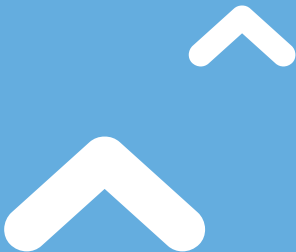


BRSR, GRI & ESG DATA BOOK

**Strategic Action.
Transformational Growth.**
Integrated Annual Report FY 2023



Contents

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This Supplementary Data Book is being released with the Biocon Biologics Integrated Annual Report FY 2023.

Contents

Business Responsibility & Sustainability Report (BRSR)

SECTION A: GENERAL DISCLOSURES**Details of the Company**

1.	Corporate Identity Number (CIN) of the Company	U24119KA2016FLC093936
2.	Name of the Company	Biocon Biologics Limited
3.	Year of incorporation	08.06.2016
4.	Registered office address	Biocon House, Ground Floor, Tower-3, Semicon Park Electronic City, Phase - II, Hosur Road Bengaluru Karnataka 560100 India
5.	Corporate address	Biocon House, Ground Floor, Tower-3, Semicon Park Electronic City, Phase - II, Hosur Road Bengaluru Karnataka 560100 India
6.	E-mail	Co.Secretarybiologics@biocon.com
7.	Telephone	T: +91 080-6775 6775 F: +91 080 6775 1030
8.	Website	https://www.bioconbiologics.com/
9.	Financial year for which reporting is being done	FY23
10.	Name of the Stock Exchange(s) where shares are listed	NA
11.	Paid-up Capital	₹ 17,583 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Deepika Srivastava Designation: Company Secretary Email: Co.secretarybiologics@biocon.com
13.	Reporting boundary	The reporting boundary for this BRSR Report includes Biocon Biologics Limited ("BBL"), for the period from 1st April, 2022 to 31st March, 2023 (hereinafter referred to as the 'Company' for the length of this report, unless specified otherwise)
	Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	

II Products/services**14. Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1	Biologics	Biocon Biologics Ltd. (BBL), a subsidiary of Biocon Ltd., is a unique, fully integrated, global biosimilars company committed to transforming healthcare and transforming lives by enabling affordable access to high quality biosimilars for millions of patients worldwide. It is leveraging cutting-edge science, innovative tech platforms, global scale manufacturing capabilities and world-class quality systems to lower costs of biological therapeutics while improving healthcare outcomes. BBL has acquired the global biosimilars business of its long-standing partner Viatri, which is a historic milestone in its value creation journey. Biocon Biologics has commercialized eight biosimilars in key emerging markets and advanced markets like U.S., EU, Australia, Canada, Japan. The Company has a pipeline of 20 biosimilar assets across diabetology, oncology, immunology, and other non-communicable diseases. It has many 'firsts' to its credit in the biosimilars industry. As part of its environmental, social and governance (ESG) commitment, BBL is advancing the health of patients, people, and the planet to achieve key UN Sustainable Development Goals (SDGs).	100%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code*	% of total turnover contributed
1	Developing and manufacturing high-quality biosimilar drugs for various therapeutic areas, such as oncology (cancer treatment), immunology, diabetes, and cardiology.	021	100

*As per National Industrial Classification – Ministry of Statistics and Programme Implementation, medicinal chemical and botanical products

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	2	2	4
International	1	11	12

17. Markets served by the entity:

(a) Number of locations

Locations	Number
National	In addition to serving Indian markets, the Company has global footprints and serves a market
International	of over 100+ countries.

(b) What is the contribution of exports as a percentage of the total turnover of the entity?

Over 88% of the Company's total revenue can be attributed to its earnings from exports.

(c) A brief on types of customers

Our diverse customer portfolio covers a wide range of stakeholders that majorly includes business partners, institutional partners, consumers, pharmacy chains, patients, health care providers, hospitals, government institutions and other pharmaceutical companies.

IV Employees

18. Details as at the end of Financial Year:

(a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	5,663	4,306	76%	1,357	24%
2.	Other than Permanent (E)	888	674	76%	214	24%
3.	Total employees (D + E)	6,551	4,980	76%	1,571	24%

Note: The Company does not have any 'Workers' as defined in the guidance note on BRSR

(b) Differently abled Employees and workers

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled employees						
1.	Permanent (D)	6	5	83	1	7
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	6	5	83	1	7

Note: The Company does not have any 'Workers' as defined in the guidance note on BRSR

19. Participation/Inclusion/Representation of women

Biocon Limited	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	10	2	20%
Key Managerial Personnel	5	2	40%

***Note:** Dr. Kiran Mazumdar Shaw, Executive Chairperson and Mr. Shreehas P Tambe, CEO and Managing Director, are members of the Board of Directors and are also considered as Key Managerial Personnel.

20. Turnover rate for permanent employees and workers

Please refer to the section "Turnover Rate" on page no. 45 of ESG Data Book to see information on the company's turnover rate.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

The details of holding/ subsidiary/ associate companies/ joint ventures are given in Form AOC-1, as Annexure-I to the Board's Report forming part of the Integrated Annual Report 2023.

Do the entities indicated in above table, participate in the business responsibility initiatives of the Company? (Yes/No)

Biocon SDN BHD, Malaysia, Subsidiary of the Company is closely integrated with our corporate business responsibility initiatives.

VI. CSR Details

22. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

- (i) Turnover (in ₹) - ₹20,924 million
- (ii) Net worth (in ₹) - ₹171,645 million

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) **	FY23		FY22	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes	0	0	0	0
Investors/Shareholders	Yes	0	0	0	0
Employees and Workers	Yes	0	0	0	0
Customers	Yes	^197	^162	0	0
Value Chain Partners	Yes	0	0	0	0

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) **	FY23		FY22	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Others (Please specify)	Yes	0	0	*16	0

*Whistleblowing complaints: the company received 16 complaints, which are neither material individually nor in aggregate.

**The Company's grievance redressal mechanism has been detailed in its process for complaint/grievance redressal - https://www.biocon.com/docs/Biocon-Integrity-and-Whistle-Blower-Policy_2020.pdf

