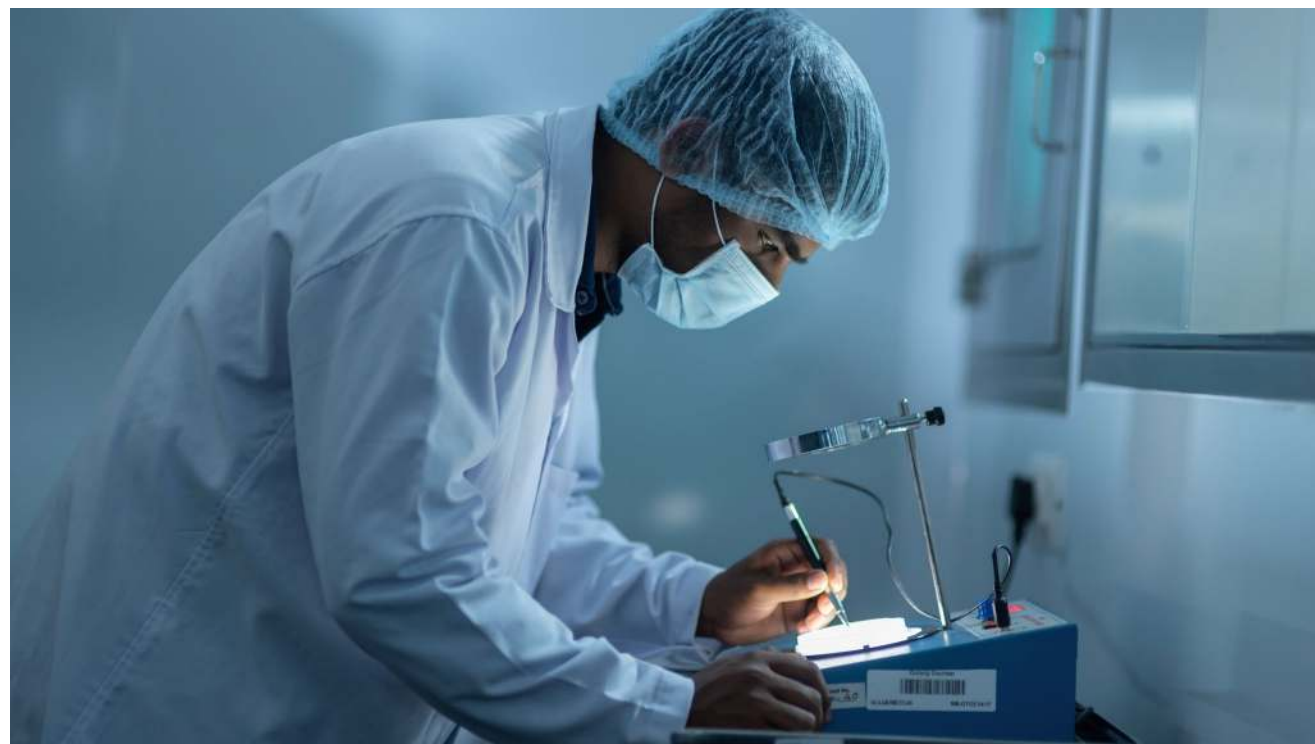
Organisational Approach

In an ever-evolving world where the pursuit of healthier, more sustainable lives is paramount, our commitment to sustainability extends far beyond the medicines we create. At Sekhmet Pharmaventures, we recognize that our most invaluable asset is not found within the walls of our laboratories or the confines of our facilities, but rather in the remarkable individuals who drive our mission forward—“Our People”. As we embark on this journey of self-reflection and progress, we are proud to present a comprehensive account of our dedication to nurturing, empowering, and harnessing the incredible potential of our people. This section of our sustainability report delves into the heart of our organization, where innovation, compassion, and expertise converge to ensure that our people thrive, and in turn, enable us to make a lasting, positive impact on the world we serve.

Within this multifaceted realm, we have woven a tapestry of commitment that encompasses key dimensions vital to our corporate ethos. Our dedication to Training and Development resonates in the constant pursuit of excellence, fostering a culture of lifelong learning, and

ensuring that our employees have access to the knowledge and skills they need to thrive in an ever-evolving pharmaceutical landscape. To foster Diversity and Inclusion, we celebrate the myriad perspectives and backgrounds that enrich our organization, forging an environment where every voice is heard, every talent is embraced, and every contribution is valued, propelling us towards a more equitable future.

