



SYMBIOTEC

ENVIRONMENTAL & SOCIAL RESPONSIBILITIES

**Symbiotec Pharmed 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 setteling 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.

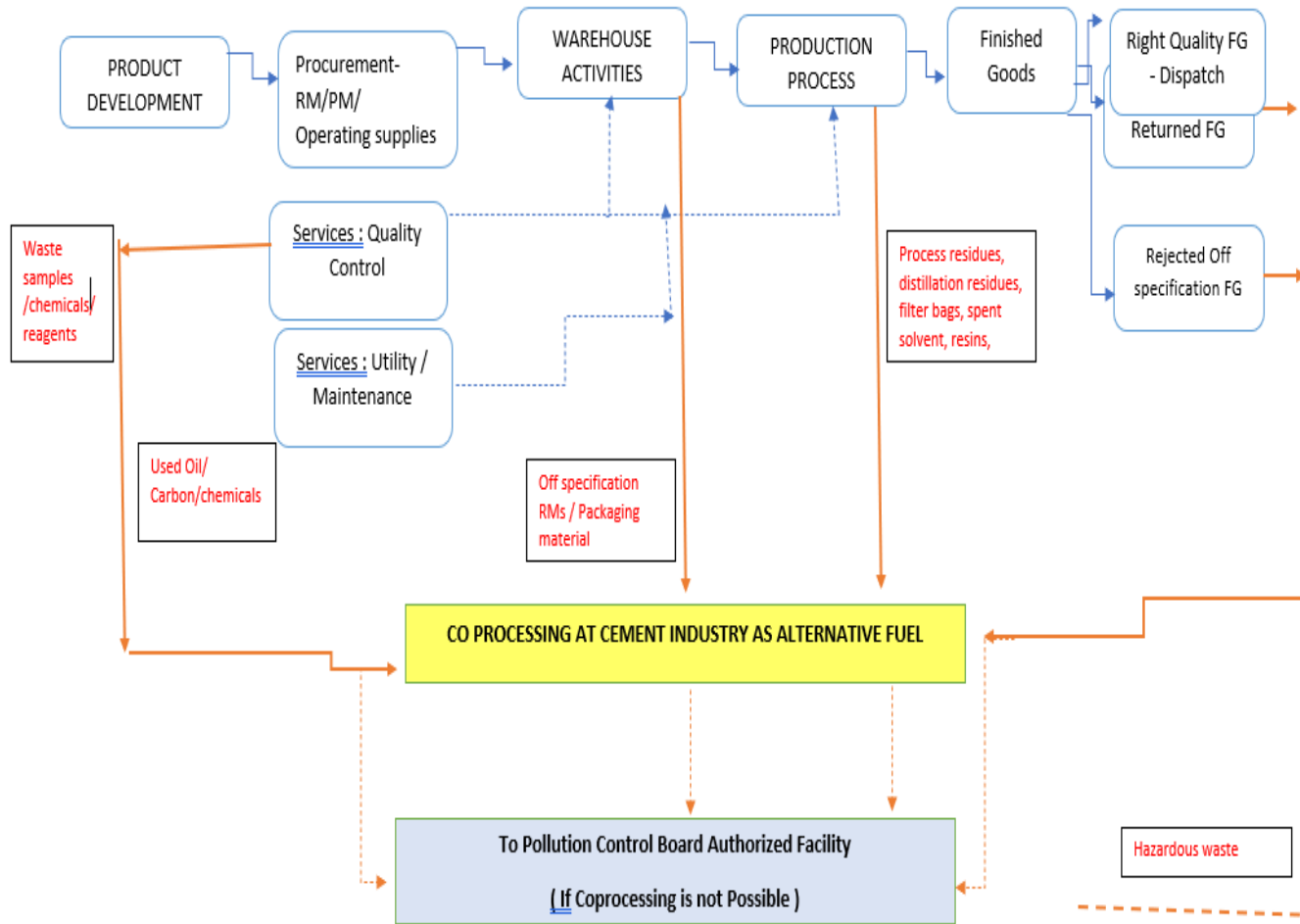
D) ENVIRONMENTAL CONTROLS DURING PRODUCT END OF LIFE

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 Child 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.

OTHER KEY PERFORMANCE INDICATORS

ENERGY

Symbiotec Pharma lab is using energy from Power Grid (Electricity) , Diesel Generators (Electricity) , Biomass brequettes (boilers) and LNG (boilers). Below mentioned table shows the detail of electricity and fuel consumend for two consecutive financial years.

