



# Powering the Future

Sustainability Report 2023

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# About This Report

This is the first Sustainability Report of the MSN group of Companies (now onwards referred to as MSN group) and it reflects the group's commitment to incorporating environmental, social, and governance (ESG) considerations into its operations and decision-making processes. This report provides performance data related to the most significant issues that have an impact on the company's sustainability. The economic, environmental, and social indicators that contribute to the compilation of the sustainability report have been prepared 'with reference' to the Global Reporting Initiative (GRI) Universal Standards (2021).



## Reporting period

This first sustainability report covers the performance of MSN group for the period 1st April 2022 to 31st March 2023. This reporting cycle coincides with the financial reporting cycle of MSN i.e. 1st of April to 31st of March every year. Therefore, this reporting cycle has been chosen for sustainability as well.

## Boundary

The business and activities of the MSN group covered in this report include MSN Laboratories Pvt Ltd., MSN Research & Development, MSN Pharmachem Pvt Ltd., MSN Life Sciences Pvt Ltd., MSN Organics Pvt Ltd. and the corporate office of MSN Group. These listed entities are covered in the financial reporting as well. While the sales and marketing offices are located worldwide, and our products are supplied to various parts of the world, this report's scope is limited to our operations in India.

Many of the above listed entities have multiple units of operations out of which selected units which are most material from the business perspective have been identified for inclusion in the current report.

Their details are as follows:

- MSN Laboratories Pvt Ltd. Unit-I and Unit-II
- MSN Laboratories Pvt Ltd. Formulation's Division Unit-I and Unit-II
- MSN Research & Development
- MSN Pharmachem Pvt Ltd. Unit-I,
- MSN Life Sciences Pvt Ltd. Unit-II and Unit-III,
- MSN Organics Pvt Ltd.
- The Corporate office at Hyderabad

About 90% of MSN's workforce and significant operations including manufacturing take place in India. Therefore, India is considered as the geography of the report and also reported as the "local" geography.

## Restatement of information

Since this is the first year of reporting, the aspect of restatements or corrections does not apply to the report.

## Assurance

This is the first sustainability report for the MSN group and has not yet undergone independent verification by any third party. However, we have taken precaution and measures to present as accurate information as possible. We would in the coming years also undertake third party assurance of the reported data.

MSN warmly welcomes the input and recommendations of its stakeholders and readers to improve the quality, transparency, and relevance of the sustainability report. Please feel free to submit your feedback or suggestions at [sustainability@msnlabs.com](mailto:sustainability@msnlabs.com)





# Message from Leadership

**Dear Stakeholders,**

Keeping pace with the rapid global pharmaceutical industry evolution, MSN group of companies are constantly realigning and streamlining its business objectives and operations to meet the ever-changing requirements of global markets and stakeholders.

Since its inception, two decades ago, the company has achieved many milestones in bringing affordable medicines within everyone's reach. Going forward, we will continue to serve the world with increased vigour based on the collective learning gathered by our team over the years.

Keeping the interests of stakeholders always in sight is one of the key learnings that has been engrained in MSN Group. We observe that our stakeholders see merit in knowing about our practices on sustainability. Recognizing the importance placed by our stakeholders, we decided to share MSN's vision of sustainability comprehensively and transparently with all our stakeholders through this sustainability report. In the coming years, we intend to continue publishing our sustainability account on an annual basis.

For us, sustainability is the ability to power the future of the company and its stakeholders through shared efforts and shared commitments. We recognize the need for collective effort within the organization as the starting point for realigning the existing practices with sustainability practices where needed. This year, we formed a working committee of about 50 employees, backed by sustainability ambassadors, to provide a framework for our vision for sustainability. We carried out a materiality assessment through an extensive stakeholder engagement to determine where we need to focus all our attention and efforts. We are delighted to inform you that our stakeholder engagement for material topic identification received responses from over 800 stakeholders from within as well as outside the organization. By strengthening the integration of these identified aspects into MSN's operations, we will continue to focus on the topics that have been identified in the upcoming year.



“One step at a time” is a philosophy we believe will help power the future of sustainability at MSN. This year has been the year of preparation and bringing together stakeholders, data, and information on the current sustainable practices of MSN. While we were making internal alignments, we also became a signatory to the United Nations Global Compact (UNGC).

During this year, we worked on documentation of several policies, and procedures across functions. The Learning and development function also got strengthened with a new focus on a structured yearly plan and with better modes of delivery and tracking of training. We always make the best attempt to stay aligned with the current and emerging regulations. We are proud to say it was yet another year of safe operations. Further, we are in the process of undertaking systematic certification of our operations on various ISO standards like ISO 14001, and ISO 45001. Taking the right steps, whether for the environment or our people, has always been our priority.