In the realm of Talent Attraction and Retention, we consistently strive to be an employer of choice, attracting the brightest minds in the industry while also nurturing the growth and well-being of our current workforce. Upholding the principles of Human Rights, we acknowledge the fundamental importance of preserving the dignity and well-being of our employees, partners, and the communities we touch, embedding a strong ethical foundation into our corporate DNA. Health and Safety stand as non-negotiable pillars of our commitment to human capital, where every individual’s well-being is safeguarded, and we endeavour to create workplaces that are safe, healthy, and supportive.



Training and Development

In our continuous pursuit of excellence, we prioritize training and development as vital components of our pharmaceutical company’s sustainable growth. Over the reporting period, we devoted an average of 24 hours per employee to comprehensive training programs, which encompassed various aspects, including human resources, health, and safety. These initiatives reflect our commitment to fostering a skilled, knowledgeable, and safe workforce. We recognize the importance of enhancing our employees’ capabilities and knowledge base to not only meet industry standards but to exceed them, thereby contributing to our long-term success.

Looking ahead, we have outlined a progressive vision for our training and development endeavours. Our plan includes the implementation of a Learning Management System that will provide a structured framework for setting and achieving training goals across all levels of our organization. Our aim is to further enhance the number of training hours per employee, with a specific focus on mandatory skill development sessions totalling 16 hours. This proactive approach underscores our unwavering dedication to nurturing talent and ensuring that our employees remain at

the forefront of industry advancements. We believe that by empowering our workforce with the necessary skills and knowledge, we will not only drive our company’s sustainable growth but also make significant contributions to the healthcare sector. Looking ahead, our future endeavors in skill development training aim to encompass three key areas: technical proficiency, soft skills enhancement, and leadership development. We are committed to extending these training programs to reach 100% of our employees, ensuring a comprehensive and inclusive approach to skill advancement.



Associates receiving regular performance and career development reviews:

Within our company, the performance appraisal system consists of several elements aimed at evaluating and enhancing individual performance. The framework encompasses Management by Objectives (MBO) and Key Performance Indicators (KPIs), both of which serve as tools for assessing and measuring individual achievements and contributions. MBO, a method used within our appraisal process, involves setting specific objectives for each employee, aligning their goals with the broader organizational objectives. Additionally, KPIs are established to evaluate and monitor the accomplishment of these objectives, ensuring a comprehensive review of individual performance. Moreover, we adopt a Bell curve approach for formal comparative ranking,

which aids in benchmarking and comparative evaluation across teams.

It’s important to note that while we do not have a formal policy in place for deviations in performance, our managers proactively engage with employees whenever performance variations arise, irrespective of set timelines. These discussions and interventions occur to address any disparities and provide necessary guidance or support. The performance appraisals are conducted on an annual basis, providing a structured opportunity for reflection, feedback, and development for our employees. This system is designed to foster continual improvement and align individual efforts with the overarching goals of our organization.

Diversity and Inclusion

At Sekhmet We proudly outline our commitment to fostering diversity and inclusion within our company. At present, 5% of our workforce comprises female employees. While this marks a starting point, we are dedicated to significantly increasing our diversity ratio in the years ahead, aiming to create a more inclusive environment that reflects a wider range of backgrounds and perspectives. We believe that diversity not only enriches our workplace culture but also fuels innovation and strengthens our ability to serve a global community.

Furthermore, our current employee demographic shows that 100% of our workforce is of Indian



nationality. We recognize the importance of global perspectives and the value that diversity in nationalities can bring to our organization. Our commitment to diversity and inclusion extends beyond gender representation, and we are focused on actively seeking and welcoming individuals from various nationalities to build a more internationally diverse workforce, fostering an environment that celebrates differences and embraces a wealth of cultural insights. Through these efforts, we aim to create an inclusive workplace that reflects and respects the multifaceted tapestry of the world we serve.

The table provided below details the composition of our workforce across different hierarchical levels over the past three years.