^Related to Quality

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product quality	Risk	<p>All pharmaceutical companies are constantly being evaluated on possible recalls, product safety and as per the changing regulatory landscape. Also, the consumers' expectations are constantly changing and with so many alternatives available, it is crucial to align with their expectations.</p> <p>Any issue relating to product quality may result in bans by regulatory authorities, penalties, etc. and thus would incur a direct financial impact and can lead to reputational loss.</p>	<p>We have implemented a system to ensure quality of products and continuous compliance to regulatory requirements. Additionally, through the pharmacovigilance process, Biocon Biologics tracks responses to actively address product related risks and continuously improve the products. A dedicated pharmacovigilance team tracks and reports complaints received via a purpose-built web portal. We also have a toll-free number, publicly available on the web portal for patients or other stakeholders to report complaints. All reports are proactively investigated to ensure that timely action is taken where necessary. Further, all employees undergo mandatory pharmacovigilance training. Also, periodic GxP (good x practice) training is conducted that helps ensure GxP compliance and leads to improvement in Quality.</p>	<p>Negative: : In the case of poor product quality, Biocon Biologics can face reputational as well as operational damage. This may also lead to a decrease in customer satisfaction and trust</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Access & affordability	Opportunity	Responsible pricing for innovative and generic medicines that takes into consideration affordable access, positive cost-benefit ratio, and overall healthcare costs impact the Company's reach and favor amongst patients, as compared to its competitors.	At Biocon Biologics, our aim is to achieve health equity and believe that everyone, across the globe, has the right to access affordable and quality medicines. We have access programs specifically designed for emerging and advanced markets that aim at advancing our accessibility agenda. More on this can be found in the integrated report (social and relationship capital - Access initiatives)	Positive: Enabling access to affordable drugs and other services can support the reach and growth of Biocon Biologics, providing a competitive edge.
3	Environmental performance	Risk	Company' commitment towards protecting the natural environment and conserving resources has been embedded in our value system. Upholding these principles and complying with applicable regulatory requirements can affect the overall performance and enhance Biocon Biologics' image with the stakeholders.	To limit the environmental impact of the operations, Biocon Biologics continuously strives to reduce the carbon footprint, recycle resources, transition to renewable energy, adopt responsible sourcing practices, drive productivity across the value chain and adopt digital solutions that reduce inefficiencies. Our facilities are ISO 14001 certified (Environmental Management Systems) and required guidelines are followed during the operations. More on this can be found at the BBL Integrated report - Natural Capital Section.	Negative: In case of any noncompliance with environmental norms and regulations, Biocon Biologics can face reputational damage as well as well as adverse financial repercussions.
4	Safe & empowering workplace	Risk	As a responsible employer, it is our duty to create a safe and healthy workplace that is free of injuries, fatalities and illness. In addition to this, it is imperative to foster a conducive workplace that attracts and retains talent by enabling empowerment, growth, flexibility, remuneration and purpose.	Biocon Biologics implements robust procedures and continuous process safety improvements at all the sites to show commitment towards a zero-accident safety culture. Our facilities are ISO 45001 certified (Occupational Health and Safety Management Systems). There are employee training and processes and protocols for preventing, reporting and addressing behavior that is not in line with the Business Principles and standards, including sexual, discriminatory or other misconduct. To inculcate an empowering workplace, we have developed stringent processes which focus on enabling our employees to achieve their personal aspirations as well as their professional goals.	Negative: The absence of a safe and empowering workplace could result in adverse financial consequences such as fines and penalties. Additionally, it could lead to operational and reputational damage for the company.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Digitization	Opportunity	Utilization of digital technology to improve efficiency in operations and quality management is a clear opportunity for the Company. This includes deploying digital initiative to fully integrate supply chains and improve operational processes, making them more adaptive and responsive.	<p>Biocon Biologics is investing in building a robust digital architecture that will support data platforms networks across all functions.</p> <p>Company is in the process of repurposing the facilities with digital technologies, automation, and the use of smart data management to drive operational excellence.</p> <p>ESG is at the core of Biocon Biologics' digital transformation where the aim is to enhance quality and compliance, augment productivity through enhanced operational excellence and enable data integrity through technology-led data transparency.</p>	Positive: Digitization can lead to improved sales, productivity and employment which impact the Company's performance and impact as compared to its peers.
6	Supply chain sustainability	Risk	In the Pharmaceutical Industry, it is extremely imperative to ensure a stable supply chain to ensure business continuity. Initiatives must be undertaken to anticipate, prevent and mitigate any concerns that cause disruptions.	<p>The integrated supply chain ensures uninterrupted medicine availability to the customers, patients, partners and healthcare systems globally.</p> <p>Biocon Biologics relies on cost-effective and sustainable logistics and supply chain rationalization to increase access, right from the stage of procurement of raw materials to the last-mile delivery of products to patients.</p> <p>Additionally, a Supplier Code of Conduct to guide the value chain partners on applicable laws, regulations, policies and procedures, as well as the behavioral and ethical standards has been developed and communicated to all vendors (including service providers).</p>	Negative: Disruption across Biocon Biologics' value chain can adversely impact the operations, thus hampering the supply of products and increasing costs

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<p>Apart from this, as part of our supplier evaluation program, we collect data from these suppliers that reflect on their business practices from an Environment, Social and Governance standpoint. We have annual audits in place to ensure all our suppliers comply with mandatory regional requirements.</p> <p>We have established a supply chain in multiple regions across the world. This approach helps reduce the impact of geopolitical uncertainties, trade disputes, and natural calamities etc., on material movement.</p>	
7	Community engagement	Opportunity	It is crucial that Biocon Biologics engages with the communities we operate in to increase trust and foster harmony	<p>The Biocon Foundation is the principal channel for the corporate philanthropy undertaken by the Company.</p> <p>The aim of this Foundation is to build resilient solutions that enable underserved communities to live better, every day.</p> <p>The core areas of intervention are:</p> <ul style="list-style-type: none"> • Primary Healthcare • Education 	Positive: By empowering and uplifting our surrounding communities, we can mitigate future grievances or concerns, thus safeguarding the business from any adverse events
8	Inclusion and diversity	Opportunity	This aspect addresses a company's ability to ensure that its culture, hiring and promotion practices embrace representation from a diverse and inclusive workforce across all levels of the organization (board, senior, mid and junior levels).	<p>We are committed to creating an inclusive and supportive work environment where all employees feel valued and respected, regardless of their background, ethnicity, gender, age, and sexual orientation, or other personal characteristics.</p> <p>We are making continuous efforts to understand unconscious biases and change attitudes that perpetuate stereotypes. We are deeply committed to fostering gender diversity, and it starts right from the leadership level, with the Board Diversity Policy.</p> <p>For more on this, please refer to the Diversity and Inclusion sub section of Human Capital section of the BBL IR.</p>	Positive: : A pool of diverse workforce from different genders, ages and ethnic diversity, will enable the Company to develop its services further and mitigate operational risks.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Ethical governance	Risk	To ensure the smooth functioning of the company, Biocon has implemented clear systems and defined roles and responsibilities of concerned personnel for managing topics related to ethics and integrity (e.g. anti-bribery and corruption, anti-money laundering, code of conduct, whistle blowing etc.)	<p>The principles of integrity, transparency, accountability, and ethics resonate throughout the organization.</p> <p>Professional management teams and independent Boards Biocon Biologics Limited have been built to allow better governance across the Biocon Group.</p> <p>By implementing global best practices in corporate governance and risk management, we ensure that the Group consistently preserves and enhances value.</p> <p>More on this can be found on Governance, Ethics and Compliance section of the BBL IR.</p>	<p>Negative:</p> <p>Absence of adherence with the policies of the Company on business conduct and ethical governance can lead to reputational as well as operational damage.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

S. No.	Principle Description
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

1. Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
Policy and management processes									
1.1. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
1.2. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
1.3. Web Link of the Policies, if available	Refer to Code of Conduct, Whistleblower policy & Tax Transparency report	Refer to Supplier Code of Conduct & Purchase order terms and conditions	Refer to Code of Conduct & Human Rights policy	Refer to CSR policy & Related party transactions policy	Refer to Human Rights policy	Refer to EHSS policy	N	Refer to CSR policy & CSR project approved	Refer to Privacy policy
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company's Supplier Code of Conduct largely includes the above-mentioned principles, and the value chain partners are expected to adhere to the requirements outlined.								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle. **	<ul style="list-style-type: none"> - United Nations Global Compact (UNGC) Signatory - Environmental Management Systems (ISO 14001) - Occupational Health & Safety Management Systems (ISO 45001) - Information Security Management Systems ISO 27001:2013 - Good Manufacturing Practice (GMP) compliance certification for the Company's facilities across Bengaluru in India, and Malaysia - GxP Standards - Global Reporting Initiative standards - Ecovadis framework 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Being an organization that has proactively taken steps to integrate ESG considerations into its business strategy, setting specific targets and objectives has always been a priority for us. They help us stay in alignment with our overarching ESG strategy and meet stakeholder expectations. Our processes ensure that KPIs at each departmental level are attributed to the company's ESG targets. This axiomatically means that every individual within a department has to play their part towards the ESG agenda at Biocon Biologics. Some of our targets are around:</p> <ul style="list-style-type: none"> • Environment: Carbon footprint – increase in green power • Environment: Natural resource consumptions – reduction in freshwater consumption • Social: Improve access in LIC / LMIC - Increase regulatory filings to open new markets • Social: Embracing diversity - Gender diversity at BBL 								

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

The Company has undertaken various initiatives to improve its gender diversity across levels as well as improve its operational efficiency has led to definitive improvements, some of which have also received external recognition:

- The Company has been certified by Great Place to Work® India as a Workplace with Inclusive Practices, recognizing the Group's efforts of creating an equitable and inclusive workplace.
- 24% of the workforce comprise women. 20% of leadership comprises of women
- Biocon Biologics Recognized as a Company with Great Managers; Two Managers conferred with individual 'Great Managers Award 2022
- >3.75 billion doses of rh-insulin provided to diabetes patient since 2004
- The Company had three products recalled during the Fiscal year.
- 50,724 tCO₂e GHG emissions avoided in FY23
- 44% of the total energy consumed by the Company in FY23 was sourced from renewable sources - across operations. For India this stands at 79%
- 100% of the waste water generated is recycled (Indian operations)
- The Company's initiatives to make its system and processes more efficient and sustainable resulted in the improvement of scores on various sustainability-oriented platforms, including: .
 - Dow Jones Sustainability Index (DJSI) score improved from 45 to 52 (Biocon, including Biocon Biologics)
 - Biocon, including Biocon Biologics inducted in S&P DJSI Sustainability Yearbook for FY22, categorized as an "Industry Mover"
 - Biocon, including Biocon Biologics, EcoVadis scored increased from 52 to 66 and was rewarded with Silver Medal. The medal puts Biocon in the top 25% of the 40,000 companies assessed by EcoVadis in 2022.
- The Company's efforts to make its workplace safer for its workforce has resulted in Zero Lost Time Injury Frequency Rate (LTIFR) FY23.