We at MSN have a profound responsibility towards the communities we operate in, we are committed to actively contributing to their well-being and creating a positive and enduring impact.

Our corporate social responsibility (CSR) initiatives guided by our core values are created to address the pressing needs of these communities. We have identified education, health, and overall well-being of these communities as our focus areas.

Beyond the needs expressed by the community, we identify environmental governance to be vital for any community. Therefore, at MSN we actively engage in environmental conservation initiatives that benefit the community, such as reforestation projects and waste management programs. These programs assist us in creating resilient ecosystems that will serve for generations to come.

As a dynamic organization, we see many promising opportunities for MSN Group in the years ahead. Sustainability will stand as a significant pillar, giving strength to our actions. We are certain that we will continue to serve the world by bringing affordable & quality medicines within everyone's reach.

We have faith in our collective ability to drive change and set new standards for operational sustainability. We invite feedback, suggestions, and collaboration from all those who share our vision of a sustainable future.

With our collective efforts and commitment, we will create a legacy we can be proud of—a world that is healthier, more equitable, and sustainable for years to come.

**Dr. MSN Reddy**

Chairman and Managing Director  
MSN Group of Companies



# Key ESG Highlights

We have committed ourselves to the vision of a sustainable future as we believe Environmental, Governance, and Social considerations should be seamlessly integrated into our operations rather than as an afterthought. To achieve this, we have currently set annual targets which will act as guiding principles.



◆ Formation of ESG committee

◆ Identification of ESG ambassdors

◆ Becoming a UNGC signatory

◆ Setting annual targets on selected ESG topics

◆ GHG inventorization initiated

◆ ESG roadmap development initiated

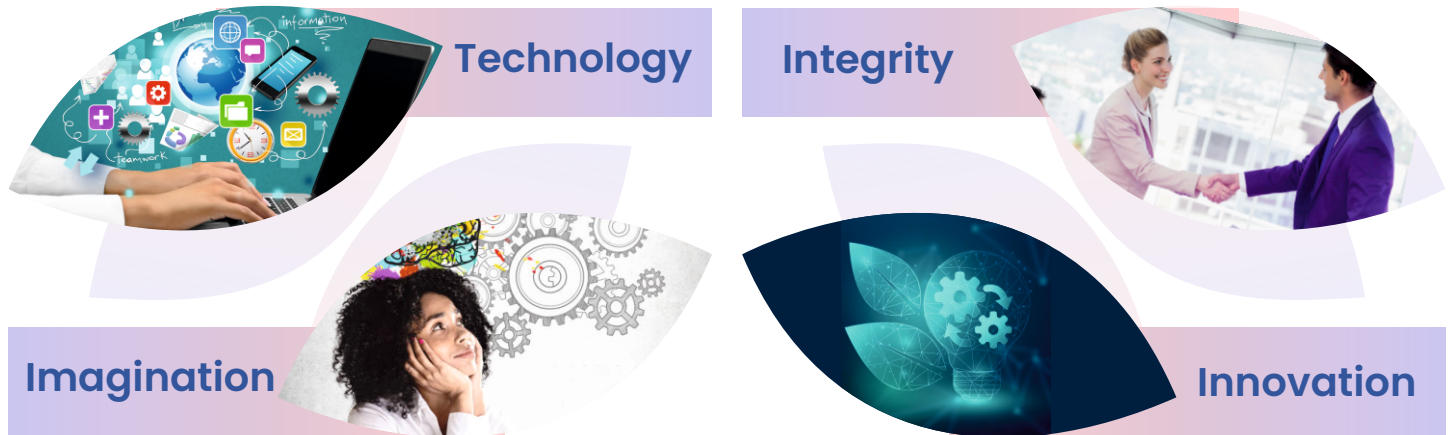
As we embark on this journey, we have registered for UNGC membership as a significant step toward embedding sustainability into our core business strategy.

We are actively seeking external validation, and feedback of progress on sustainability. To support this, we have been undertaking EcoVadis assessment since 2021-22.



# Ensuring Accessible Healthcare

MSN Laboratories, established in 2003, and headquartered in Hyderabad is expanding rapidly in the promising sector of the pharmaceutical industry. MSN group is guided by four objectives for the effective implementation of its business strategies.



“

Vision – To be a leading pharmaceutical company with a global reach, constantly delivering affordable world-class medicines, while being committed to serving humanity, and honoring social and environmental responsibilities.

Mission- To contribute to improved quality of life and ultimately society's greater good through our sustained efforts in developing and manufacturing safe, innovative, and affordable pharmaceuticals for the alleviation of life-threatening diseases.