Category	Total Number of employees		Total Number of employees		Total Number of employees	
	FY 21		FY 22		FY 23	
	Male	Female	Male	Female	Male	Female
Top Management	3	1	3	1	3	0
Senior Management	37	2	50	2	55	2
Middle Management	195	11	247	15	281	17
Junior Management	1080	61	1172	67	1180	66
Associates/ Non-management	23	0	23	0	23	0
Total	1413		1580		1627	
Contract workforce	808		863		843	
Total employees and contract workforce	2221		2443		2470	

*Note:
 Top Management: All MC members, Senior Management: F & above excluding MC members
 Middle Management: D & E, Junior Management: C & below, Associates/ Non-management: Workmen

Talent Attraction & Retention

At Sekhmet, we believe that our employees are at the heart of our success. Recognizing their role in maintaining our position as a leading pharmaceutical entity, we focus significantly on talent attraction and retention strategies. Our hiring process aims to attract and onboard individuals who align with our core values and can contribute meaningfully to our mission. We offer competitive compensation packages and benefits, including robust professional development programs and innovative employee support initiatives, to ensure a nurturing and growth-oriented environment. Among the programs in place are comprehensive health and well-being initiatives, flexible work arrangements, gender and diversity inclusion measures, and continuous learning opportunities. Beyond these, we maintain a strong pulse on our turnover rate and employee satisfaction levels, which are key indicators of our organizational health and the effectiveness of our HR strategies. Our commitment is to cultivate a high-performing, motivated, and diverse workforce, dedicated to achieving sustainable growth.

Hiring:

In our commitment to sustainability, we recognize the significance of our hiring practices at Sekhmet. We believe that attracting and retaining the right talent is instrumental in driving our vision for a sustainable future. We strive to foster a diverse and inclusive workforce that reflects the communities we serve. Our hiring processes are designed to identify individuals who not only possess the necessary skills and qualifications but also align with our core values and commitment to ethical practices. We prioritize equal opportunities, providing fair and unbiased evaluations to all applicants. Additionally, we invest in continuous learning and development programs to enhance the skills and knowledge of our employees, promoting both professional and personal growth. By nurturing a high-performance culture and offering competitive remuneration and benefits, we aim to attract and retain the best talent, ensuring the long-term success of our company while contributing to the well-being and prosperity of our employees and broader society.

Total internal hires during the year : 10 (approx.)

Category	Total Number of employees		Total Number of employees		Total Number of employees	
	FY 21		FY 22		FY 23	
	Male	Female	Male	Female	Male	Female
Top Management	0	0	0	0	0	0
Senior Management	8	0	14	0	9	0
Middle Management	39	2	65	4	37	4
Junior Management	418	26	443	34	374	42
Total	465	28	522	38	420	46
Total	493		560		466	



Employee Support Programs:

At Sekhmet, we prioritize the well-being and support of our employees. As part of our commitment to their health and happiness, we have implemented various programs and policies that address their needs comprehensively.

Employee Benefits: We offer a comprehensive range of employee benefits to ensure the overall well-being of our workforce. Our benefits include health insurance, retirement plans, and other incentives that promote financial security and peace of mind.

Workplace Stress Management: We understand the importance of maintaining a stress-free work environment. Therefore, we have implemented programs and initiatives aimed at promoting mental health and stress management.

Sport & Health Initiatives: We believe that a healthy lifestyle plays a crucial role in employee productivity and overall happiness. Our sport and health initiatives like sports tournaments that encourage employees to take part in physical activities and lead an active lifestyle.

Work Conditions: Recognizing the diverse needs of our employees, we have implemented flexible working arrangements to promote work-life balance. This includes options for flexible working hours, opportunities for working from home. These policies allow our employees to manage their personal commitments while remaining productive and engaged in their roles.

Family Benefits: We value the importance of supporting our employees through significant life events, including starting or expanding a family. To facilitate this, we provide breast-feeding and lactation facilities or benefits to ensure a comfortable and supportive environment for new mothers. Additionally, we offer paid parental leave for the primary caregiver, enabling employees to bond with and care for their new arrivals without compromising their financial stability.

By providing these employee support programs, we demonstrate our commitment to the well-being, happiness, and work-life balance of our employees. We continuously assess and improve these programs to ensure they meet the evolving needs and expectations of our workforce, creating a positive and supportive environment for all.

