



SYMBIOTEC

ENVIRONMENTAL & SOCIAL RESPONSIBILITIES

**Symbiotec Pharmalab Private Limited
(CIN: U24232MP2002PTC015293)**

[This document shall be reviewed every year before 30th October]

ENVIRONMENTAL MANAGEMENT

Care for the Environment

Concern for Environment is a part of the corporate DNA at Symbiotec Pharmalabs. We are committed to linking opportunity with responsibility and working towards a sustainable future. Care for the environment is driven through the Environmental Policy signed by Managing Director Mr Anil Satwani MD and the Environmental Management System at key manufacturing sites. The Policy clearly states that

“Symbiotec Pharmalabs shall uphold its position as a leader in the research and manufacturing of Corticosteroids and Hormones by conducting all its operations in a manner to protect the environment health and safety of our fellow employees, contractors, visitors and others affected by our operations. We are committed to operate our business considering environmental and social impacts“

One important aspect that is integral to Symbiotec’s initiatives is resource conservation. Being committed to Healthcare for improving quality of life and health of living beings, our efforts and initiatives towards conservation of resources are aimed at reducing the burden on the mother earth, and at the same time preserving, conserving and protecting the natural resources for the future generation. As a responsible corporate citizen, we are committed to design, construct and operate all our facilities, in a manner that results in conservation of all natural and man-made resources, including water and energy by efficient usage. It is, as has always been, our constant endeavor to acquire newer learning from technological advancements and employ them in the resource conservation efforts and improving skills and knowledge of the employees, thereby aiming at sustainable development. We give great emphasis for identifying opportunities to conserve resources by managing them more effectively throughout the life cycle of every product. Through this effort, Symbiotec Pharmalab directly and indirectly addresses the social issues as well.

A. CONSERVATION OF ENERGY

Electricity Consumption during April 2020 to March 2021 -37470670 KWH

STEPS TAKEN OR IMPACT ON CONSERVATION OF ENERGY:

- Increased condensate recovery from peddle drier/ETP
- Additional Steam condensate recovery and the same will be increased by continuous utilization of peddle drier.
- Maintained near to unity power factor for energy/cost effective on continuous basis. Provided VFD's with PID controller in three Utiltities Cooling tower to control RPM for increase lifespan of ID fan and energy saving.
- Motion sensor led lights has been installed in warehouse AHU area and Unit-1 AHU area to control energy consumption.
- Solar lamps installed in streetl light pole and parking areas to minimize energy consumption and utilize renewable energy.
- Auto blowdown valve arraged in Brine cooling tower and timer based blowdown valve arraged in ETP primary settling tank (PST) for control of water wastage.
- Automatic sensor operated faucets arraged in Admin building, Canteen and warehouse for contol of water wastage
- Energy efficeinet Utiltiy cooling tower provided in PMU plant.

B) CONTROL ON CO2 EMISSIONS :

Total qty of corbon dioxide generation during the period April 2020 to March 2021 was 15916.61 MT CO2e.

Measures Taken To Reduce Co2 Emissions :

We at Symbiotec are discouraging use of furnace oil in boilers which is a major contributor for increase in CO2 emissions. For both of our operation sites we have installed bio briquettes boilers which are environment friendly. At SEZ site we have a natural gas based PNG boiler also. FO based boiler is only used

in case of non availability of briquettes. The resultant CO2 MTe are from use of electricity, High speed diesel being used in DG sets and use of FO used in the absence of bio briquettes

C) WATER CONSERVATION :

We have achieved water saving through a combination of changing behaviour, modifying and/or replacing equipment with water saving equipment to reduce overall water consumption and increase internal reuse. Reducing industrial water consumption is a means of addressing the global water crisis. We are not abstracting ground water and using the water supplied by AKVN.