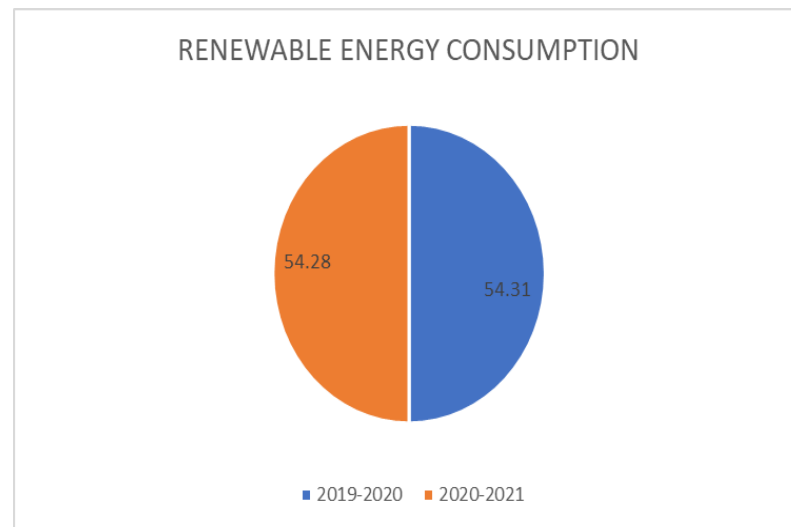
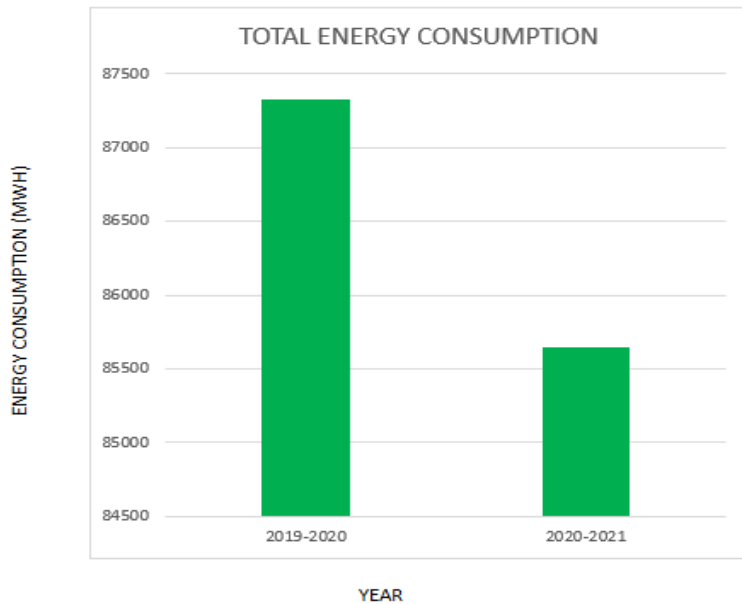
ENERGY CONSUMPTION DETAIL							
SITE ↓	YEAR 2019-2020						
	GRID	DG	LNG	BIOMASS	FURNACE OIL	TOTAL	
UNIT →	KWH	KWH	KWH	KWH	KWH	KWH	
SEZ	33345312	75613	1497203.26	43410567.2	669228.511	78997923.97	
RAU	4263970	47871	0	4013407.86	0	8325248.86	
Percentage of Renewable energy consumed					TOTAL ENERGY CONSUMPTION (KWH)		87323172.83
					TOTAL ENERGY CONSUMPTION (MWH)		87323.17
					TOTAL ENERGY CONSUMPTION (GJ)		314363.412
					TOTAL RENEWABLE ENERGY CONSUMPTION (KWH)		47423975.06
					TOTAL RENEWABLE ENERGY CONSUMPTION (MWH)		47423.98
					TOTAL RENEWAL ENERGY CONSUMPTION (GJ)		170726.328
54.31							

During the year 2019-2020 , total energy consumption is 87323 MWH and renewable energy consumption is 47423.98 MWH . It is evident that we have used approx 54.31 % energy from renewable sources only.