Turnover Rate:

As we begin this sustainability report for Sekhmet, a pharmaceutical enterprise that is quickly carving a space for itself in the industry, the topic of employee turnover becomes significant. In the realm of business dynamics, employee turnover serves as a major indicator of a company’s health, reflecting both its internal mechanisms and external competitiveness.

As a company that values its human capital, we recognize that these fluctuations are integral components in our growth arc and present important opportunities for learning and development. We are committed to using these insights to bolster our human resource policies, refine our recruitment strategies, and create an environment that empowers every employee to contribute to their full potential.

Category	FY 21	FY 22	FY 23
	Rate	Rate	Rate
Total Voluntary Turnover (A)	19	19	24
Total Involuntary Turnover(B)	1	1	2
Total	20	20	26

Human Rights

We enforce rigorous policies aimed at upholding human rights and ensuring fair work practices across all functions, locations, and levels within our organization. We provide our employees with a supportive work environment where they feel secure, enabling them to deliver their best and foster fulfilling careers within our company. Moreover, we actively encourage our suppliers and contractors to adopt and integrate human rights principles throughout their value chains. By aligning our actions with these fundamental principles, we cultivate a culture that not only respects but also champions the basic rights and dignity of individuals, both within and beyond the confines of our organization. Our robust human rights policy, which aligns with the International Labour Organization’s (ILO) standards, governs all our associates. This policy covers essential facets such as respecting human rights, promoting diversity and inclusivity, preventing harassment and discrimination, ensuring a safe workplace, combating modern slavery and human trafficking, prohibiting child labour, and upholding fair work hours, wages, and benefits.

Harassment (POSH) policy but also have a strict non-discrimination policy that encompasses factors such as sex, gender, and race. We maintain a zero-tolerance approach to any form of discrimination, conduct regular training sessions to address discrimination, and have established a whistle-blower mechanism for reporting incidents. In cases where any discriminatory behaviour is proven, appropriate corrective actions are taken promptly to address and rectify the situation. During the reporting year, we have detected no instances of discrimination. Our remuneration structure is built on merit and devoid of any discriminatory practices. The compensation policy we adhere to is fair and based on merit. Furthermore, it’s important to note at present, we do not have a trade union established within our organization.

Furthermore, our commitment extends beyond mere policy statements. We have implemented not only a Prevention of Sexual



Health and Safety

Occupational Health & Safety remains a significant criterion for our stakeholders and our business. To address this, we have developed a comprehensive Occupational Health and Safety (OHS) policy that applies to all aspects of our operations and employees. We also encourage our suppliers and vendors to adopt safe and environmentally responsible practices.

Demonstrating our proactive measures to ensure the health and safety of our employees. Some of our manufacturing facilities hold the ISO 45001 certification, indicative of our dedication to robust Health and Safety systems. Our aspiration is to achieve ISO 45001 certification for all sites, aiming for 100% compliance by the year 2025. This commitment underscores our ongoing endeavour to prioritize and maintain stringent Health and Safety standards across all operational locations. These systems are guided by our established policies and procedures, and we regularly assess their effectiveness to continually improve our performance in occupational health and safety. Our goal is to achieve ‘Zero Reportable Accidents’ across all manufacturing facilities.

We adhere strictly the Permit to Work system, designed to control potentially hazardous activities conducted within our facilities. This system helps us to ensure the safety of our employees, our facilities, and the environment. It enables us to systematically assess and manage the risks inherent in our operations, and to implement appropriate mitigation measures, thereby preventing accidents and incidents that could result in harm to people or damage to the environment. Following the permit to work system demonstrates our dedication to enhancing operational efficiency.

Implementing effective OHS practices not only demonstrates our commitment to the welfare of our workforce but also safeguards against potential risks and hazards, preventing accidents, injuries, and illnesses. By prioritizing OHS, we aim to create a culture of proactive risk management, where everyone feels empowered to identify and address potential



hazards promptly. All employees, including permanent workers and contractors, are trained in occupational health and safety, specific hazards, and hazardous activities related to their work. In addition, all our manufacturing facilities have on-site emergency plans and include emergency preparedness measures. We conduct frequent mock drills and full-site evacuation drills to prepare for On-site emergency scenarios.