Our both the sites are zero liquid discharge sites. We have an state of art effluent treatment plant which consists of reverse osmosis (RO) system also. The water after treatment is reused in cooling toweres where water consumption is huge, remaining treated water is used for gardening and solution preparation in ETP. We have installed systems for recycling of steam condensate and recycling steam condensate also.

Quantum of water consumption during the period April 2020 to March 2021 is as follows :

	Consumption allowed by MPPCB (KL/Day)	Actual Consumption (KL)	Actual Consumption(KL/DAY)
SEZ SITE	760 KL/ Day	185769	509
RAU SITE	73.5 KL/ Day	13171	36.1
TOTAL	833.5 / Day	198940	545

It is concluded that our fresh water consumption is well within the prescribed norms.

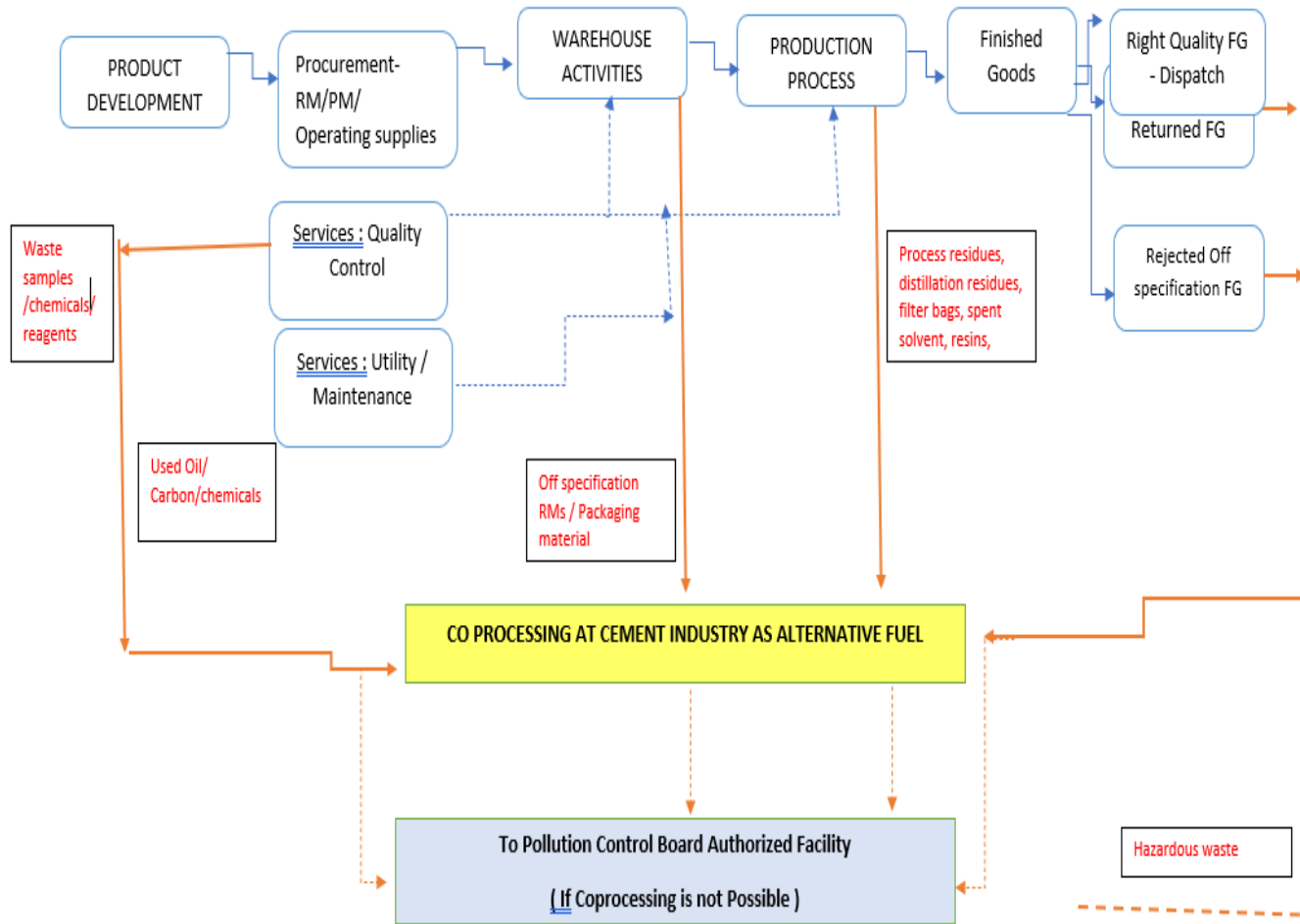
D) ENVIRONMENTAL CONTROLS DURING PRODUCT END OF LIFE

We consider Direct Environmental impacts generated from the end-of-life of the products. These impacts can include hazardous, non-hazardous waste generated, emissions and accidental pollution. An entire product flow diagram from product development stage to end of life is shown in subsequent pages.

From the product development stage to dispatch followed by market return if any, all the controls have been taken to mitigate significant environmental aspects. During manufacturing if it is found that any raw material is expired and can not be reused due to off specification, wherever possible that RM is sent back supplier for reprocessing. If reprocessing is not possible the same raw material is disposed in an environmental friendly manner i.e. coprocessing for cement industry.

If any batch of finished goods is not meeting the specification or is market returned material it is finally disposed in an environmental friendly manner by sending it to cement industry where it is co processed with other waste and used as alternative fuel for cement kilns. Similarly hazardous waste which is generated at various stages like warehouse, Engineering (utility & maintenance), Quality is sent for coprocessing and alternative fuel in cement industries. There are possibilities if due to any reason like shut down, maintenance etc, cement industries are not able to receive waste, we have an alternative way to handle this situation. We have agreement with pollution control board authorized 'TSDF (Treatment, Storage and Disposal Facility). Hence all the waste is disposed in a safe and environment friendly way

