



ESG Data Book

2022-23

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Performance Indicator	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
*Water withdrawal – Municipal supply (or from other water utilities) (Million m ³)	1.00	1.14	0.98	1.39
*Energy consumption - Non-renewable (MWh)	275,929	288,537	619,948	801,942.14
*Energy consumption – Renewable (MWh)	7,170	32,643	27,951	34,309.71
**GHG emissions – Scope 1 (tCO ₂ e)	61,436	68,321	135,804	182,215
**GHG emissions – Scope 2 (tCO ₂ e)	205,680	2,48,303	163,134	159,094
**GHG emissions – Scope 3 (tCO ₂ e)	--	--	65,014	73,322
**Total GHG emissions – Scope 1, 2, 3 (tCO ₂ e)	--	--	363,952	414,631
**GHG emission intensity (tCO ₂ e/Revenue in Million INR)	--	--	7.28	6.86
*Hazardous waste – Recycled / Reused (MT)	14,492	14,911	16,640	20,719
*Hazardous waste – Disposed (MT)	7,063	8,255	6,328	6738.9
*Hazardous waste – Landfilled (MT)	1,167	1,020	1,827	1696
*Hazardous waste – Incinerated without energy recovery (MT)	250	333	455	528.9
*Hazardous waste – Co-processing (MT)	2,766	3,407	4,041	4514
*Non-hazardous waste – disposed (MT)	2,880	3,496	3,271	5,950
*Non-hazardous waste – Recycle / Reuse (MT)	4.90	5.20	5.36	2.685

* Values for FY 2020-21, FY 2019-20 includes figures for all six units and excludes R&D, whereas the data for FY 2022-2023 and FY 2021-2022 is provided for Unit-1,2,3,4,5,6 and R&D

** Values for FY 2020-21, FY 2019-20 covers Unit- 1 and 3, whereas the data for FY 2022-2023 and FY 2021-2022 is provided for Unit-1,2,3,4,5,6 and R&D

Waste Generation and Disposal

Category	Unit	FY 2021-22	FY 2022-23
Fly ash	MT	3265.67	5950
ETP sludge	MT	250.80	317.81
Process-in organic salts	MT	1165.78	1378.24
Spent carbon	MT	449.60	482
Organic residue	MT	3591.35	4032.21
Miscellaneous incinerable waste	MT	455.25	528.89
LDPE / HDPE liners	MT	282.90	0
Used oil	MT	13.45	27.27
Spent mixed solvents	MT	16170.65	20223.74
E- Waste	MT	5.36	2.68
Insulation wool	MT	18.02	25.16
PP bags	MT	168.60	465.49
Bio-medical waste	MT	4.13	11.58
ATFD MEE salts	MT	411.00	2037

Materials used by weight or volume

Category	Unit	FY 2022-23
Raw Materials	tonnes/annum	114,382.47
Associated Materials	tonnes/annum	742.42
Semi-manufactured Materials	tonnes/annum	129,160.39
Packaging Materials	tonnes/annum	4225.52

Emissions of ozone-depleting substances (ODS)

Category	Unit	FY 2022-23
HCFC-22 or R-22	tonnes	4.17
HFC-134a or R-134a	tonnes	3.05
Freon Gas R410A	tonnes	0.14
Freon Gas R404A	tonnes	0.04
Freon Gas, R-32	tonnes	0.03

Air Pollutant Management

Category	Unit	FY 2022-23
Particulate Matter Emissions	tonnes	127.72
SO2 Emissions	tonnes	630.78
NOx Emissions	tonnes	213.95
Others (Including Hazardous Air Emissions, POP, and VOC)	tonnes	463.74

Category	Employees	Unit	Employee count	New employee hire	Employee turnover rate
Management	Male	No.	12	0	0
	Female		0	0	0
	<30		0	0	0
	30-50		1	0	0
	>50		11	0	0
Other employees (Non-management staff)	Male	No.	656	29	25
	Female		43	0	1
	<30		0	0	0
	30-50		654	27	20
	>50		45	2	6
Permanent work staff (unionized employees or workmen)	Male	No.	4482	994	-
	Female		346	51	20
	<30		2497	850	12
	30-50		2304	195	5
	>50		27	0	9
Contract workers	Male	No.	4855	6856	-
	Female		30	0	0
	<30		1784	2595	-
	30-50		2956	2275	61
	>50		115	1986	-
Others (Interns, trainees / apprentices, part time employees etc.)	Male	No.	19	0	78
	Female		19	0	69
	<30		68	0	41
	30-50		0	0	0
	>50		0	0	-

Workforce Breakdown: Gender

Category	Unit	FY 2022-23
Share of women in total workforce (as % of total workforce)	%	7.27
Share of women in all management positions, including junior, middle and top management	%	0
Share of women in junior management positions, i.e. first level of management	%	0
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	%	8.3
Share of women in management positions in revenue-generating functions	%	0
Share of women in management positions in STEM related functions	%	19