We’ve integrated the Hazard Identification and Risk Assessment (HIRA) process to proactively recognize potential hazards and risks, enabling us to take requisite measures to contain or mitigate them while adhering to regulatory standards. This structured process defines clear objectives, delineates responsibilities, and establishes operational control frameworks to reduce our impact on

the environment and prioritize the health and safety of our team members. Additionally, our commitment to safety extends employing various methodologies and routines to ensure a comprehensive approach to risk management. This includes the utilization of Hazard and Operability Studies (HAZOP), Rigorous Change Evaluation processes, Pre-Start-up Safety Reviews, Incident Investigation Procedures, Daily Monitoring of Unusual Occurrences and Unusual Conditions, Regular Plant Safety inspections, and Internal Audits. These methodologies and routine checks are integral components of our safety protocols, allowing us to continually assess, monitor, and enhance safety standards within our operations.

Our holistic health management system comprises well-structured processes, standard operating procedures, and administrative

regulations, diligently designed to reduce the risks inherent in manufacturing processes. Prior to employment, we conduct detailed health check-ups to confirm individuals’ physical aptitude for designated roles. To ensure our employees’ well-being, we provide frequent health inspections at our specialized occupational health hubs across all facilities, where trained medical professionals are available 24/7 to supervise health conditions and address immediate issues. All-inclusive health insurance schemes are also extended to our employees.

Our commitment to safety is reflected in our Fatality and Lost Time Injury Frequency Rate (LTIFR) metrics, calculated per 1 million work hours. The table provided showcases the trends and data regarding fatalities and our LTIFR over the reporting period.

Fatalities	FY 21	FY 22	FY 23	LTIFR	FY 21	FY 22	FY 23
Employees	0	0	0	Employees	0	0	0
Contractors	0	0	0	Contractors	0	0	0



Responsibility towards Community



Our CSR Philosophy

At Sekhmet, our values encompass our commitment to societal well-being and environmental stewardship. Guided by these values, our responsibility extends beyond the confines of business.

Corporate Social Responsibility (CSR) at Sekhmet is not merely a checkbox; it is a sincere pledge to make a positive impact on the communities around us. It's an opportunity to extend a helping hand, to nurture the environment, and to empower lives. We view CSR as a way to align our business goals with the greater good, acknowledging that the health and prosperity of our communities are integral to our success.

For several years, Sekhmet has actively contributed to various social and environmental causes. Education & Livelihood, Health, and Environment stand as pillars in our CSR endeavours. By addressing the needs of these key sectors, we aim not only to fulfill our legal obligations but also to go beyond, proactively identifying and responding to the evolving needs of the society we serve. We acknowledge that the landscape of societal needs is evolving, and hence we may identify and incorporate newer key areas into our CSR initiatives, ensuring alignment with the defined guidelines of the Companies Act, 2013. None of our operations have a negative impact on the local communities.

Governing CSR

At Sekhmet, the governance of our CSR activities is rooted in a robust and effective structure, ensuring transparency, accountability, and adherence to our core values. The responsibility for overseeing and guiding our CSR initiatives lies with the dedicated CSR Committee, which consists of the esteemed members of our Board of Directors.

The Board of Directors plays a pivotal role in steering our CSR endeavors. Their responsibilities include providing recommendations and approvals for the annual action plan formulated and presented by the CSR Committee. Should the need arise, the Board is empowered to alter the recommended plan during the financial year, supported by justifiable reasons endorsed by the CSR Committee.

In accordance with Section 135 of the Companies Act, 2013, the CSR Committee, constituting the Board of Directors, performs multifaceted functions. From formulating and recommending the CSR Policy to monitoring its implementation, the committee is actively engaged in decision-making. It determines the amount of expenditure on CSR activities, formulates action plans, and decides on the execution modalities, fund utilization, and reporting mechanisms.

The CSR Committee takes stock of progress, ensuring that the scheduled initiatives are implemented effectively. An annual report summarizing our CSR activities is diligently compiled and submitted to the Board, underscoring our commitment to transparency, accountability, and the pursuit of positive societal impact.

Our Projects

In the fiscal year 2022-23, Sekhmet demonstrated its commitment to social development by investing over Rs. 4.5 crores in diverse CSR projects. These initiatives spanned key thematic areas, leaving a positive imprint on the communities we touch.