Similarly during the next consecutive year i.e. year 2020-2021, the energy consumption for both the sites was 85649.28 MWH and the total renewable energy consumption was 46459.248 MWH which is 54.24% of total energy consumption

ENERGY CONSUMPTION DETAIL						
SITE ↓	YEAR 2020-2021					
	GRID	DG	LNG	BIOMASS	FURNACE OIL	TOTAL
UNIT →	KWH	KWH	KWH	KWH	KWH	KWH
SEZ	32655930	125997	1296080.656	42129494	228285.2839	76435786.94
RAU	4814740	69000	0	4329754.44	0	9213494.44
Percentage of Renewable energy consumed				TOTAL ENERGY CONSUMPTION (KWH)		85649281.38
				TOTAL ENERGY CONSUMPTION (MWH)		85649.28
				TOTAL ENERGY CONSUMPTION (GJ)		308337.413
				TOTAL RENEWABLE ENERGY CONSUMPTION (KWH)		46459248.44
				TOTAL RENEWABLE ENERGY CONSUMPTION (MWH)		46459.248
				TOTAL RENEWABLE ENERGY CONSUMPTION (GJ)		167253.294
			54.24			

The absolute energy consumption for the both the sites during year 2019-2020 was 87323.17 MWH whereas the same during year 2020-2021 was 85649.28. The contribution of renewable energy during both the years is ~54%.



GREEN HOUSE GASES EMISSIONS

The Carbon emission data for both the sites under scope 1 and scope 2 is given below.

A) CO₂ Emission Data for SEZ Site

SEZ SITE (PITHAMPUR)		
SCOPE	YEAR	
	2019-2020	2020-2021
SCOPE-1 (MTCO ₂)	545.75	416.76
SCOPE-2 (MTCO ₂)	13739.94	13455.88
TOTAL	14285.69	13872.64

The total CO₂ generation under both the scopes during year 2019-2020 is 14285 MTCO₂ whereas that of during subsequent year 2020-2021 is 13872.64 MTCO₂. From the data it is evident that there is a reduction in absolute values of CO₂ generation.

B) CO₂ Emission Data for RAU Site

RAU SITE (INDORE)		
SCOPE	YEAR	
	2019-2020	2020-2021
SCOPE-1 (MTCO ₂)	41.67	60.07
SCOPE-2 (MTCO ₂)	1756.97	1983.91
TOTAL	1798.64	2043.98

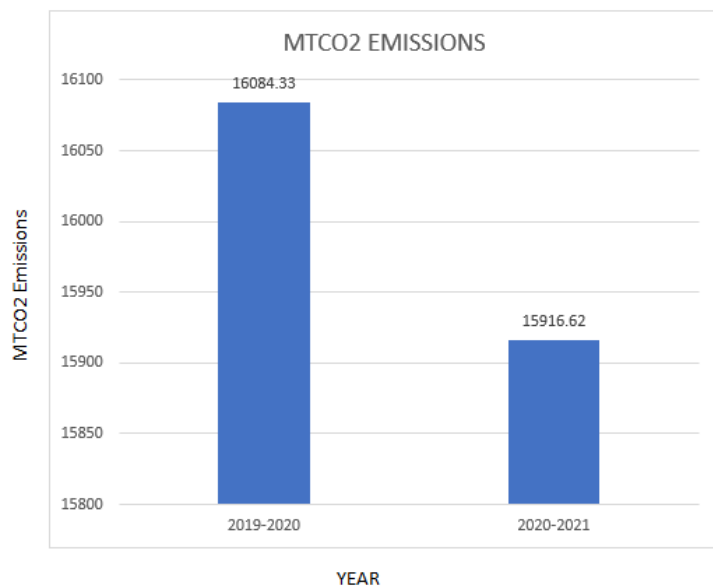
The total CO₂ generation under both the scopes during year 2019-2020 is 1798.64 MTCO₂ whereas that of during subsequent year 2020-2021 is 2043.98 MTCO₂. From the data it is evident that for RAU Site there is an increase in absolute values of CO₂ generation.

C) CO2 Emission Data for Symbiotec Pharmalab Pvt Ltdte

The total CO2 generation during year was 16084.33 MTCO2 whereas the same for the year 2020-2021 is 15916.62 MT CO2.

TOTAL CO2 EMISSIONS FOR BOTH THE SITES		
SCOPE	YEAR	
	2019-2020	2020-2021
SCOPE-1 (MTCO2)	587.42	476.83
SCOPE-2 (MTCO2)	15496.91	15439.79
TOTAL	16084.33	15916.62

It is clear that there is reduction of 167.71 MT of CO2 from financial year 2019-2020 to 2020-2021 which is around 1%.



HAZARDOUS WASTE GENERATION

Symbiotec Pharmalab being a responsible corporate citizen is taking utmost care for minization of hazardous waste. For SEZ site all the sludge and process residues being sent for coprocessing to cement industries as an alternative fuel for cement kilns. Other waste like packaging materials ets is being sent to MPPCB authorized recyclers.