Workforce Breakdown: Ethnicity

Category	Unit	FY 2022-23
Foreign Nationals	%	0
Indian Nationals	%	100

Gender Pay Gap

We conduct gender pay gap assessment every year and we strive to reduce the gap in pay to ensure equal pay for men and women

Indicator	Difference between men and women employees (%)
Mean gender pay gap	21
Median gender pay gap	28
Mean bonus gap	3
Median bonus gap	1

Hiring

Category	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Number of new employee hires	No.	952	1,209	1,757	1074
Open positions filled by internal candidates (internal hires)	%	20	5.70	4.40	10
Average hiring cost/FTE	INR	814	766	628	877

Employee Turnover(%)

Category	FY 2022-23		FY 2021-22		2020-21		2019-20
	M	F	M	F	M	F	Total
Total Employee Turnover	19	26	14	18	13	16	17

Performance Management Appraisal System

Category	Available (Yes/ No)	Frequency
Management by objectives	Yes	At least yearly
Multidimensional performance appraisal (e.g. 360 degree feedback)	Yes	At least yearly
Agile conversations	Yes	At least yearly

Health and Safety

Category	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Fatalities (Employees)	No.	0	0	0	3
Fatalities (Contractors)	No.	0	0	0	2
LTIFR (Employees)	No.	0.00	0.00	0.00	0.23
LTIFR (Contractors)	No.	0.00	0.00	0.00	0.00

Average Training Hours

Category	FY 2022-23
Management (Level 1-3)	2
Permanent Workforce	1.26
Contract Workers	0.66
Interns	0.91
Male	1.12
Female	1.44

Parental leave (only permanent employees)

Category	Unit	FY 2022-23	
		Male	Female
Employees entitled to parental leave	No.	7,685	448
Employees that took parental leave	No.	328	24
Employees that returned to work in the reporting period after parental leave ended	No.	328	15
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	No.	320	13
Rate of return to work that took parental leaves	%	100	62.50
Retention rate of employees that took parental leave	%	40	6.50

Benefits provided to permanent and temporary employees

Category/types of benefits provided	Unit	Permanent employees	Temporary employees
Life insurance	Yes/No	No	No
Health care	Yes/No	Yes	No

Benefits provided to permanent and temporary employees

Category/types of benefits provided	Permanent employees	Temporary employees
Parental leave (maternity (primary care giver) leave for 26 weeks)	Yes	Nil
Parental leave (paternity (non primary care giver) leave for 1 week)	Yes	Nil
Family Care	Yes	Yes
Flexible Working Hours	Yes	Nil
Work from home and Part time arrangements (when applicable)	Yes	Nil
Stock ownership	Yes	No
Transportation	Yes	Yes
Food allowance	Yes	Yes

Employee Engagement Survey

Category	2022	2021	2020	2019
Employee Satisfaction (% of employees satisfied)	84	78	87	72
% of employees who responded to the survey	91	97	95	98

Human rights assessment and Due Diligence

We recognize potential human rights risks within our business activities and for our the relevant stakeholders. We regularly conduct human rights assessment and due diligence to address these risks and take corrective actions. Our focus extends across multiple domains, including labor standards, health and safety, environmental practices, corporate ethics, and specific issues such as freedom of association, safe working conditions, fair wages, child labor, and discrimination. These commitments are outlined in our human rights policy and Supplier Code of Conduct

Category	% of total assessed in last three years	% of total assessed where risk has been identified
Own Operations	100	0
Contractors and Tier 1 Suppliers	80	0

Suppliers (No.)

Total Suppliers/ Total tier 1 Suppliers	2116
Strategic Suppliers	116
Total Critical tier-1 suppliers	84
Non-Critical tier-1 suppliers	32
Total procurement spend	3140.4
Procurement spend on critical suppliers	1240
Procurement spend on non-critical suppliers	226
Procurement spend on locally based suppliers	2051
Procurement spend on Critical Tier-1 suppliers as % of total tier 1 suppliers (raw material suppliers)	82%

Suppliers Screening and Assessment

We screen our suppliers based on technical, financial, quality, environmental, social and governance parameters and assess their criticality on country, sector and commodity specific risks. This year, we have also hired a third party to conduct desk-based assessment of our suppliers and on site audit for critical suppliers

Category	Unit (Number)	FY 2022-23
Total number of suppliers assessed via desk assessments	No	80
Number of suppliers assessed with substantial actual / potential negative impacts	No	0
% of significant suppliers assessed	%	73%
% of suppliers with potential negative impacts	%	0
Number of suppliers with substantial negative impact that were terminated	No	0

Economic value generated

Category	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Net Sales (crore INR)	2,832	4,814	4,936	6,041
Net Profit (crore INR)	255	984	828	790
Earnings Per Share - Diluted (INR)	5	18	15.35	14.64
EBITDA (crore INR)	570	1,573	1,436	1,594
Debt Equity Ratio	0.60	0.56	0.52	0.49