The projects undertaken during this period reflect our holistic approach to social responsibility. Some notable endeavours include:

Corporate Social Responsibility Initiatives at Sekhmet:

Solar Light Installations: Acknowledging the need for energy sustainability, Sekhmet implemented Solar Light Installations in remote areas, significantly improving living conditions and reducing dependence on non-renewable energy sources.

Village Road Projects: To improve accessibility for rural communities, we invested in various village road construction projects. This initiative has enhanced connectivity, lending great support to daily living and mobility.

Sports Equipment to Rural Villages: Sekhmet donated sports equipment to rural communities, helping to promote physical health, teamwork, and social engagement among all age groups.

Education & Shelter to Children: Understanding that every child deserves the right to education and safe housing, we offered comprehensive support for education and shelter facilities to underprivileged children.

Cancer Treatment Donations: Committed to making a significant impact in healthcare, we provided donations to initiatives focused on cancer treatment, facilitating aid where it is most needed.

School Water Tank Constructions: We ensured clean and safe water access in educational institutions by funding and overseeing the construction of water tanks; this has improved hygiene and health conditions for numerous students.

Miyawaki Forest Afforestation: In an effort to support ecological preservation, we initiated an afforestation project using the Miyawaki technique, which enables the growth of dense, native forests and supports local biodiversity.

Rural Drainage Systems: Recognizing the environmental impacts arising from inadequate drainage infrastructure in rural areas, we invested in improving drainage infrastructures, leading to effective management of waste and water.

Provision of RO System Maintenance: To ensure the rural communities have access to clean drinking water, we have maintained and installed Reverse Osmosis (RO) systems.

Enhancing Livelihoods: We extended financial support to agricultural farmers, aiming to improve their productivity and sustainability, thus uplifting the rural economy.

Rural Development Programs: Sekhmet funded the construction of temples and community centers, strengthening cultural heritage and community bonds. In addition, we provisioned groceries to Srimathi Kollabaskamma and Veeraraghavulu Memorial Trust, demonstrating our commitment to support local communities.

These projects cover a spectrum of social development areas, including infrastructure development, education, healthcare, basic hygiene systems, and ecological conservation. Each initiative is a step towards building resilient, empowered, and sustainable communities.

For furthermore info on CSR, please visit: [CSR-Policy-.pdf \(sekhmetpharma.com\)](#)

Case Study



Community Engagement through Sports Promotion in Dabbirpet Village

A. Context and Challenge:

Sekhmet recognizes its corporate social responsibility towards local communities. A critical challenge was finding a meaningful way to engage and contribute to the welfare of the local community in Dabbirpet village.

B. Initiative:

Understanding the value and power of sports, Sekhmet chose to invest in health, teamwork, and community spirit. We initiated a CSR project to equip the agency people from Dabbirpet village with a wide array of sports paraphernalia. With the belief that sports can instil discipline, enhance physical health, and nurture a sense of camaraderie among players, the company decided to donate a range of sports equipment worth 89 lakhs. The donations included cricket kits, bats, balls, badminton kits, chess boards, carrom boards, skipping ropes, volley balls, tennis balls, and much more, catering the diverse sport preferences of the residents.

C. Impact:

The initiative was met with incredible enthusiasm by the villagers and was featured in local newspapers, aiding in garnering wider attention. The provision of the sports equipment not only facilitated physical activities and brought the residents closer but also portrayed Sekhmet’s commitment towards the betterment of the communities we are a part of. Beyond improving the physical wellbeing of the villagers, the initiative also fostered community spirit, engagement and solidarity.

This successful initiative has reiterated our commitment to our CSR activities and encourages us to continue to engage in ways which benefit and uplift our local communities.

Case Study

Engagement in Urban Forestry for Sustainable Future



A. Context and Challenge:

Sekhmet is strongly guided by its commitment to Corporate Social Responsibility (CSR), while operating in an industry where environmental impact is significant, a key challenge existed to counterbalance this impact and contribute positively to environmental sustainability.