Below is the three year's data for hazardous waste generation for both the sites.

GENERAION OF HAZARDOUS WASTE OF SEZ SITE (PITHAMPUR)			
HAZARDOUS WASTE GENERATION (MT)	YEAR		
	2018-2019	2019-2020	2020-2021
	1541.7	1698.31	1444.9

Pithampur is our largest manufacturing site . It is clear that there is a considerable reduction in hazardous waste qty during year 2020-2021

Rau site is a small manufacturing unit, the data of hazardous waste generation during last three years is as follows:

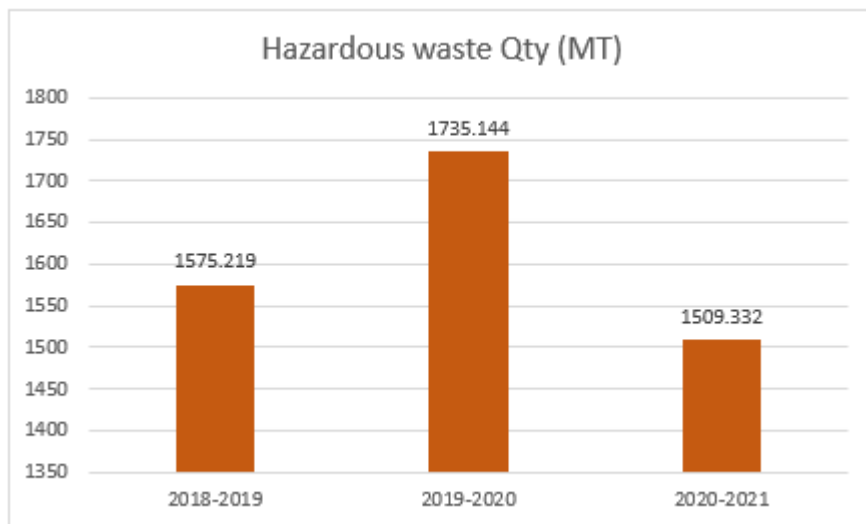
GENERAION OF HAZARDOUS WASTE OF RAU SITE (INDORE)			
HAZARDOUS WASTE GENERATION (MT)	YEAR		
	2018-2019	2019-2020	2020-2021
	33.519	36.834	64.432

At Rau site there is a considerable increase in hazardous waste.

The cumulative data for generation of hazardous waste for Symbiotec Pharmalab is given below.

TOTAL WASTE GENERATION FOR BOTH THE SITES			
HAZARDOUS WASTE GENERATION (MT)	YEAR		
	2018-2019	2019-2020	2020-2021
	1575.219	1735.144	1509.332

A graphical presentation for waste generation is given as below. During year 2019-2020 there was a hike in hazardous waste generation where as during next consecutive year there is a significant reduction in hazardous waste generation.



WATER CONSUMPTION AND WASTE WATER

At both the sites of Symbiotec Pharmalab we have single source of water supply which is surface water supplied by MPAKVN. At Symbiotec we understand the importance of water and we take all the necessary steps for reduction in water consumption and effluent generation.

We are zero liquied discharge facility and have a state of art effluent treatment plants. These are qquiped with reverse Osmosis, electro coagulation , screw press, paddle dryer, MEEE and ATFD systems.

All the water treated by RO system is reused for cooling towers. The condensate obtained from various locations is collected and reused which resulted a significant decrease in our water consumption. Additionally we have undertaken some small initiatives like overflow protection of water storage tanks, sensors in washrooms and employees training on environmental awareness.

A) Water consumption

Below is the data for water consumption for both the sites is presented in tabular form