(The performance against specific commitments, goals and targets are provided in the respective capitals of the integrated annual report , wherever applicable.)

Governance, leadership and oversight

7. Management's statement

Please refer to page numbers 19 - 27 of the Integrated Annual Report for statements from our leadership.

- | | |
|---|--|
| <p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies</p> | <p>The Board of Directors provides guidance around policies and its implementation.</p> |
| <p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p> | <p>Yes, the Board of Directors have entrusted the responsibility relating to sustainability related issues to the Corporate Social Responsibility and Environmental, Social and Governance Committee</p> <p>On the recommendation of the Nomination and Remuneration Committee, the Board of Directors, in their meeting held on July 26, 2022, merged the Corporate Social Responsibility Committee (CSR Committee) and the Environment Social and Governance Committee (ESG Committee) into a single committee and renamed it as the "Corporate Social Responsibility and Environmental, Social and Governance Committee" (hereinafter referred as CSR and ESG Committee).</p> |

*The Company plays a strong role in public policy advocacy through regular engagement with specific external stakeholders including industry associations, government bodies and regulatory departments. However, the Company does not have a formal advocacy policy

**Link to the Company's ISO 14001 & ISO 45001 certifications:

<https://www.biocon.com/responsibility/sustainability/ehs-certifications/>

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	This is the first year wherein company is publishing the BRSR report and it is done on a voluntary basis																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	BRSR is published voluntarily by the Management. The guidelines provided by the SEBI on BRSR are not applicable to the Company as the it is an unlisted entity.																	

- 11.** Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.
- No, the Company does not conduct an independent assessment using external agencies. But all Company policies are regularly monitored and reviewed by respective policy owners

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	The Company considers all the principles material to the business. We do the internal assessment and third party assessment will be considered in future.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	The Company is an unlisted Company and at present voluntarily adopted to present BRSR.								
It is planned to be done in the next financial year (Yes/No)	No								
Any other reason (please specify)	-								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	10	Apart from Induction Programme conducted for the new inducted Directors on a periodic basis, the Company conducts familiarization programmes for its Board of Directors. The topics cover the company's overall business growth, performance in ESG and Sustainability, employee well-being.	100%
Key Managerial Personnel	NA	NA	NA
Employees other than BoD and KMPs	4	Provided training on ethics & compliance, environment, health & safety PoSH and pharmacovigilance	77%
Workers	The company does not categorize any employee under the worker category.		

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format:

NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Monetary	Brief of the Case	Has an appeal been preferred? (Yes/No)
		Amount (In INR)		
Penalty/ Fine		Nil		
Settlement				
Compounding fee				

	Non-Monetary		
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case
Imprisonment Punishment			Nil

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Nil.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, as part of the company's code of conduct we have an anti-corruption and anti-bribery policy applicable to all its employees including part time/temporary/contractual employees, trainees, consultants, volunteers, and members of the Board of Directors. It is enshrined in the company's code of conduct and can be accessed at <https://www.biocon.com/code-of-conduct/>. Biocon Biologics strictly prohibits any form of bribery and corruption in its operations and is committed to conduct its business ethically and transparently.

Biocon Biologics' Supplier Code of Conduct (<https://www.biocon.com/docs/Supplier-Code-of-Conduct-2022.pdf>) highlights its commitment to prevent, detect, and tackle any form of corruption or bribery in its supply chain. It is applicable to all manufacturers, distributors, vendors, service providers and business partners.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.

	FY23	FY22
Directors		
KMPs	Nil	Nil
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY23	FY22
Number of complaints received in relation to issues of Conflict of Interest of the Directors and KMPs	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties /action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY23	FY22	Details of improvements in environmental and social impacts
R&D	100%	100%	For details on environmental and social benefits driven by the Company, please refer to chapters - (Human Capital), (Intellectual Capital) and (Natural Capital)
Capex	100%	100%	

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?

Please refer to page number 88, 91 and 48 of the Integrated report and ESG Data Book respectively for overview of our procedures in place for ensuring responsible and local sourcing. We also have set systems in place to periodically evaluate our suppliers, which are mentioned in these pages.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Please refer to section “waste management” on page numbers 92 of the Integrated Report and page 42 - 43 for ESG Data Book for details on the Company’s waste management processes.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes. The company follows the guidelines related to Extended Producer Responsibility. Its waste collection and management plan is in line with applicable central and state regulations. The Company does have a formal EPR system in place and is registered with CPCB under the importer category. Various steps have been taken to responsibly collect and dispose of the various types of waste generated via its operations as highlighted in response to Q.3 above.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. Employees

- a. Details of measures for the well-being of employees.

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
		(B)	(B / A)	(C)	(C / A)	(D)	(D / A)	(E)	(E / A)	(F)	(F / A)
Permanent employees											
Male	4,306	4,306	100	4,306	100	NA	NA	NA	NA	146	3.3
Female	1,357	1,357	100	1,357	100	1,357	100	NA	NA	340	25
Total	5,663	5,663	100	5,663	100	1,357	100	NA	NA	486	8.5
Other than Permanent employees											
Male	Not Applicable										
Female											
Total											

- b. Details of measures for the well-being of workers:

The Company does not have any ‘Workers’ as defined in the guidance note on BRSR.

2. Details of retirement benefits:

Benefits	FY23			FY22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF (India)	100%	100%	Y	100%	100%	Y
Gratuity (India)	100%	100%	Y	100%	100%	Y
ESI (India)	100% for applicable employees (whose gross is less than 21k per month)	100%	Y	100% for applicable employees (whose gross is less than 21k per month)	100%	Y
EPF (Malaysia)	93%	93%	Y	93%	93%	Y
SOCSSO (Malaysia)	100%	100%	Y	100%	100%	Y
EIS (Malaysia)	93%	93%	Y	93%	93%	Y
HRDF (Malaysia)	93%	93%	Y	93%	93%	Y

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company has a Code of Conduct which covers equal opportunity for all employees - Code of Conduct FY23.

5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Please refer to page number 46 of the ESG Data Book for details on the Company's Return to work and Retention rate.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?

Yes, the Company has a mechanism to receive and redress grievances.

If yes, give details of the mechanism in brief.

Category of employees and workers	Mechanism for grievance redressal
Permanent Workers	<p>Biocon Biologic's Integrity Committee (IC) or Audit Committee (AC) governs the reporting and investigation of allegations of suspected unethical practices and enables the Board and employees to report their grievances. Biocon Biologic's Integrity and Whistleblower Policy enables a person to report an unethical practice in an anonymous manner, without the fear of retribution. The responsibility of the IC is to assess the concerns raised by the whistleblower and initiate appropriate corrective action. A summary of key investigations is collectively presented on a quarterly basis to the Audit Committee.</p> <p>The Directors and employees of Biocon Biologics can take their complaints to the company's Integrity Committee (IC), which is responsible for investigating claims of unethical behavior. Our Integrity and Whistleblower Policy encourages everybody to disclose such claims without fear of retaliation. The IC's job is to evaluate the report from the whistleblower and take necessary corrective action. The IC receives a quarterly update on the status of the most important investigations. Concerns of any nature can be raised at integritybiologics@biocon.com.</p> <p>Similarly, we have a PoSH committee to redress incidents related to sexual harassment at the workplace.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the Company:

The Company is not associated with any associations or Unions.