FLOW DIAGRAM FOR DISPOSAL OF OFF SPECIFICATION MATERIALS (HAZARDOUS WASTE) AT THE END OF LIFE CYCLE



E) ADOPTION OF NEW ENVIRONMENT FRIENDLY TECHNOLOGIES

a) Developmet of enzymic route to replace hazardous chemical recations

During the design stage Symbiotec Pharma Lab is taking utmost care while developing manufacturing processes. We are continuously working on development of biochemical processes and replacing step wise high hazard chemical synthetic process with that of biochemical process. We have developed biochemical process for our one of the most hazardous process progesterone where hydrogenation was involved which is one of the most hazardous process. In newly developed process the reaction part was replaced by using enzymes. Thus we replaced the dangerous process.

b) Continuous Flow Chemistry

We have hired external resources and started trials on continuous flow chemistry which is an environmental friendly technology and involves a series of continuous specialized equipment like plug flow reactors, annular centrifugal extractor, thin film reactors etc. This is an end to end process meaning addition of input at one end and collection of output from other end. There shall be fully automated operations with DCS

BENIFITES

- Very first benefits of continuous flow chemistry includes, elimination of possibilities of major fire due to high inventory of flammable chemicals , in new process less inventory of chemicals in plant is required say use of 16 KL conventional reactor shall be replaced with that of mere 100 lts plug flow reactors.
- This process will lead to considerable reduction in waste generation.
- Use of very less energy as compared to conventional process where equipment consume lot of electrical and thermal energy.
- Because of closed systems there shall be reduction in VOC emissions and less exposure to workmen.

SOCIAL RESPONSIBILITIES

- **DISCLOSURE PERTAINING TO THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL)**

The organization is committed to providing a safe and conducive working environment for the women employees of the Company, and accordingly, has formulated a policy on prevention, prohibition of sexual harassment of women employees at the work place.