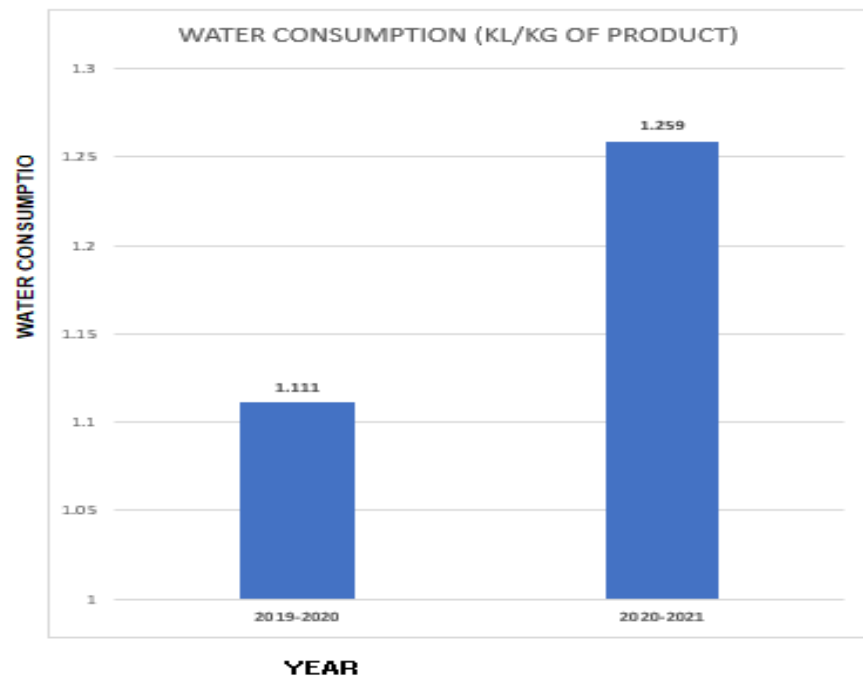
SEZ SITE (PITHAMPUR)		
	YEAR	
	2019-2020	2020-2021
Water Consumption (KL)	171550	179945
PRODUCTION (KG)	155187	137831
SPECIFIC W/C	1.1054	1.3055

RAU SITE (INDORE)		
	YEAR	
	2019-2020	2020-2021
Water Consumption (KL)	15330	15695
PRODUCTION (KG)	13025.12	13297.42
SPECIFIC W/C	1.1770	1.1803

For both the sites there is an increase in specific water consumption. For entire symbiotec group there is a slight increase in specific water consumption i.e. from 1.111 kl/Kg of FG to 1.295 kl/Kg of FG. This is because of the reason of more cleaning activities during Covid Pendemic situation.

TOTAL FOR BOTH THE SITES		
	YEAR	
	2019-2020	2020-2021
Water Consumption (KL)	186880	195640
PRODUCTION (KG)	168212.12	151128.42
SPECIFIC W/C	1.111	1.295

For entire Symbiotec's sites the graphical presentation for water consumption indicating increase in consumption is given as below :

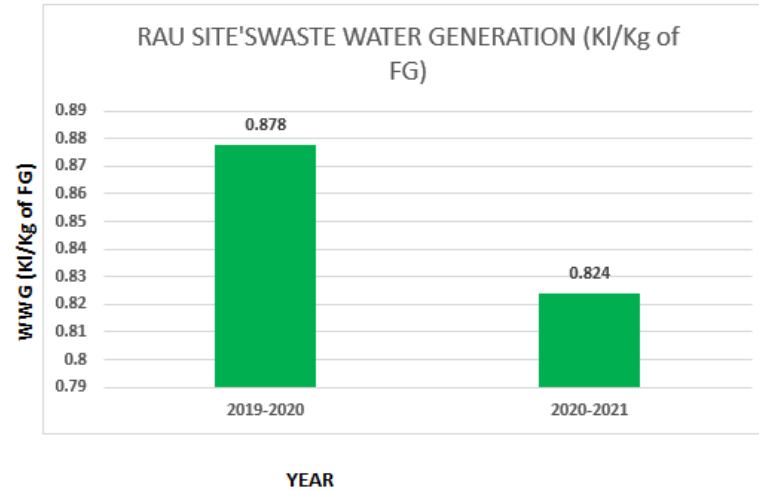


Waste Water : For the period of 2019-2020, for SEZ site the specific waste water generation was 0.759 KL/ Kg of finished goods whereas that of year 2020-2021 was 0.836 KL/ Kg of finished goods which is at higher side which is The increase is due to more cleaning activities. The waste water discharge for RAU site during year 2019-2020 was 0.878 KL/Kg of FG whereas the same for the year 2020-2021 is 0.824 KL/KG of FG which is at lower side.