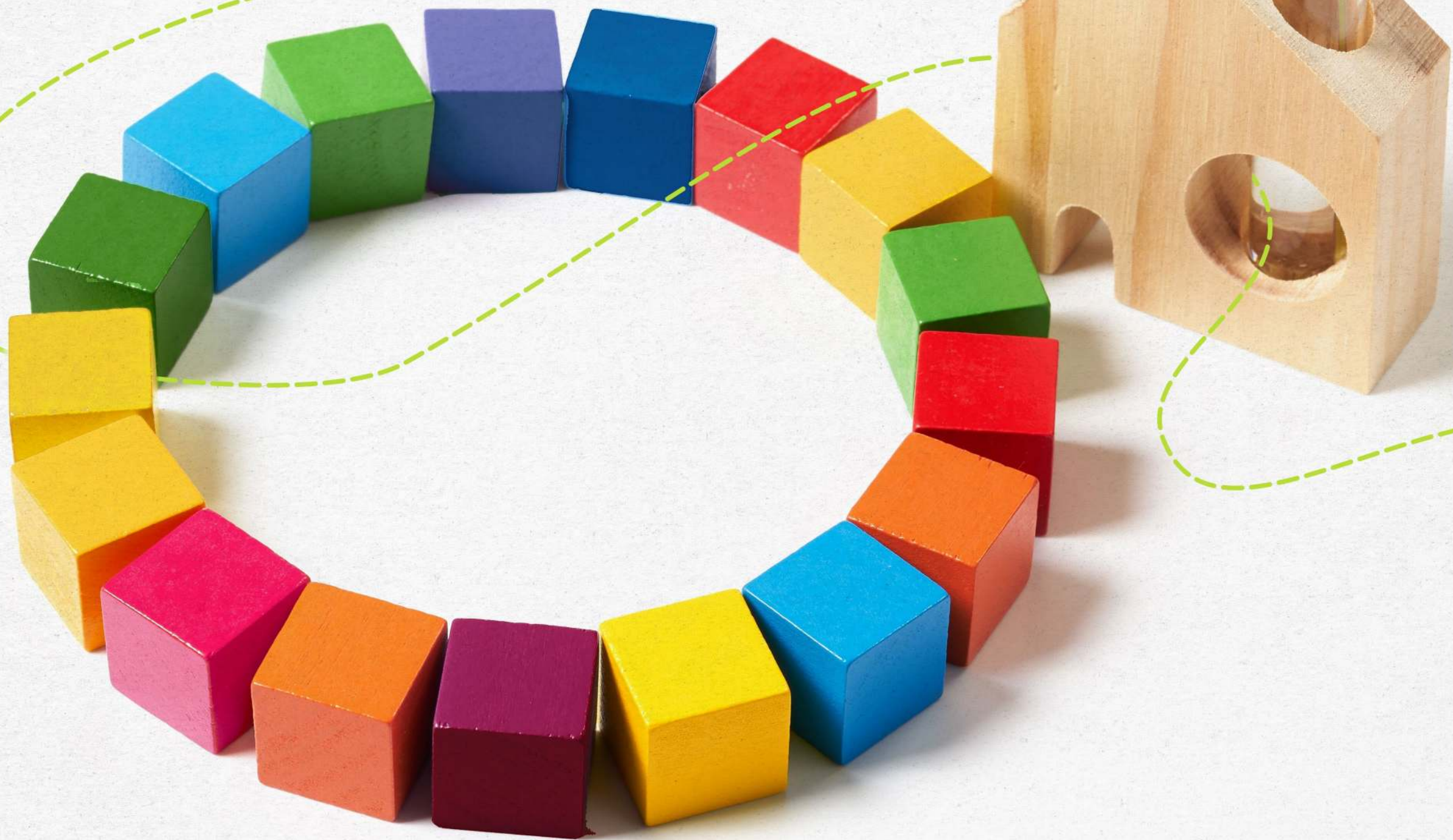
B. Initiative:

Embracing the philosophy of giving back to nature, Sekhmet Pharma launched a CSR project to plant trees in an urban setting. Collaborating with a renowned NGO with a successful track record in the implementation of urban forestry, the company decided to cultivate a mini-forest spanning 10,000 square feet. Inspired by the Miyawaki method wherein various native plant species are planted close together resulting in a dense, multi-layered forest, the initiative aimed to plant around 2000 trees. The funding of 10,23,500 INR provided by Sekhmet covered the costs of tree plantation as well as the maintenance for a 2-year period post which the urban forest would be handed over to the government.