8. Details of training given to employees and workers:

Category	FY23					*FY22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	4,306	4,306	100%	3,388	79%	4,032	3,628	90%	2,300	57%
Female	1,357	1,357	100%	1,012	75%	1,069	962	90%	600	56%
Total	5,663	5,663	100%	4,400	78%	5,101	4,590	90%	2,900	57%

The organization does not categorize anyone as a worker in the workforce

*Data excludes BBL Malaysia figures.

9. Details of performance and career development reviews of employees and worker*

Category	FY23			FY22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	4,043	3,135	76%	3,851	3,133	81%
Female	1,080	791	73%	1,030	790	77%
Total	5,123	3,926	68%	4,881	3,923	80%

*The company does not categorize any employee under the worker category.

10. Health and safety management system

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).

Yes.

If yes, what is the coverage of such a system?

The system has 100% coverage, and it covers both regular employees and contractors. Our facilities are ISO 45001 certified. All internal and external stakeholders of the Company Group, including personnel associated with its joint ventures, suppliers, contractors and other stakeholders like NGO, are covered as part of the Company health and safety system.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

For details on the Company's Health and Safety management processes, please refer to page numbers 86 and 87 of the Integrated Report.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Biocon Biologics has been re-certified with ISO 45001:2018 for Occupational Safety and Health Management System by TUV Nord for EHS Management System Standard requirements. Our digital interventions this year have helped us improve safety assessment and reporting, and propelled us to reach the best-in-class Occupational Health and Safety (OHS) standards:

1. Artificial Intelligence-based safety anomaly detection and recognition system, which provides us with contextual intelligence to improve safety, process efficiency and conformance.
2. E-learning platform on SAP-SF LMS, which has a knowledge bank of occupational safety-related modular trainings on topics such as awareness of health and safety responsibilities, zero-tolerance towards unsafe and risky practices, chemical safety, lab safety, safety in process operations, etc.
3. The Malaysia facility piloted and implemented a QR code and scanner-based reporting system with the capability to report four broad categories of hazard: chemical, biological, ergonomic, and physical.
4. Indoor Air Quality (IAQ) measured using IAQ testing equipment (EVM). We have conducted Industrial Hygiene exposure assessments specific to four products in our facilities at Biocon Park (Bengaluru) to screen potential exposure risks and measure adequacy of controls.

We organize regular training and awareness programs for employees on Environmental, Occupational Health, Safety and Sustainability. We are also engaging with the British Safety Council for adopting best-in-class Occupational Health and Safety (OHS) standards and practices.

- d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, the Company's employees have access to non-occupational medical and healthcare services. Additionally, the company has well established occupational health centers in its facilities with a competent team of paramedics and doctors. Periodical examinations of employees are conducted to detect the initial stage of any occupational disease. Workers' access to non-occupational medical and healthcare services are facilitated through various initiatives driven by the HR and EHS team.

11. Details of safety related incidents, in the following format:

For details on the Company's health and safety track record over the past year, please refer to page numbers 87 of Human Capital chapter and page no. 46 of the ESG data book.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Please refer to page numbers 86 and 87 of the Integrated Report for details on the measures set in place by the Company to ensure a safe working environment for all its employees.

13. Number of complaints on the following made by employees and workers

	FY23			FY22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No significant corrective action was taken or were required to be taken for addressing safety related incidents. However, work-related hazards identified as part of the routine safety visits are regularly addressed. To identify the risk and its priority, we have employed Hazard identification and risk assessment (HIRA). As part of the HIRA process, safety specialists evaluate opportunities for the prevention and mitigation of accidental injuries and occupational illnesses at the workplace. Competency of individuals is also checked to see if he/she is aware of the standard operating procedure and trained in HIRA. As an outcome of assessment, for unacceptable risks, remediation actions are defined by proposing corrective action plans and implementation of control measures.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Please refer to page number 51-53 under section "ESG strategy" of the Integrated Report for the process followed by the Company to identify and interact with its key stakeholders.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulators and government agencies	No	By Email, through phone, In person, through meetings (visual and/or face to face)	Event driven and on need basis	Regulatory Submissions and Approvals, Compliance with Regulatory Requirements, Adverse Event Reporting and Safety Monitoring, Product Information Updates, Pharmacovigilance and Risk Management, Public Health Initiatives, Pricing, Collaboration and Policy Advocacy
NGOs	No	Direct Engagement at the project site, CSR activities and project team engagement, visit to NGO facilities and offices	Event driven and on need basis	Provide support to NGOs for social upliftment Ensure communities we operate in are supported through a network of NGOs Creating shared value
Health Care Professionals / KOLs	No	Meetings, thought leadership events, campus events	Event driven and on need basis	Clinical Data and Research Product Education and Training Educational resources and materials Clinical Guidelines and Best Practices Adverse Event Reporting and Pharmacovigilance Thought Leadership Continuing Medical Education (CME) and Training
Media	No	By Email, through phone, In person, through meetings (visual and/or face to face)		Product Launches and Updates Clinical Trials and Research Findings Regulatory Updates and Approvals, Corporate News and Events Public Health Initiatives Patient Stories and Testimonials Expert Interviews and Opinion Pieces Corporate Social Responsibility (CSR) Initiatives Industry Trends and Insights

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Townhalls, emails, employee engagement surveys, grievance mechanisms, training activities, and appraisals	Regular and on a continuous basis	<p>Providing employees with adequate training and development for career progression</p> <p>Ensuring employees are aligned with organizational values and code of conduct</p> <p>Addressing employee grievances</p> <p>Instilling health and safety practices in the organization</p>
Customers	Yes, based on predefined criteria such as income, gender, etc.	Customer feedback forms, emails, telephone calls	Regular and on a continuous basis	<p>Product Information</p> <p>Regulatory Updates</p> <p>Research and Development</p> <p>Supply Chain Management</p> <p>Sales and Marketing</p> <p>Training and Education</p> <p>Adverse Event Reporting</p> <p>Support Services</p> <p>Compliance and Legal Matters</p>
Suppliers	No	Supplier/Vendor Portals, Email and Direct Messaging, Vendor Meetings, Supplier Newsletters, Supplier Surveys and Feedback	Regular and on a continuous basis	<p>Order Placement and Fulfillment</p> <p>Product Specifications and Quality Standards</p> <p>Supplier Qualification and Audits</p> <p>Contract Negotiations and Terms</p> <p>Supply Chain Collaboration</p> <p>Continuous Improvement Initiatives</p> <p>Regulatory Compliance</p> <p>Risk Management and Contingency Planning</p> <p>Sustainability and Corporate Social Responsibility (CSR)</p>
Investors	No	<ul style="list-style-type: none"> - Calls/In Person Meetings (one on one/group) - Annual General Meeting - Through Press Releases and website - Publishing Annual Report - Investor Presentations 	Quarterly/ Annually, Event based and need based	To discuss about business performance and outlook, details of the announced events and to discuss about concerns/ issues (if any)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Shareholder meets, annual and sustainability reports, communication of financial results through emails, media and news	Annual, Quarterly, Need Basis	To discuss about business performance and outlook, details of the announced events and to discuss about concerns/ issues (if any) Ensure transparency and accountability
Industry associations and trade groups	No	Email, Newsletter and Publications, Website, Social Media, Webinars and Online Events, In-person Meetings		Policy and Advocacy Industry Trends and Market Insights Networking
Competitors	NO	Website, Social Media		Industry Standards and Best Practices, Regulatory and Compliance Issues, Ethical Business Conduct, Industry Events and Conferences

Principle 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY23			FY22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	4,306	4,306	100%	3,718	3,310	89%
Other than permanent	1,357	1,357	100%	901	860	95%
Total employees	5,663	5,663	100%	4,619	4,170	90%

*The company does not categorize any employee under the worker category

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY23					*FY22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
	No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)	
Employees										
Permanent	4,752	1,921	40%	2,831	60%	4,300	1,863	43%	2,437	57%
Male	3,779	1,381	37%	2,398	63%	3,518	1,439	41%	2,079	59%
Female	973	540	55%	433	45%	782	424	54%	358	46%
Other than permanent	888	208	23%	680	77%	901	559	62%	342	38%
Male	674	179	27%	495	73%	680	440	65%	240	35%
Female	214	29	14%	185	86%	221	119	54%	102	46%

(The company does not categorize any employee under the worker category)

*Data excludes BBL Malaysia, UAE, Brazil, UK and USA numbers.