The policy inter alia provides for prevention, prohibition of any acts of sexual harassment of women employees at workplace and the procedure for the redressal of complaints, if any, pertaining to sexual harassment. The Company has constituted an Internal Complaint Committee in accordance with Section 4 of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to hear and dispose of the cases relating to sexual harassments. As a result no such case was reported by any women employee during the period April 2020 to March 2021

- **DISCLOSURE PERTAINING TO NON DISRIMINATION ,EMPLOYMENT OF PERSONS BELONGING TO WOMEN, MINORITY GROUP AND DISABLED PERSONS.**

We at Symbiotec Pharmalabs understand that women taking part in economic life ensures participation of them in the workforce at the ideal level and increases employment which is one of the main requirements of sustainable growth and development and is also the key to achieving a sustainable and balanced structure of growth and development. Further, women help build an inspiring work culture by bringing in healthy competition, fostering teamwork, bonding and thereby helping the company grow to its full potential. We have created an environment that is welcoming of workers from all social backgrounds. Human rights, sexual harassment and whistle blower policies are in place to protect workers from all social backgrounds including, but not limited to, gender, race, ethnicity and national identity and increasingly important-sexual identity. Trainings on these policies is a integral part of induction of employees while joining.

We at Symbiotec are the family members and we believe non-discrimination and equality are two basic principles of international human rights law. During employment we follow the principle of nondiscrimination, prohibits any distinction, exclusion, restriction or preferences.

Following is the detail of employment :

	RAU Site		SEZ Site		Over all site's data	
	Numbers	Percentage	Numbers	Percentage	Numbers	Percentage
Total employees	484		778		1262	
Total female employees	37	7.6	17	2.2	54	4.3
Female employees at manager and above grade female	8	1.7	1	0.13	9	0.7
Employee from minority group	0	0	13	1.67	13	1.03
Disabled persons	0	0	3	0.39	3	0.24

From above data it is evident that as on 1st April 2021 Symbiotec Pharmalab has 4.3 percent women employees whose contributions is almost 0.7 % in over all management whereas employees from minorities group are 1.03 percent and physically disabled persons are 0.24 percent.

- **DISCLOSURE PERTAINING TO ANTI BRIBERY AND ANTI CORRUPTION PRACTICES**

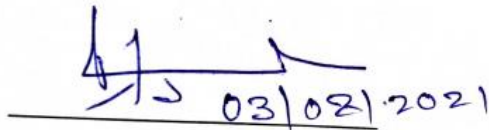
Symbiotec Pharmalab formed code of conduct and each and every employee is trained on these codes. Declaration for the compliance of these codes is taken during joining of employee which is a mandatory process.

Symbiotec corporate is continuously placing an increased focus on proactive measures to manage bribery and corruption risk. Routine financial audits conducted by external independent agency is one of the control to ensure it. Overall there was no case related to bribery and corruption reported.

- **DISCLOSURE PERTAINING TO ANTI CHILD LABOUR, FORCED LABOUR AND HUMAN TRAFFICKING PRACTICES**

We at Symbiotec Pharmalab understand that Human rights are rights inherent to all human beings, regardless of gender, nationality, place of residency, sex, ethnicity, religion, color or and other categorization. We are remitting competent wages as per the norms prescribed by government. We at Symbiotec have policies on Human Rights and Chlid Labour, in line with this we have well established procedure for recruitment. We do not hire child labour and we discourage the practices like forced trafficking, document retention, exposure to unsafe working conditions. We prohibit recruitment fees or deposits from workers and allow them to move or relocate freely. Trainings are provided to relevant managers and employees.

Thus, human rights are non-discriminatory. Symbiotec corporate and human resource function is continuously placing a focused view on this and no such case for violation of human rights, child labour and human trafficking was reported.



A handwritten signature in blue ink, followed by the date '03/02/2021' written in the same ink. The signature is somewhat stylized and difficult to decipher.

(Anant Deshpande)

President Operations