”

## Our Business

MSN Group is deeply involved in its commitment to making accessible medicine and has scaled its business in Research and Development (R&D), Active pharmaceutical ingredients (APIs), and Formulations spread across different geographies. With the growing need for affordable medicine, our R&D unit operates with the core focus of speed and consistency. We have streamlined our operations to swiftly align with the emerging needs of the market along with maintaining quality standards and regulatory requirements.



**450+**  
APIs

**300+**  
FDFs

**160+**  
ANDAs

**1084**  
DMFs

**121**  
CEPs

**2400+**  
Dossiers

### Our Product Portfolio

**900+**

National and  
International patents

More than  
**40 million**  
patients across  
80+ countries



# International Presence and Outreach

Since our inception in the year 2003, our vision has been to make healthcare affordable and accessible to the global market. To fulfill this we have established 15 API manufacturing and six finished dosage facilities in India and USA. With steady actions we have achieved global presence and continue to further deepen and widen the same.





# Membership of Association



# API Facilities- Accreditations



PHARMEXCIL  
DMF Award

"Packaging Team  
of the Year" at the  
6th edition of India  
Packaging Awards  
instituted by Informa  
Markets.

Telangana State  
IP Award

National  
Intellectual  
Property(IP)  
Award - CII

PHARMEXCIL  
Patent Award  
- Silver

TV5 Business  
Leader award

Excellence Rewarded: Awards and Recognitions



PHARMEXCIL  
Patent Award  
- Bulk Gold

CPhI India  
Award 2012  
for "Innovation  
in Cost".

ICCI-CNBC  
TV 18 – CRISIL  
Emerging India Award  
for pioneering  
'systems focus' in the  
pharmaceutical  
sector

PHARMEXCIL  
(Pharmaceutical  
Export Promotion  
Council) Outstanding  
Export Performer  
Award

Udyog Rattan  
Award by Institute  
of Economic Studies  
(IES) 2 Formulation  
units Ac 110.35  
Gt/Acres

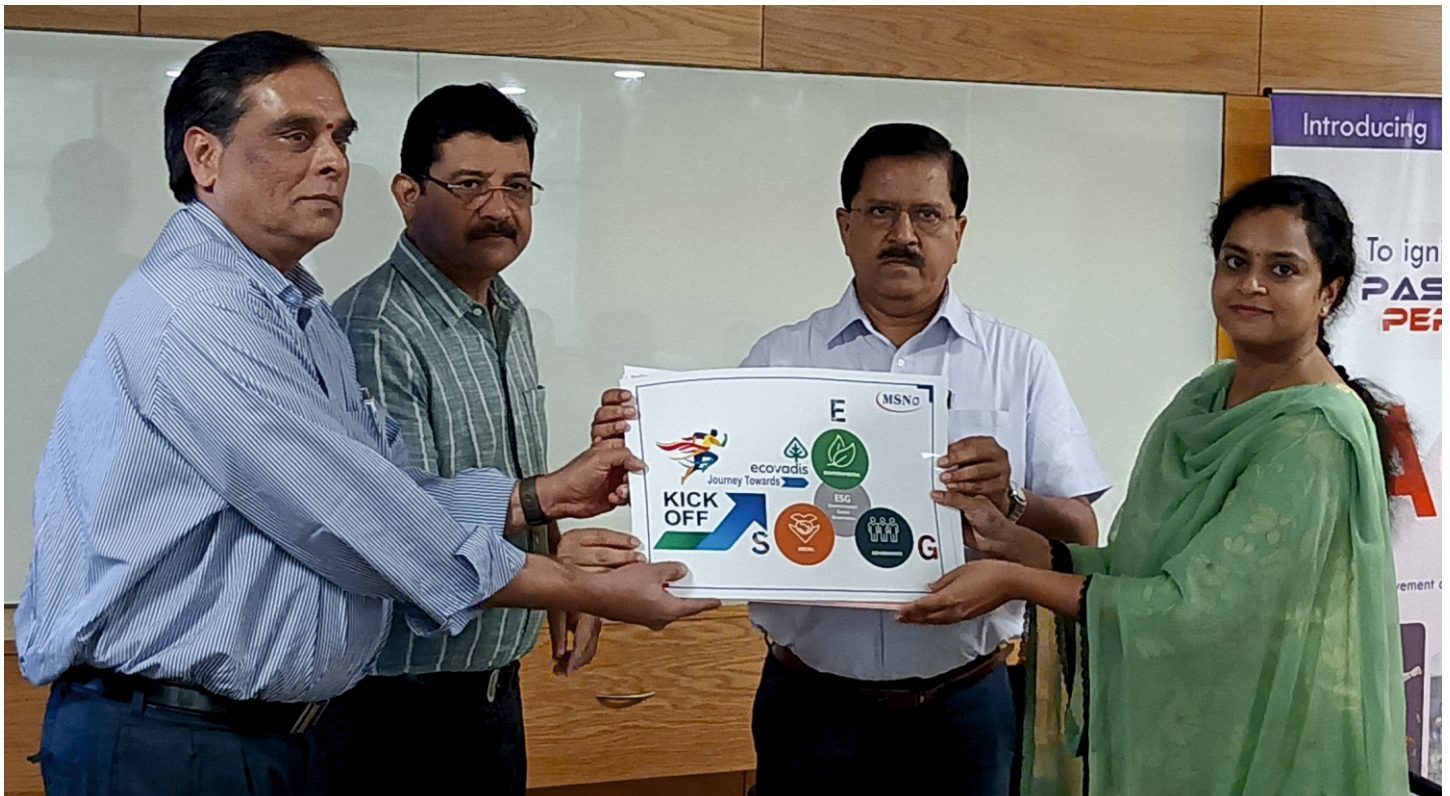
Women of  
Excellence Award  
at 10<sup>th</sup> national  
conference "Diversity  
in Management  
- Development  
of Women  
Executives"