3. Details of remuneration/salary/wages, in the following format:

Details of remuneration/salary/wages	Unit	BBL
Male		
Board of Directors (BoD)		
Number	No.	7
Median remuneration/ salary/ wages	₹ million	6.6
Key Managerial Personnel		
Number	No.	3
Median remuneration/ salary/ wages	₹ million	40
Employees other than BoD and KMP		
Number	No.	4,306
Median remuneration/ salary/ wages	₹ million	0.90
Female		
Board of Directors (BoD)		
Number	No.	1
Median remuneration/ salary/ wages	₹ million	5.9
Key Managerial Personnel		
Number	No.	2
Median remuneration/ salary/ wages	₹ million	18
Employees other than BoD and KMP		
Number	No.	1,358
Median remuneration/ salary/ wages	₹ million	0.8

Note - Dr. Kiran Mazumdar Shaw, Executive Chairperson and Mr. Shreehas P Tambe, CEO and Managing Director are considered in KMPs.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes.

Biocon Biologics' Integrity Committee (IC) or Audit Committee (AC) governs the reporting and investigation of allegations of suspected unethical practices and enables the Board and employees to report their grievances.

The Directors and employees of Biocon Biologics can take their complaints to the company's Integrity Committee (IC), which is responsible for investigating claims of unethical behavior. Our Integrity and Whistleblower Policy encourages everybody to disclose such claims without fear of retaliation. The IC's job is to evaluate the report from the whistleblower and take necessary corrective action. The AC receives a quarterly update on the status of the most important investigations. Concerns of any nature can be raised at integritybiologics@biocon.com.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

For information on grievance redressal for human rights related issues, refer to section 'Human Rights' on page no. 88 of the Integrated Report.

Link to Human Rights policy: https://www.biocon.com/docs/Human_Rights_BL_Policy-2022.pdf

Link to Whistleblower and Integrity policy: https://www.biocon.com/docs/Biocon-Integrity-and-Whistle-Blower-Policy_2020.pdf

6. Number of Complaints on the following made by employees and workers:

	FY23			FY22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	-	3	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The company has a Prevention of Sexual Harassment (PoSH) policy which strongly envisages its zero tolerance approach towards any form of discrimination and harassment. Biocon Biologics is committed to provide a workplace that is free from harassment, discrimination, victimization, regardless of gender, race, creed, religion, place of origin, sexual orientation, pregnancy, childbirth or related medical conditions, disability or economic status of a person employed or engaged by the Company. As part of the policy, Internal Complaints Committee ("ICC") has been constituted by the Company to create awareness and redress all complaints of sexual harassment at workplace.

The company also has a Whistle Blower policy & Code of Conduct elaborating formation of committees to address cases related to discrimination. Our Whistleblower Policy enables a person to report an unethical practice in an anonymous manner, without the fear of retribution.

Link to PoSH policy: <https://www.biocon.com/docs/BL-POSH-Policy.pdf>

Link to Whistleblower and Integrity policy: https://www.biocon.com/docs/Biocon-Integrity-and-Whistle-Blower-Policy_2020.pdf

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes.

9. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Assessment has been done atleast once in all entities by the independent internal auditor.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	All the compliances are tracked on an ongoing basis using a workflow, which covers all the sites/entities.
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No significant risks or non-compliances identified as part of the reviews carried out. The company has a process to track the closure of non-critical observations (If any) identified as a part of such reviews.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Please refer to page numbers 40 and 41 of the ESG Data Book for details on the Company's energy consumption.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Provide details of the following disclosures related to water, in the following format:

Please refer to page number 91 under the Natural Capital chapter of the Integrated Report and page 42 of the ESG Data Book for details on the Company's water consumption.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

All the manufacturing facilities are zero liquid discharge facilities.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Please refer to page 41 of the ESG Data Book for details on the Company's air emissions.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Please refer to page 41 of the ESG Data Book for details on the Company's GHG emissions.

7. Does the entity have any project related to reducing Greenhouse Gas emission? If Yes, then provide details.

Yes.

For information on Greenhouse Gas reduction initiatives, refer to page no. 91 under the Natural Capital chapter of the Integrated Report.

8. Provide details related to waste management by the entity:

Please refer to section "waste management" on page number 92 under the Natural Capital chapter of the Integrated Annual Report and page no. 42 and 43 for the ESG data book regarding details on the company's waste generation and management processes.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Please refer to page numbers 92 of the Report for details on the Company's waste management practices

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format.

No Company offices are located in/around ecologically sensitive areas.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Nil

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

The company is compliant with all national and state regulations.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Nil	NA	NA	NA

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

Twelve

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Federation of Indian Export Organisation (FIEO)	-
2	Service Export Promotion Council (SEPC)	-
3	Export Promotion Council EOU'S and SEZ's (EPCES)	-
4	Bangalore Commerce & Industry Chambers (BCIC)	State
5	Confederation of Indian Industry (CII)	-
6	Hyderabad Management Association (HMA)	State
7	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	-
8	Bulk Drug Manufacturers Association (BDMA)	-
9	FICCI (Federation of Indian Chamber of Commerce and Industry)	-
10	USIBC Global Board of Directors	-
11	Association of Biotechnology Led Enterprises (ABLE)	-
12	The Association for Accessible Medicines (AAM)	-

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Nil

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

While the Company does not have a mandatory requirement of conducting SIA of its projects, it conducts internal assessments and identifies the impacts achieved. The details of the assessments are further shared during the CSR meetings.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format.

Not Applicable.

3. Describe the mechanisms to receive and redress grievances of the community.

The Company has set up mechanisms to address the grievances, contextualized for specific community programs. The strategy to address this is through structured monitoring and evaluation of all programs, with assessment of stakeholder perceptions, either through regular surveys by the Company's Foundation team or third-party impact assessment.

The main grievance of the life sciences student community is the lack of adequate practical skills that is required in the industry. Biocon Academy plays an active role in reducing the existing skill deficit and is working on transforming students into industry-ready professionals.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY23	FY22
Directly sourced from MSMEs/ small producers	20%	25%
Sourced directly from within the district and neighboring districts	19%	25%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has adequate mechanisms and takes due efforts for addressing and redressal of consumer feedback and complaints. We have a dedicated pharmacovigilance team which tracks and reports complaints received via a purpose-built web portal. Stakeholders can directly report their complaints and feedback on this purpose-built portal (<https://pharmacovigilance.biocon.com/OnlineForm.aspx>).

The portal helps record information about product related issues, adverse events or side effects of our products, detailed description of the event, any further details on the severity or causality and the ultimate outcome of the event. The company also has a toll-free number, publicly available on the web portal for patients or other stakeholders to report complaints (<https://www.biocon.com/more/contact-us/>)

All reports are proactively investigated to ensure that timely action is taken where necessary.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

As a percentage to total turnover	
Environmental and social parameters relevant to the product	
Safe and responsible usage	100%
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY23		Remarks	FY22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	10	0	-

		FY23		Remarks	FY22		Remarks
		Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Restrictive Practices	Trade	0	0	-	0	0	-
Unfair Practices	Trade	0	0	-	0	0	-
Other		0	0	-	0	0	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	3	-
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. The Company has a dedicated privacy policy (<https://www.biocon.com/privacy-policy-biocon/>) in place for cybersecurity and risks related to data privacy. It provides information on type of personal information captured, source of data and further how it is utilized and protected. It also highlights critical pointers on a user's rights over sharing his/her personal information.

The Company's IT infrastructure and information security management system is certified to ISO 27001:2013 and has undergone external third-party audits. This is supplemented with third-party vulnerability analyses including stimulated hacker attacks.