C. Impact:

The project has not only yielded a green sanctuary within an urban setup but has also had myriad ecological benefits. These include increased carbon sequestration, improved air quality, habitat generation for local biodiversity and creation of a necessary green lung space in the urban fabric. This initiative brought with it benefits for the local community as well, providing a beautiful, serene environment in the midst of bustling urban settings. It significantly contributes, in preserving and nurturing the environment and showcases Sekhmet’s commitment to sustainable practices. Through this, Sekhmet continues to echo the belief in co-existence and harmony with nature.

UNSDG Alignment



Alignment with United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs), also known as the Global Goals, comprise 17 ambitious objectives established to create a 'blueprint for a better and more sustainable future for all'. In 2015, all UN Member States committed to these goals as a universal mandate to eradicate poverty, safeguard our planet, and ensure that everyone experiences peace and prosperity by 2030.

The SDGs provide a comprehensive framework for organizations to align with and create enduring sustainable value for their businesses and their broader ecosystems, thereby facilitating a more prosperous, inclusive, sustainable, and resilient world. At Sekhmet, our sustainability strategy is strategically aligned with the SDGs, translating our goals into tangible actions during this 'Decade of Action'. We have identified and focused on the specific SDGs where we can contribute and create the most tangible impact, as outlined below:



Zero Hunger

As a healthcare-focused company, we are dedicated to working towards Zero Hunger, recognizing our responsibility to support local communities. As part of this commitment, we have launched livelihood agriculture farmer programs under our Corporate Social Responsibility (CSR) activities, aimed at improving lives in the communities where we operate.



Good Health & Well-being

This is the core of our mission – to improve lives globally through innovative pharmaceuticals. Our products and services directly contribute to improved health outcomes and increased wellbeing.



Quality Education

Aiming to enhance the accessibility and quality of education within various communities. Our engagement with volunteer teachers at government schools is a clear demonstration of our commitment towards quality education.



Gender Equality

Within Sekhmet, we strive to foster a culture of inclusivity and equality, providing equal opportunities for career progression irrespective of gender. We ensure our hiring and HR policies promote gender equity.



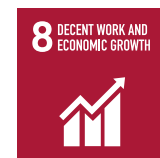
Clean Water and Sanitation

We are committed to minimizing our impact on water resources, implementing best practices in water management in our facilities. Through our Corporate Social Responsibility (CSR) initiatives, such as provision of reverse osmosis (RO) water systems, we are steadfastly committed to improving access to clean water and sanitation in our communities.



Affordable and clean Energy

As a responsible corporate citizen, our focus is on reducing our environmental footprint, optimizing energy efficiency, and transitioning towards the utilization of clean and renewable energy sources. As a testament of our commitment to clean energy, we have donated solar lights to local communities, further contributing to the sustainable energy solutions.



Decent Work and Economic Growth

We are dedicated to creating decent work opportunities and fostering economic growth through investing in our workforce and upholding ethical business practices that champion sustainability. Additionally, our firm commitment to labour laws and human rights further strengthens our pledge to ensure a fair, safe and equitable work environment.



Industry, Innovation, and Infrastructure

Innovation is at our core and we are committed to improving and building robust infrastructures to support our industry, thereby fostering sustainable innovations.



Sustainable Cities and Communities

We strive to reduce our environmental footprint and contribute to building sustainable communities through responsible waste management and promoting environmental awareness.



Responsible Consumption and Production

We incorporate responsible sourcing in our supply chains and are working towards optimizing our production processes to minimize waste, while also promoting the responsible use of our products.



Life on Land

In our efforts to back biodiversity conservation, we meticulously oversee our operations to ensure compliance with environmental regulations and best practices. Our measures include launching afforestation initiatives, practices that favour biodiversity. We have also partnered with specialized NGOs to plant trees, further contributing to our commitment towards sustainable ecosystems.

GRI Content Index

Statement of use	Sekhmet Pharmaventures has reported the information cited in this GRI content Index for the period 1/4/2022 to 31/3/2023 with reference to the GRI standards
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404, Windfall, Sahar Plaza Midas II Complex,
Andheri - Kurla Rd, J B Nagar, Andheri-East, Mumbai,
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