# Our Sustainability Approach: Powering the Future

At MSN, our unwavering commitment to a comprehensive sustainability approach revolves around "Powering the Future". Sustainability is deeply ingrained in our company vision, shaping our thought process from the outset. As the global understanding of sustainability has evolved, we recognize its increasing significance, encompassing wider, deeper, and more holistic implications for businesses. Thus, we are now re-evaluating and recalibrating the implementation of our sustainability commitment to meet these evolving demands.

To ensure the success of our sustainability journey, we recognize the importance of collective participation. We are fostering a culture of sustainability that engages all stakeholders, going beyond top management, and promoting collaboration and transparency. Our aim is to create a collective and collaborative sustainability journey, involving our suppliers, employees, and customers.



To realize our vision and lay a strong foundation, we have taken concrete steps to strengthen sustainability governance within MSN by establishing a dedicated sustainability steering committee. Additionally, we are currently shaping a long-term sustainability framework and roadmap for our organization.

Integral to our sustainability ambition is engaging and raising awareness among all stakeholders. Through extensive stakeholder engagement, we seek to understand their perspectives on sustainability and identify areas where we can focus our efforts. We also conduct various sustainability awareness sessions to engage our employees actively. This theme of employee awareness raising on sustainability is going to continue during the year through various modes.

Through this approach and these strategic initiatives, we are resolutely committed to powering a sustainable future, making a positive and enduring impact.

# Stakeholder Engagement and Materiality Assessment



## Building a Foundation for Sustainability Strategy

At the Heart of Sustainability journey and disclosure, lies a commitment to shape the content with the perspective and insights of all the stakeholders. We have strived for an inclusive approach to build our foundation by prioritizing the stakeholders.

## Our Stakeholder Engagement Process

We have over the years identified and categorized our stakeholders, including employees, customers, suppliers, local communities, and investors to align with our operations and create a structured link for communications. We employ diverse communication channels to actively engage with our stakeholders. Our stakeholder engagement methodology is further highlighted in the next section.

## Our Communication Channels

Stakeholder Group	Mode of Engagement	Focus Area of the Stakeholder Group	Objective
<ul style="list-style-type: none"> <li>Investors/Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>Directors Meeting</li> <li>Annual Review Meeting</li> <li>Investor meetings</li> </ul>	<ul style="list-style-type: none"> <li>Economic Performance</li> <li>Corporate Governance</li> <li>Compliance</li> </ul>	Understanding the strategy, operating performance expectations, and capital allocation
<ul style="list-style-type: none"> <li>Suppliers/Vendors</li> </ul>	<ul style="list-style-type: none"> <li>Vendor Audits</li> <li>Online Survey</li> <li>Supplier Assessment</li> <li>Suppliers training</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable Supply Chain</li> <li>Business ethics</li> <li>Health and Safety</li> </ul>	Engagement with suppliers is based on ethical conduct, environmental stewardship, and inclusion.
<ul style="list-style-type: none"> <li>Customers/Consumers</li> </ul>	<ul style="list-style-type: none"> <li>Feedback forms</li> <li>Customer meets</li> </ul>	<ul style="list-style-type: none"> <li>Product stewardship</li> <li>Customer Health and Safety</li> <li>Accessibility &amp; Affordability</li> </ul>	To understand the needs of the customers and expectations with MSN's products and service along with the level of satisfaction.
<ul style="list-style-type: none"> <li>Employees</li> </ul>	<ul style="list-style-type: none"> <li>Feedback form</li> <li>Open floor suggestions</li> <li>Employee meets</li> <li>Virtual platforms</li> <li>Annual performance meets</li> </ul>	<ul style="list-style-type: none"> <li>Health and wellbeing</li> <li>Training and Education</li> <li>Diversity</li> <li>Non-discrimination</li> </ul>	To acknowledge their commitment and gain feedback on well-being, and safety. We aim to have a diverse and talented team.
<ul style="list-style-type: none"> <li>Society/Local community</li> </ul>	<ul style="list-style-type: none"> <li>Inperson village meets</li> <li>Through NGO's</li> <li>Feedbacks</li> </ul>	<ul style="list-style-type: none"> <li>Education</li> <li>Healthcare</li> <li>Infrastructure Development</li> </ul>	Investing to address the needs of the communities



