

**Repro India Limited**

**ENVIRONMENTAL SOCIAL GOVERNANCE (ESG)  
POLICY**

## I. INTRODUCTION

Repro India Limited ('the Company') has stayed true to the vision of the founders – to earn the respect of our stakeholders. It is no wonder then that a holistic appreciation of progress inclusive of the universe of stakeholders from customers to communities, employees, vendors, investors and the government has continued to inform our collective efforts and results, since inception. Our core values have guided our Environmental Social Governance ('ESG') practices, which seek to drive growth and empower communities through our corporate decision-making processes.

As an organization, it has become more important than ever before to build processes that are environment friendly. The Company has pivoted its business model to enable processes and systems that are sustainable and good for the planet. We aim to align our ESG approach with our strategic goals and the experience we seek to offer all our stakeholders. ESG is an area of heightened focus and investment for us and has changed our outlook towards our business. This ESG report, in conjunction with our other publications, reflects our approach, journey and outcomes.

## II. REGULATORY FRAMEWORK ON ESG REPORTING

The Ministry of Corporate Affairs (MCA) released a set of guidelines in 2011 called the National Voluntary Guidelines on the Social, Environmental and Economic Responsibilities of Business (NVGs) in order to provide guidance to businesses on what constitutes responsible business conduct. In order to align the NVGs with the Sustainable Development Goals and the 'Respect' pillar of the United Nations Guiding Principles the process of revision of NVGs was started in 2015. In March 2019, the NVGs were revised and released as the National Guidelines on Responsible Business Conduct (NGRBCs).

The Companies Act, 2013 (CA 2013) read with the Rules made thereunder and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations), are the two important legislations that have covered the various aspects of ESG reporting in a fragmented manner.

### Disclosure Framework under the CA 2013:

- The Director's Report shall include information related to steps taken by the Company towards conservation of energy, technology absorption, etc.
- The Director's Report of all companies that are required to constitute a CSR Committee is required to include Annual Report on Corporate Social Responsibility (CSR), which among other things sets out in detail the CSR initiatives of the Company.

### Disclosure Framework under the Listing Regulations:

- From F.Y. 2022-23, filing of Business Responsibility and Sustainability Report (BRSR) shall be mandatory for the top 1000 listed companies (by market capitalization). The BRSR seeks disclosures from listed entities on their performance against the nine principles of the NGRBCs.

## III. ESG GOVERNANCE

The Company is conscious of the impact of our resource consumption, even as we strengthen our capabilities to deliver consistent growth.

At Repro India Limited, we have through a sustainable business strategy, set targets to achieve long-term value creation for the Company and its stakeholders. We strive towards creating positive social impact for our stakeholders and preservation of our natural capital and focus on ESG aspects. The Company has always believed in long-term value creation for its stakeholders for a sustainable future. Sustainability for us is about being responsible to our multiple stakeholders and creating shared value for each of them in a

way that reinforces and amplifies. Collectively, our approach constitutes the ESG framework i.e. creating economic value in a manner that is ecologically sustainable, socially responsible and based on the bedrock of good governance.

**Our environmental commitment** addresses the pressing need of our times. We consume resources that are safe for the environment or not deplete the ecological balance, utilise optimal fossil fuels, recycle all the waste that is generated, moderate our carbon footprint and build resistance to climate change.

**Our social commitment draws** attention to success drivers that are enduring in nature. We make a proactive investment in talent, relationships (customer and vendors) and social responsibility. The quality of these relationships sustains business momentum without needing to reinvent any wheel.

**Our governance commitment draws** attention to how we will do business, attracting like-minded stakeholders and addressing stakeholder expectations. As a part of our governance commitment, we have explained our strategic clarity, highlighted the role of prudent risk management, articulated codes and values we live within our business, drawn attention to our Board composition.

## **ENVIRONMENT**

At a fundamental level, the Company's operations are conducted with responsibility towards responsible manufacturing and environmental sustainability covering Human Rights, Labour interests, Environment responsibility and Anti-Corruption initiatives.