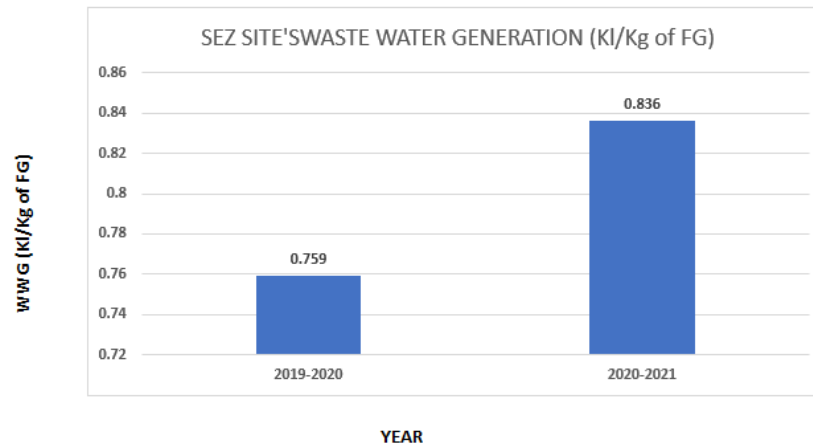
SEZ SITE (PITHAMPUR)		
WASTE WATER GENERATION (KL)	YEAR	
	2019-2020	2020-2021
	117757	115187
PRODUCTION (KG)	155187	137831
SPECIFIC GENERATION (KL/KG OF PRODUCT)	0.759	0.836

RAU SITE (INDORE)		
WASTE WATER GENERATION (KL)	YEAR	
	2019-2020	2020-2021
	11433	10959
PRODUCTION (KG)	13025.12	13297.42
SPECIFIC GENERATION (KL/KG OF PRODUCT)	0.878	0.824

- The graphical presentation of RAU site's specific waste water generation. During year 2020-2021 it is less than that of year 2019-2020.



- The graphical presentation of SEZ site's specific waste water generation. During year 2020-2021 it is less than that of year 2019-2020. The increase is due to more cleaning activities.



ACCIDENTAL DISCHARGE OF POLLUTANTS IN TO ENVIRONMENT

Accidental discharge includes overflow of solvent tanks resulting loss of containment. Failure of emission controls in boilers and DG Sets, escape of effluent outside of the premises , major fire and other failures of controls.

To eliminate any possibility of accidental discharge of pollutants in to atmosphere at Symbiotec pharma laboratory we are taking utmost care and have adequate controls like:

- Extra holding capacities of effluent tanks to take care in case of any breakdown in ETP.
- Overflow protection and dykes are provided for solvent tanks.
- DCS System is in place for transferring of solvents.
- Except solvents other liquid chemicals are stored in small packes and containers and kept at a dedicated place having all the safety arrangements.
- Routine preventive maintenance of boilers, scrubbers and other control system.
- So far there is no incident of fire was reported.

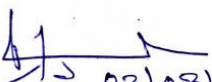
INCIDENT DESCRIPTION	RAU SITE (INDORE)	SEZ (PITHAMPUR) SITE
Nos Loss of containemnt (Chemicals) incidents	0	0
Nos of Accidental Emissions (Boilers/DGs)	0	0
Nos of Hazardosus waste incidents	0	0
Nos of accidental of waste water discharge	0	0
Nos of Major Fire incident	0	0

BIODIVERSITY CONSERVATION

Conservation is the protection, preservation, management, or restoration of wildlife and natural resources such as forests and water. Through the conservation of biodiversity the survival of many species and habitats which are threatened due to human activities can be ensured. Other reasons for conserving biodiversity include securing valuable natural resources for future generations and protecting the well-being of eco-system function.

- We have developed a specific policy on biodiversity which is approved by top management.
- For Symbiotec's sites Environmental Impact Studies were carried out and it is found that the nearby areas do not cover any reserved or protected forest. Therefore, there is no danger to wild animals.
- Enough plantation in and around the plant site acts as a barrier and restrict the dust pollution.
- As there are no potential sources of impacts hence no impact on terrestrial biological environment is envisaged.
- No rare or endangered flora/fauna were recorded in EIA study area except Saras Crane which is Vulnerable species as per IUCN and Indian Peafowl is Schedule I Species as per WPA 1972 is reported in buffer zone of study area, Ecological conservation plan is prepared and implemented for their habitat improvement.
- We are not using ground water for the activities being carried out at our sites and we are using only surface water which is provided by MPAKVN.
- The state of art ETP equipped with modern technologies ensures the zero liquid discharge facilities. The waste water is recycled to various operations like cooling and boilers.
- Reactors and other kettles are provided with double stage condensers having chilled water and brine wherever necessary to prevent solvent vapours in to environment.
- The solid waste that is generated from the primary and secondary operations of ETP in the form of ETP sludge and characterized for their quality interms of hazardous contamination and this sludge is be dried in paddle dryers. Dried sludge is being sent to cement industry for coprocessing.

From our operations and activities we are ensuring conservation of biodiversity.


03/08/2021

(Anant Deshpande)

President Operations