Biocon's Human rights policy (https://www.biocon.com/docs/Human_Rights_BL_Policy-2022.pdf) also provides its commitment to respecting the privacy of all individuals and confidentiality of any personal data that the Company holds about them.

All employees of the Company undergo annual awareness training on information security/cyber security. Special sessions are also conducted over the course of the year on critical focus areas. A clear escalation matrix has been established for employees to report suspicious activities in a timely manner. Information security/ cyber security are also included as a parameter for employee performance evaluation.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

We take proactive steps in case any issue arises pertaining to any one of these categories. Corrective actions are also taken to prevent recurrences of similar instances.

Global Reporting Initiative Index (GRI)

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	2-2	Entities included in the organization's sustainability reporting	Reporting Boundaries and Scope	4 Integrated Annual Report
	2-3	Reporting period, frequency and contact point	About the Report	4 Integrated Annual Report
	2-4	Restatements of information	NA	NA
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	2-7	Employees	Employee Information	43 BRSR, GRI & ESG Data Book
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	2-11	Chair of the highest governance body	Meet the Board	33 Integrated Annual Report
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	2-14	Role of the highest governance body in sustainability reporting	ESG Governance Structure	55 Integrated Annual Report
	2-15	Conflicts of interest	6. Details of complaints with regard to conflict of interest	15 BRSR, GRI & ESG Data Book
	2-16	Communication of critical concerns	Stakeholder Communication	101 Integrated Annual Report
	2-17	Collective knowledge of the highest governance body	Key Expertise of the Board	33 Integrated Annual Report
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	2-19	Remuneration policies	Nomination and Remuneration Committee	107 Integrated Annual Report
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	2-22	Statement on sustainable development strategy	Biocon Biologics' CEO's Message	19 Integrated Annual Report
	2-23	Policy commitments	Corporate Governance Report	154 Integrated Annual Report
	2-24	Embedding policy commitments	Corporate Governance Report	154 Integrated Annual Report
	2-25	Processes to remediate negative impacts	Ethics and Compliance	108 Integrated Annual Report
	2-26	Mechanisms for seeking advice and raising concerns	Mechanism for grievance redressal	18 BRSR, GRI & ESG Data Book
	2-27	Compliance with laws and regulations	Ethics and Compliance	108 Integrated Annual Report
	2-28	Membership associations	Membership associations	28 BRSR
	2-29	Approach to stakeholder engagement	Stakeholder Communication	101 Integrated Annual Report
	2-30	Collective bargaining agreements	Membership of employees and worker in association(s) or Unions	18 BRSR, GRI & ESG Data Book
GRI 3: Material Topics				
GRI 3: Material Topics	3-1	Process to determine material topics	Our Approach to Materiality	51 Integrated Annual Report
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GRI 200 Economic Standard Series				
GRI 201 - Economic performance	201-1	Direct economic value generated and distributed	Economic Performance	39 BRSR, GRI & ESG Data Book
	201-2	Financial implications and other risks and opportunities due to climate change	Overview of the entity's material responsible business conduct issues	6 BRSR, GRI & ESG Data Book
	201-3	Defined benefit plan obligations and other retirement plans	Details of retirement benefits	17 BRSR, GRI & ESG Data Book
GRI 203- Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Hebbagodi Metro Station	100 Integrated Annual Report
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	305-4	GHG emissions intensity	GHG emissions	41 BRSR, GRI & ESG Data Book
	305-5	Reduction of GHG emissions	GHG emissions	41 BRSR, GRI & ESG Data Book
	305-6	Emissions of ozone-depleting substances (ODS)	Emissions of ozone-depleting substances (ODS)	41 BRSR, GRI & ESG Data Book
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	306-4	Waste diverted from disposal	Waste generation and disposal and method	42 - 43 BRSR, GRI & ESG Data Book
	306-5	Waste directed to disposal	Waste generation and disposal and method	42 - 43 BRSR, GRI & ESG Data Book
GRI 307- Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	Point 12	27 BRSR, GRI & ESG Data Book
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GRI 403 - Occupational health and safety	403-1	Occupational health and safety management system	Digital interventions to improve Employee Health and Safety	86 Integrated Annual Report
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	403-3	Occupational health and services	Digital interventions to improve Employee Health and Safety	86 Integrated Annual Report
	403-4	Worker participation, consultation and communication on occupational health and safety	Digital interventions to improve Employee Health and Safety	86 Integrated Annual Report
	403-5	Worker training on occupational health and safety	Digital interventions to improve Employee Health and Safety	86 Integrated Annual Report
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	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Digital interventions to improve Employee Health and Safety	86 Integrated Annual Report
	403-8	Workers covered by an occupational health and safety management system	10. Health and safety management system	19 BRSR, GRI & ESG Data Book
	403-9	Work-related injuries	Health and Safety	46 BRSR, GRI & ESG Data Book
	403-10	Work-related health	Health and Safety	46 BRSR, GRI & ESG Data Book
GRI 404- Training and education	404-1	Average hours of training per year per employee	Trainings Man Hours	45 BRSR, GRI & ESG Data Book
	404-2	Programs for upgrading employee skills and transition assistance programs	8. Details of training given to employees and workers	18 BRSR, GRI & ESG Data Book
	403-3	Percentage of employees receiving regular performance and career development reviews	Type of Individual Performance Appraisal and Employee Engagement	46 BRSR, GRI & ESG Data Book
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Diversity within Board Employee Information	107 Integrated Annual Report 43 BRSR, GRI & ESG Data Book
	405-2	Ratio of basic salary and remuneration of women to men	3. Details of remuneration/salary/wages	24 BRSR, GRI & ESG Data Book
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	6. Number of Complaints on the following made by employees and workers:	25 BRSR, GRI & ESG Data Book
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labour	9. Assessments of the year	26 BRSR, GRI & ESG Data Book
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	9. Assessments of the year	26 BRSR, GRI & ESG Data Book
	412-2	Employee training on human rights policies and procedures	1. Employees and workers who have been provided training on human rights issues and policy(ies)	23 BRSR, GRI & ESG Data Book
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	8. Do human rights requirements form part of your business agreements and contracts?	26 BRSR, GRI & ESG Data Book

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GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Sustainability Across Our Supply Chain	98 Integrated Annual Report
GRI 415: Public Policy	415-1	Political contributions	Philanthropic Contributions	39 BRSR, GRI & ESG Data Book
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Pharmacovigilance	77 Integrated Annual Report
	416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	Pharmacovigilance	77 Integrated Annual Report
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	Ethical Sales and Marketing	98 Integrated Annual Report
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	417-3	Incidents of non-compliance concerning marketing communications	Ethical Sales and Marketing	98 Integrated Annual Report
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3. Number of consumer complaints in respect of the following	29 BRSR, GRI & ESG Data Book
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	9. Assessments of the year	26 BRSR, GRI & ESG Data Book

Environment, Social and Governance (ESG)

Economic Performance:

Economic Value Generated

Category	Unit	FY22	FY23
Total Income (Revenue)	₹ million	34,747	55,958

Economic Value Distributed and Retained

Category	Unit	FY22	FY23
Total Operating cost	₹ million	18,210	36,889
Total employee-related expenses (salaries + benefits)	₹ million	7,169	8,488
Payments to providers of capital*	₹ million	0	228
Payment to government	₹ million	931	832
Community investments	₹ million	43	50^
Economic value distributed	₹ million	26,353	46,487
Economic Value Retained	₹ million	8,394	9,471

*Includes only equity capital

^Cash Spend

Philanthropic Contributions

Category	Unit	FY22	FY23
CSR expense	₹ million	43	50^
Charitable donations	% of total CSR spend	0	0
Community Investments	% of total CSR spend	100	100
Political contributions	₹ million	0	0

^Cash Spend

R&D

Category	Unit	FY22	FY23
R&D research and development spending	₹ million	3,100	8,890
R&D spending as percentage of Sales	%	9	16
No. of R&D positions	No.	598	543