# Materiality Assessment Approach and Process

This year as we disclose our first sustainability report, we conducted a comprehensive materiality assessment with our stakeholders to determine the material topics that are most significant to MSN's operations and the stakeholders. This process has helped us prioritize our material topics and the same are addressed in this sustainability report.

We undertook a materiality assessment in reference to the GRI standards to develop our sustainability strategy. We aim to periodically conduct materiality assessments to understand the impact of the material topic on our business and stakeholders over a period and alter our focus areas as per the progress and performance. By articulating our material topics, we can effectively identify and manage our risks and opportunities. This year we carried out the materiality assessment, following a six-step process.



To identify the list of potential material topics applicable standards essential for the pharmaceutical industry were considered. For Materiality Assessment we conducted peer benchmarking with 11 peers comprising of local, regional, and global peers including industry leaders.

# Outcomes and Results of Stakeholder Engagement

The results of the MSN's Materiality Assessment process relied on stakeholders' responses to the survey. We circulated the survey to both external and internal stakeholders.

## Stakeholders Considered for Materiality Assessment

External- Customers and Suppliers.

Internal stakeholders- Employees, Working Group, Leadership team comprising of Executive Management and Steering Committee members, and Board Members.

The criteria for the selection of sample size to circulate the survey was 10% of the total employee group, steering committee, and executive management for the leadership team. As for the external stakeholders, the top 10 customers and the 80:20 principle for the suppliers were preferred.

We are pleased with the responses we received from both our internal and external stakeholders, which demonstrates our effective and robust communication efforts.

As for the Board members, they were asked to provide qualitative context around the survey responses before finalizing the priority areas for MSN.