We believe that one of the most effective environment practices is to produce more from less. This has a cascading impact: to reduce energy intensity and greenhouse gas emission intensity while graduating to cleaner processes and resources. The Company is also working towards a zero transfer of waste to landfills and zero effluents discharge.

The bottom-line at our company is that we will do everything within our control to be a responsible corporate citizen that presents no threat to the environment either through product or practice.

### **1. Water**

Water being a scarce and invaluable natural resource, we are strongly committed to its conservation through the 3R (Reduce, Reuse, Recycle) approach and will continue to strengthen our water stewardship practices in our operations and extend our efforts to the community.

### **2. Waste**

The waste management approach of Repro India along with its Group Companies are based on the philosophy of Reduce, Reuse and Recycle. We seek to uphold our ambition of zero waste in landfills through active minimization combined with technology investment in recycling and streamlining systems and processes. With our efforts, we contribute to a circular economy and convert waste into resources.

Repro has established robust waste management practices, including segregation of waste at source, secondary segregation, efficient collection and handling, recycling, and effective disposal of all wastes in adherence to applicable legislations. This enables reduction of environmental impacts. To minimize the waste, the Company is also making the books available through digital mode in form of e-book.

## **SOCIAL**

Business sustainability is reinforced through a complement of enduring stakeholder relationships, enhancing stability and corporate longevity.

## 1. Employees -

At Repro, careers don't stand still and talent transformation is an important focus area. It begins with sensing employee needs and responding with a value proposition that delivers meaning, purpose and value for them. The Company has set employment practices in the following ways:

### a. Non-Discrimination & Fair Treatment

We will provide fair and equal employment and advancement opportunities to all its employees and there will be no discrimination on the basis of race, caste, color, age, sex, disability and socio-economic status of the candidate.

### b. Employee Health & Well-being

The Company will continue to take steps to promote a safe and conducive work environment for its employees and workers. The Company will provide guidance on occupational health and safety, appropriate healthcare benefits and medical cover to all its employees.

### c. Employee Ethics & Code of Conduct

The Company has mechanisms to deal with issues related to inhumane treatment including mental or physical coercion or verbal abuse, sexual harassment, sexual abuse, slavery, of employees. This is guided by the Code of Conduct and Ethics policy, it is also available at the company's website.

### d. Women Safety

The Company has a zero tolerance towards sexual harassment and it investigates cases of sexual misconduct and investigates them through a fair and transparent process and take action against erring employees. The Company will continue to promote and protect the well-being of all women employees, especially women who are required to work late due to business requirements.

### e. Training & Development

The Company recognizes the importance of having a skilled workforce with necessary competencies to deliver on the Company's strategic and operational plans through well-structured training modules to assist in job specific development as well as personal development of the employees.

## 2. Customers and Vendors

We recognize that maintaining the trust and regard of our customers is important for our success and longevity, in a fiercely competitive market. We recognize that product quality and service delivery is vital for our business growth. The Company seeks to achieve this by regularly reviewing service levels and capturing feedback from customers.

Abiding by its Customer Privacy policy, the Company will continue to treat customers' data with utmost sensitivity and privacy. The Company will also undertake initiatives to combat cybercrime and data theft by means of a comprehensive mechanism of information and data security.

## 3. Community & Society

Guided by our board governed Corporate Social Responsibility (CSR) policy, the Company will continue to create value for marginalized communities in the country, through well-structured programs and interventions.

**IV. ISO CERTIFICATIONS**

The Company has ISO Certification upholding the highest standards of integrity and independence viz. ISO 9001:2015 Quality Management Systems (QMS) and ISO/IEC 27001:2013 Information Security Management System (ISMS).

**V. ADMINISTRATION OF THE POLICY**

The Board shall review the ESG Policy of the Company and oversee its implementation.

**VI. DATE OF APPROVAL & AMENDMENT, IF ANY:**

The Policy is approved and adopted by the Board of Directors of the Company on November 03, 2023, and is effective from same date.