Fines/Settlements/Complaints

Category	Unit	FY22 BBL	FY23 BBL
Fines or settlements related to Anti-competitive practices	₹	0	0
Confirmed cases of Corruption & Bribery	No.	0	0
No. of incidents of discrimination and harassment	No.	3	1
No. of incidents of Conflicts of Interest	No.	0	2
No. of incidents of Money Laundering or Insider trading	No.	0	0
No. of complaints related to Child labour/Forced labour/Involuntary labour	No.	0	0
Upheld regulatory complaints concerning marketing and selling practices	No.	0	0
Upheld self-regulatory complaints concerning marketing and selling practices	No.	0	0
Complaints concerning breaches of customer privacy and losses of customer data	No.	0	0
Total number of information security breaches	No.	0	0
Total number of clients, customers and employees affected by the breaches	No.	0	0

Category	Unit	FY22	FY23
Class I product recalls	No.	1	2
Class II product recalls	No.	0	1
Regulatory agency inspections	No.	5	19
Form 483 Observations (or equivalent)	No.	6	28
FDA Warning Letters (or equivalent)	No.	0	0

Category	Unit	FY22	FY23
Contributions and other spending: contribution to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups	₹ million	0	0
Largest contribution and Expenditures: contributions to or expenditures to political campaigns or organizations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation	₹ million	0	0

Board Effectiveness

Category	Unit	FY23
Average board meeting attendance	%	96
No. of non-executive/ independent directors with 4 or less other mandates	No.	8
No. of other mandates for non-executive/independent directors restricted to	No.	0
Average tenure of board members in years	No.	3.5
Number of independent or non-executive members with industry experience (e.g., excludes executives)	No.	8

Material Consumption

Category	Unit	FY22	FY23
Raw materials	Tons/annum	1,254	608
Associated materials	Tons/annum	4,581	19,937
Semi-manufactured materials	Tons/annum	-	-
Packaging materials	Tons/annum	64	105

Note: Includes only manufacturing related materials consumed

Energy Consumption*

Category	Unit	FY22	FY23
Diesel	MWh	12	4
Coal	MWh	0	0
Furnace Oil	MWh	0	0
Natural Gas	MWh	92,564	95,226
LPG	MWh	2	1
Biomass	MWh	75,867	87,677
Total Fuel	MWh	168,445	182,908

*In the current report, conversion factor from IPCC 2022 database has been considered to convert coal into energy. In the previous year, the factor was using Defra's database.

Category	Unit	FY22	FY23
Grid power	MWh	96,081	89,562
Renewable power	MWh	54,000	70,367
Total Electricity	MWh	150,081	159,929
% Renewable power	MWh	36%	44%

Category	Unit	FY22	FY23
Total Non-Renewable Energy	MWh	188,659	184,792
Renewable Energy	MWh	129,867	158,044
Total Energy	MWh	318,526	342,836

Note: Non-Renewable Energy include component of grid electricity and non-renewable fuel consumption
Renewable Energy include component of Biomass and Renewable electricity

Energy and GHG Saving Initiatives

For Biocon Biologics (FY23)			
Initiative	Site Location	Energy Offset (MWh)	GHG Savings (tCO ₂ e)
Energy reduction due to renewable power consumption	Bengaluru	70,360	50,659
Other Energy Consumption Reduction Initiatives (e.g. water-cooled chillers and centrifugal air compressors, etc.)	Bengaluru	90	65
Total Energy Offset and Carbon footprint Reduction		70,450	50,724

GHG emissions

Category	Unit	FY22	FY23
Scope 1: Direct emissions	tCO ₂	18,670	18,190
Scope 2: Indirect emissions	tCO ₂	86,745	54,923
Total GHG emissions	tCO ₂	105,415	73,113
GHG emission intensity	tCO ₂ eq/Revenue in Million ₹	3.03	1.31

Emissions of ozone-depleting substances (ODS)

Category	Unit	BL + BBL (FY22)	BL + BBL (FY23)
HCFC-22 or R-22	Tons	0.7	0.06

Excludes BBL Malaysia

Air Pollutant Management

Category	Unit	FY22	FY23
		BL + BBL	BL+BBL
Particulate matter (PM)	Tons	31.2	0.4
Nitrogen Oxide (NOx)	Tons	0.76	0.8
Sulfur Oxide	Tons	9.4	0

Note: Excludes BBL Malaysia

Only Levels are monitored for Persistent organic pollutants (POP), Volatile organic compounds (VOC), Hazardous air pollutants (HAP). All the pollutants are within the regulatory limit.

Water Withdrawal, Consumption and Discharge

Category	Unit	FY22	FY23
		BL + BBL	BL + BBL
Water Withdrawal			
Surface water (river,pond, lake, etc.)	million m3	0	0
Groundwater	million m3	0	0
Third party water/ Municipality	million m3	1.7	1.5
Rainwater - pit	million m3	0	0
Other sources - Tanker	million m3	0	0.1
Total Withdrawal	million m3	1.7	1.6
Water Consumption			
Total water consumption	million m3	1.7	1.6
Water Recycle			
Recycled / Reused water as a percentage of total water withdrawal	%	69%	78%*
Water Discharge			
Surface water	million m3	0	0
Groundwater	million m3	0	0
Seawater	million m3	0	0
Sent to third parties	million m3	0.01	0.03
Other	million m3	0.03	0.1
Total water discharged	million m3	0.04	0.1

*Recycled water used in utilities is considered. Reject water which will go for further ETP process is not considered.

Waste generation and disposal and method

Category	Unit	FY22 BL + BBL	FY23 BL + BBL
Waste Generated			
Plastic waste	Tons	1.9	360.5
E-waste	Tons	10.2	24.1
Bio-medical waste	Tons	139.8	54.1
Construction and demolition waste	Tons	0	0
Battery waste	Tons	6.7	2.8
Radioactive waste	Tons	0	0
Other hazardous waste generated	Tons	13,709.3	0.4
Total Hazardous Waste	Tons	13,959.7	17,578.8
Total Non-Hazardous Waste	Tons	6,570	10,124
Total Waste Generated	Tons	34,393.7	27,703

Category	Unit	FY22 BL + BBL	FY23 BL + BBL
Hazardous Waste Management			
Authorized BMW waste handler	Tons	139.8	54.1
Authorized disposal agency	Tons	0	160.6
Authorized e-waste recycler	Tons	10.2	23.4
Authorized plastic recycler	Tons	8,248.5	8,541.2
Authorized re-processor	Tons	65.9	6.6
Authorized TSDF	Tons	4,776.3	6,237
Total Recycled/Reused	Tons	0	1,634.9
Incineration/co-processing	Tons	627.9	245
Other disposal operations	Tons	7,219	836.6
Unknown disposal method	Tons	0	0.1
Total Disposed	Tons	21,087.6	17,739.5

Category	Unit	FY22 BL + BBL	FY23 BL + BBL
Non-Hazardous Waste Handling			
Authorized disposal agency	Tons	0	1,055.3
Authorized recycler	Tons	1,851.6	1,003
Composting	Tons	0	1,952.2
Co-Processing	Tons	7,153	6,576.4
Recycling or Reusing	Tons	0	649.5

Biocon Total - Products and packaging reclaimed at end of life of products

Category	FY 22			FY23		
	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	0	0	0	2.3	88.9	0
E-waste	0	0	10.2	0	3.9	6.1
Hazardous waste	0	0	13,707.5	1634.9	6.1	3303.5
Other waste	0	0	13,728.2	0	218.9	0

Social Performance

Employee Information

Category	Employees	Unit	FY22	FY23
Senior management (L12+)	Male	No.	81	96
	Female	No.	10	15
	<30	No.	0	0
	30-50	No.	61	77
	>50	No.	30	34
Middle management (L5-11)	Male	No.	1,982	2,285
	Female	No.	344	443
	<30	No.	173	277
	30-50	No.	2,115	2,409
	>50	No.	38	42
Junior management (L1-L4)	Male	No.	1,974	1,925
	Female	No.	721	899
	<30	No.	1,725	2,108
	30-50	No.	968	711
	>50	No.	2	5
Contractual employees	Male	No.	934	674
	Female	No.	277	214
	<30	No.	669	512
	30-50	No.	527	360
	>50	No.	15	16