Stakeholder Feedback Duration  
22 April 2023 to 20 May 2023

Number of Responses Received

**595**

Internal Stakeholders

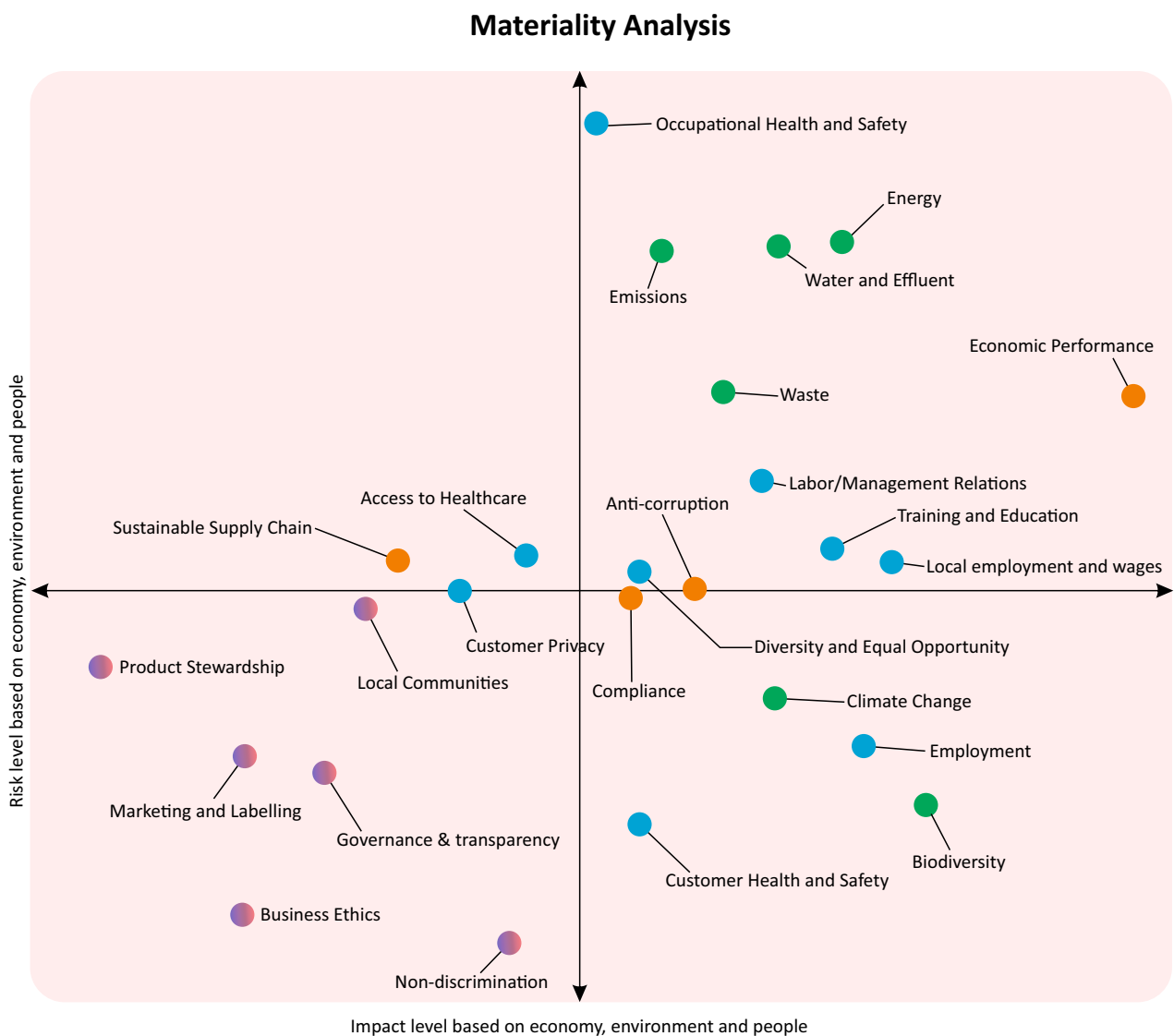
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External Stakeholders

# Materiality Matrix

After the rigorous refinement of the material topics, the outcomes from the survey were analyzed to generate a Materiality Matrix. The matrix captures the significance of the positive impact created by MSN's performance and risk level by MSN's actions on society.

The topics identified were based on impact materiality and are presented in the matrix as highest priority and medium priority. The Materiality assessment considers MSN's impact and risk outwards on the people, economy, and environment. Based on the findings and analysis, a list of 12 high-priority topics and 7 medium-priority topics were derived from an extensive list of potential topics.












# List of MSN Material Topics

## High Priority Topics

<b>Economic Performance</b>		<b>Local employment and wages</b>	 
<b>Ethical Practices</b>		<b>Energy</b>	
<b>Water and Effluent</b>	 	<b>Emissions</b>	 
<b>Waste</b>		<b>Labor/Management Relations</b>	
<b>Occupational Health and Safety</b>	 	<b>Training and Education</b>	
<b>Diversity and Equal Opportunity</b>	  		

## Medium Priority Topics

<b>Customer Health and Safety</b>		<b>Customer Privacy</b>	
<b>Access to Healthcare</b>		<b>Compliance</b>	
<b>Climate Change</b>		<b>Sustainable Supply Chain</b>	 
<b>Biodiversity</b>		<b>Employment</b>	



# GOVERNANCE

MSN thrives as a company of innovation and teamwork, which is nurtured through strong and result-oriented governance. We believe in working ethically and with transparency across the value chain to develop trust in our stakeholders for building long-term relations.