Economic value distributed and retained

Category	Unit	FY 2022-23	FY 2021-22
Total operating costs	INR Million	38428	29,999.40
**Employee related expenses are mentioned separately			
Total employee related expenses (salaries and benefits)	INR Million	5806.40	5,015.30
Payments to providers of capital	INR Million	1651.70	1,882.50
Payment to government	INR Million	2898.30	2,542.20
Community/ CSR investments	INR Million	185.9	117.00
Economic value retained	INR Million	15926.4	9803.60

Corruption and Bribery

Category	Unit	FY 2022-23	FY 2021-22
Political contributions	INR Million	0	0
Charitable contributions	INR Million	0	0
Cases of Bribery and Corruption	No	0	0

Category	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Class I product recall	No.	0	0	0	0
Class II product recall	No.	0	0	0	0
Regulatory agency inspections	No.	11	9	7	10
Form 483 observations (or equivalent)	No.	0	0	0	0

Compliances/ Fines/Settlements

Category	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
FDA warning letters (or equivalent)	No.	0	0	0	0
Fines paid related to ecological or environmental issues	INR	None	None	None	None
Environmental violations	No.	0	0	0	0

Category	Unit	FY 2020-21	FY 2021-22	FY 2022-23
Total number of information security breaches or other cybersecurity incidents	No.	0	0	0
Total number of data breaches	No.	0	0	0
Total number of customers and employees affected by company's data breach	No.	0	0	0
Total amount of fines/penalties paid in relation to information security breaches or other cybersecurity incident.	INR	0	0	0

Category	Unit	FY 2022-23
Fines or settlements related to anti-competitive practices	INR	0
Ongoing investigations related to anti-competitive practices	No.	None
Current involvement in any ongoing corruption and bribery cases	No.	None
Contributions to and spending for political campaigns, political organizations, lobbying, trade associations, tax-exempt entities	INR	0
No. of incidents of discrimination and harassment	No.	0
Upheld regulatory complaints concerning marketing and selling practices	No.	0
Upheld self regulatory complaints concerning marketing, selling practices	No.	0

Indicator	Material Issue
Material Issue	Climate risks and resilience
Cause of the Impact	Operations, products/ services, supply chain
External stakeholder(s)/ impact area(s) evaluated	Climate risks pose serious financial and reputational risk to Laurus Labs in the coming future. It is therefore essential that we ensure that we pay attention to develop timely mitigation strategies. Recognizing the urgent need to address climate change and its potential risks, to the Environment, Society, and Consumers, Business operations , we conducted our first physical climate risk assessment last year in alignment with recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD). Our assessment involved identifying climate risks and hazards that may affect our operations over the next 30 years.
Topic relevance on external stakeholders	Recognizing the urgent need to address climate change and its potential risks, to the environment, society, and business operations, we conducted our first physical climate risk assessment last year in alignment with recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) and have identified the below mitigation actions : <ul style="list-style-type: none"> • Conducted internal survey on heat related impacts on staff • Floodproofing of technical infrastructure, lower walls and basements • Annual training programmes on water saving • Site-based water usage minimization programme
Type of impact	Negative
Output Metric	Sea Level Rise Change in relative humidity Change in mean precipitation
Impact Valuation	We have conducted a comprehensive Physical Risk Assessment . The assessment covered all our facilities in Vizag, seven manufacturing sites, one R&D center and one corporate office in Hyderabad. Additionally, we included SRIAM in Andhra Pradesh and Laurus Bio Private Limited in Karnataka in our analysis.
Impact Metric	Loss of Revenue Stranded Assets

Indicator	Material Issue
Material Issue	Product Accessibility and Affordability
Cause of the Impact	Product and Services and Supply Chain
External stakeholder(s)/ impact area(s) evaluated	Better access and affordability are crucial as it results in improved health outcomes, equity in healthcare access and the overall well-being of countries that cannot afford medicines. The aspect is likely to impact the Society and Consumers .
Topic relevance on external stakeholders	Laurus Labs recognizes that almost 2 billion people are grappling with the challenge of limited access to quality medical resources and essential healthcare services. This glaring inequality underscores an imperative, a call for concerted endeavors to bridge the divide and bring forth a paradigm shift. Better access and affordability will result improved health outcomes, equity in healthcare access and the overall well-being of countries that cannot afford medicines. By collaborating with Unitaid and CHAI, Laurus Labs aims to make DRV/r, a much-needed drug accessible to Children Living with HIV/AIDS (CLHIV) in second- and third-line treatment scenarios, especially after experiencing failure on DTG-based regimens. This collaborative effort underscores our commitment to providing high-quality, robust treatment options for pediatric HIV patients, ultimately improving their health outcomes and ensuring that they have access to life-saving medications.
Type of impact	Positive
Output Metric	Disease or conditions addressed
Impact Valuation	Access to product/ services with positive impact provided
Impact Metric	Number of TB registrations