New Employee Hires

Category	Employees	Unit	FY22	FY23
Senior management (L12+)	Male	No.	22	21
	Female	No.	3	2
	<30	No.	0	0
	30-50	No.	18	20
	>50	No.	7	3
Middle management (L5-11)	Male	No.	481	719
	Female	No.	107	138
	<30	No.	106	202
	30-50	No.	480	651
	>50	No.	2	4
Junior management (L1-L4)	Male	No.	712	675
	Female	No.	261	450
	<30	No.	829	1,013
	30-50	No.	144	112
	>50	No.	0	0

Hiring Trend

Category	Unit	FY22	FY23
Percentage of open positions filled by internal candidates (internal hires)	%	7	5

Employee Turnover

Category	Employees	Unit	FY22	FY23
Senior management (L12+)	Male	No.	21	16
	Female	No.	1	0
	<30	No.	0	0
	30-50	No.	16	8
	>50	No.	6	8
Middle management (L5-11)	Male	No.	448	608
	Female	No.	92	100
	<30	No.	64	144
	30-50	No.	468	552
	>50	No.	8	12
Junior management (L1-L4)	Male	No.	531	521
	Female	No.	161	210
	<30	No.	430	581
	30-50	No.	262	150
	>50	No.	0	0

Voluntary Turnover

Category	Employees	Unit	(FY23)
Senior management (L12+)	Male	No.	11
	Female	No.	0
	<30	No.	0
	30-50	No.	6
	>50	No.	5
Middle management (L5-11)	Male	No.	498
	Female	No.	93
	<30	No.	109
	30-50	No.	474
	>50	No.	8
Junior management (L1-L4)	Male	No.	464
	Female	No.	197
	<30	No.	523
	30-50	No.	138
	>50	No.	0

Turnover Rate

Category	Unit	(FY22)			(FY23)		
		Male	Female	Total	Male	Female	Total
Total Turnover Rate	%	25%	24%	25%	27%	23%	26%
Voluntary Turnover Rate	%	NA	NA	NA	23%	21%	22%

Workforce Breakdown: Gender

Category	Unit	(FY22)	(FY23)
No. of women in total permanent workforce	No.	1,075	1,357
Percentage of women in total permanent workforce (as % of total permanent workforce)	%	21	24
No. of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	No.	2	2
Percentage of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	%	9	7

Share of Women in select roles

Category	Unit	FY23
Share of women in STEM-related positions (as % of total STEM positions)	%	23
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	%	12

Trainings Man Hours

Category	Unit	(FY22)	(FY23)
Total training hours	hours	126,796	141,099
Average training hours	hours	25	25

Trainings Man Hours (Gender and Management wise)

Category	Unit	(FY22)	(FY23)
Senior Management (L12+)	hours	1,248	2,812
Middle Management (L5-L11)	hours	38,304	70,550
Junior Management (L1-L4)	hours	87,244	67,737
Male	hours	NA	108,759
Female	hours	NA	32,340

Parental Leave*

Category	Unit	(FY22)	(FY23)
Employees entitled for maternity leave	No.	1,068	1,352
Employees that took maternity leave	No.	61	71
Employees that returned to work in the reporting period after maternity leave ended	No.	40	41
Employees that returned to work after maternity leave ended that were still employed 12 months after their return to work	No.	44	37
Rate of Return to work that took maternity leave	%	74%	66%
Retention rates of employees that took maternity leave	%	73%	93%

* Based on returning date of employees

Type of Individual Performance Appraisal and Employee Engagement

Category	Unit	FY23
Management by objectives: systematic use of agreed measurable targets by line superior	% of All Employees	100
Formal comparative ranking of employees within one employee category	% of All Employees	100

Health and Safety *(contains combined figures for permanent and contractual employees)*

#	Category	Unit	FY22	FY23
1	Fatalities	No.	0	0
2	Near miss incidents	No.	68	58
3	Occupational disease cases	No.	0	0
4	Recordable injuries which are lost time*	No.	7	12
5	Reportable Injuries (Total)**	No.	7	0
	Note: Only lost time injuries will be considered here.			
6	Man hours worked	No.	110,531,168	113,804,068
7	Total working days scheduled to be worked by the workforce	No.	288	290
8	Lost time injury frequency rate (LTIFR)	Rate	0.06	0
9	high consequence work-related injury / ill-health / fatalities	No.	0	0

*Recordable work related injuries as per OSHA

**Loss time work related injuries as per Factories Act

Suppliers and Procurement Spend*

Category	Unit	FY22	FY23
Supplier Count[^]			
Total Suppliers	No.	596	652
Critical suppliers**	No.	34	30
Non-Critical suppliers	No.	562	622
Total Tier-1 suppliers	No.	596	652
Total Critical tier-1 suppliers	No.	34	30
Non-Critical tier-1 suppliers	No.	562	622
Critical Non Tier-1 suppliers	No.	0	0
Procurement Spend			
Total procurement spend	₹ million	12,120	19,862
Procurement spend on critical suppliers	₹ million	6,181	10,725
Procurement spend on non-critical suppliers	₹ million	5,938	9,137
Procurement spend on locally based suppliers***	₹ million	3,030	3,774
Procurement spend on Critical Tier-1 suppliers as % of total tier 1 suppliers	%	51%	54%
Procurement spend on Non-Critical Tier-1 suppliers as % of total tier 1 suppliers	%	49%	46%

* Excludes capital goods, spares, samples, finished goods and intercompany transfers.

**Criticality based on spend value – suppliers accounting for 50% of spend value in respective years considered as critical.

***Suppliers from the same or neighboring districts as the respective facilities of BL and BBL India considered as local. For BBL Malaysia, all suppliers based out of Malaysia are considered as local.

[^]Supplier count for FY22 has increased as compared to what was reported in the FY22 ESG Report due to the change in scope. Last year, only direct procurement groups were considered for FY22. Current report includes both direct and indirect procurement groups for products and services.

KPIs for Supplier Assessment and Development**A. Coverage and progress of our supplier assessment program**

S. No.	Supplier Assessment	Unit	FY23
1.1	Total number of suppliers assessed via desk assessments/ on-site assessments	No.	30
1.2	Number of suppliers assessed with substantial actual/ potential negative impacts	No.	0
1.3	% of significant suppliers assessed	%	100%
1.4	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	0
1.5	Number of suppliers with substantial actual/potential negative impacts that were terminated	No.	0

B. Coverage and progress of suppliers with corrective action plans

S. No.	Corrective action plan support	Unit	FY23
1.1	Total number of suppliers supported in corrective action plan implementation	No.	0
1.2	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	0

C. Coverage and progress of suppliers in capacity building programs

S. No.	Capacity building programs	Unit	FY23
1.1	Total number of suppliers in capacity building programs	No.	0
1.2	% of significant suppliers in capacity building programs	%	0

Benefits provided to Permanent employees and Temporary employees

Category/Types of benefits provided	Permanent Employees	Contractors
Life insurance	Yes	No
Health insurance	Yes	Yes
Accident insurance	Yes	Yes
Parental Medical Insurance (including paternity leave option from Biocon Biologics, Malaysia)	Yes	Yes
Disability	Yes	Yes
Parental leave (**maternity leave or paternity leave)	Yes	Yes
Marriage leave (additional to Normal leaves allotted)	No	No
Bereavement leave (additional to Normal leaves allotted)	Yes	No
Leave for Haj (additional to Normal leaves allotted)	No	No
Leave for Baptism (additional to Normal leaves allotted)	No	No
Leave for Circumcision Ceremony (additional to Normal leaves allotted)	No	No
Retirement provision	No	No
Stock ownership	*Yes	No
Transportation	Yes	Yes
Housing	No	No
Food allowance	Yes	Yes
Extra paid holidays	Yes	Yes
Citizenship leave	No	No
Children Education Reimbursement	Yes	No
Higher Education Policy	Yes	No
Day care facilities	Yes	Yes
Employee Car Scheme policies	Yes	No

*For select cadres of employees

**Maternity, surrogacy and adoption



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