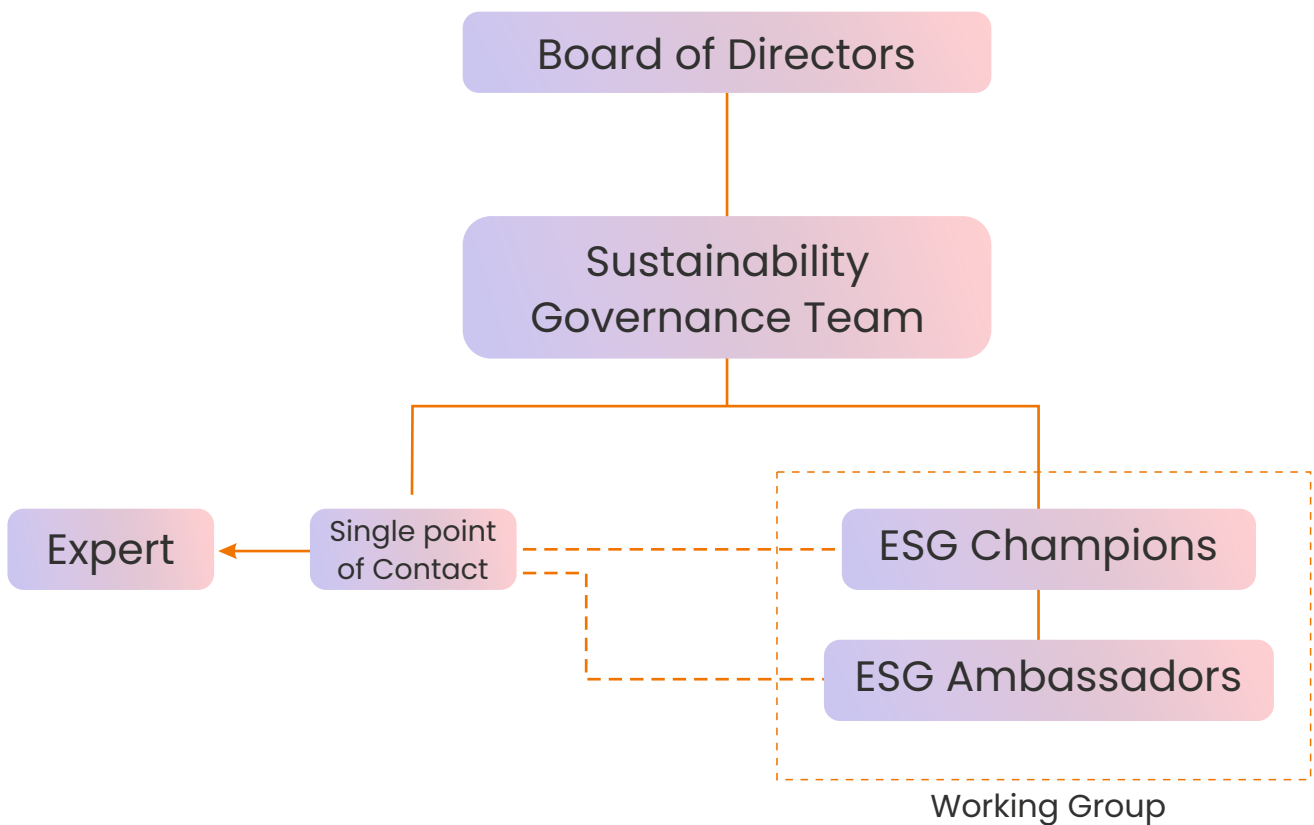
# Governance

MSN Board of Directors is responsible for providing direction and guidance to the internal team to achieve the long-term goals of the organization. The Board of Directors is the highest governance body responsible for the overall development and progress of the company.

Our Chairman Dr. M Satyanarayana Reddy, the founder of MSN Group, has a substantial ownership in the company. He along with other board members and executive leadership team are responsible for reviewing and provide strategic direction to the company The Board Committee plays an essential role in the oversight of the company's strategic goal-setting as well.

The leadership team of MSN comprises of a diverse group, who is responsible for managing the critical roles of the company, contributing to the success of MSN. The efficiency of the MSN group lies in the balance of a strong foundation and ability to include diverse viewpoints of the team members.

Good governance is the first step to sound decision making. Therefore, to enhance focus on sustainability we have created a sustainability governance mechanism. we have also established a sustainability committee for daily operations and long-term planning.



To ensure the effective implementation of our sustainability policies and initiatives, MSN Group has established a dedicated steering committee. The Committee is responsible for overseeing and driving the execution of our sustainability agenda. Additionally, the committee plays a key role in the non-financial reporting of MSN Group, ensuring that transparency is maintained.

The roles and responsibilities of the board of directors, i.e. the highest governance body, are to review and monitor the sustainability strategy and progress. The overall responsibility of the ESG programs and plans including reporting, branding, and setting of goals and objectives is with the corporate governance team, and they report the progress to the Board of Directors quarterly. The Sustainability steering committee and board of directors meet once a year or as appropriate.

At the corporate level, we have a team that provides centralized oversight and coordination in all departments and plants. For the execution of the programs and consolidation of the data from respective departments, champions, and ambassadors are nominated at the plant level. The champions are the link between the ambassadors and the corporate team.

## Ethical Practices

### Respecting Human Rights

MSN Group respects human rights and to support this we have curated a Human Rights policy. The Human Rights policy is guided by international principles like the United Nations Guiding Principles on Business and Human Rights (UNGP), the International Labor Organization (ILO), and the National Guidelines on Responsible Business Conduct (NGRBC).

With the principle of 'Caring for Life,' we have implemented the policy for all employees and workers of the MSN group along with trainee consultants, and suppliers. The policy covers human rights aspects related to child labour, forced labour, diversity and equality, non-discrimination, freedom of association and collective bargain, wages and benefits, health and safety, privacy and fair recruitment.

## Compliance

The company follows business ethics and transparency in all its operations. It promotes its value chain partners as well to comply with the regulations. Our Code of Conduct and work ethics outlines the behavior expected by our workforce regarding compliance not only with internal policies and procedure which are based on ethical practices, harassment, conflicts of interest, but also on handling regulatory compliance. This supports us in working towards the compliance with regulations.

At MSN compliance with regulatory requirements is the responsibility of each function. The legal function also supports secretarial compliance. **We have not had any non-compliances in this reporting period.**



## Whistleblowing Mechanism

MSN group has a whistleblowing policy that applies to all employees, board members, and contractors across the MSN group. The policy provides channels for the employees to communicate their concerns to ethics committee members. The whistleblower policy is informed to all the new joiners at the time of joining and in case of revisions it is communicated to employees via mail. MSN group has attempted to create an atmosphere in the organization of trust and confidence so that stakeholders can freely communicate their concerns.

The Ethics Committee monitors and reviews the implementation of the whistleblower policy regularly.

The Ethics committee consists of the Chairman, head of functions and operation clusters. The members of the committee are appointed by the Audit Committee.

Grievances can be addressed through various channels which are conveyed to the workforce from time to time. The whistleblower can report the concerns via dedicated email at [ethics@msnlabs.com](mailto:ethics@msnlabs.com) or directly to the Chairman of the Ethics Committee or Chief Internal Auditor.

MSN group has a well-maintained procedure in place to resolve the concerns as per the type of concern and for whom the concern is raised. The confidentiality of the whistleblower is maintained during all times and the investigation is unbiased and follows non-discrimination practices. The Ethics Committee if required can appoint a third-party investor to conduct the proceedings.

## Grievance Redressal

At MSN we aim to always improve the workplace culture for employees and workers. To achieve this, we have a disciplined and structured grievance redressal system in place that applies to all employee categories including staff and executive. Issues related to employee relations, benefits provided to employees, work-related, welfare, and well-being of employees are covered under the redressal procedure.

We have adopted a well-defined procedure to resolve the grievance at the workplace which starts by raising a written grievance. The procedure is well documented for further proceedings. We have appointed a three-level committee to resolve the issues in an unbiased way and as soon as possible.

Unit Level  
Grievance handling  
Committee

Division level  
Grievance handling  
Committee

Apex Level  
Grievance handling  
Committee





## Ethical Practices

With an evolving landscape, MSN is committed to responsible Anti-bribery and Anti-corruption practices, we have implemented a policy that holistically addresses combating corruption in the operations. The policy is communicated to all the employees and governing body at the time of induction and in case of any updates, it is communicated through mail.

We are also in the process of implementing a digital system across the organization for communicating the policies and procedures. This will help in effectively tracking and monitoring the number of employees and board members who have undergone anti-corruption training.

Our ethical programs are supported by numerous other policies, procedures, and other communications. The link for our policies is provided on our website: <https://www.msnlabs.com/sustainability.html>

FY 2022-2023  
because of our robust  
anti-corruption practices,  
we have **zero confirmed  
cases** of corruption.

Anti-Bribery and  
Anti-Corruption Policy

Prohibition of  
Child Labour

CSR Policy

Human Rights Policy

POSH policy

Whistleblower  
Policy

Grievance  
Handling Policy

Code of Business  
and Work Ethics

SHE Policy

Climate and  
Energy Policy



# Data Privacy and Security

MSN Group is deeply committed to the relationship and trust we have with our stakeholders, and we take their privacy very seriously. We have a dedicated information technology team to manage all our data and information security for all our stakeholders. Our focus on data security takes priority to secure customer satisfaction.

We have developed comprehensive policies and procedures to maintain the effectiveness of information security to minimize the possibility of data breaches. We have implemented the policies from a granular level to address every aspect of data protection. Our stringent measures are designed to facilitate effective application and minimize any potential loss of data.

Some of the policies implemented by MSN Group

**Data security policy**

**Backup Policy**

**Password policy**

**Antivirus policy**

**IT acceptable use policy**

**Information security policy**

**Clear screen policy**

We communicate all these policies to our employees once a year, and these policies are approved and reviewed by the board of directors.

We also conduct internal functional risk assessments for applications used in our organization. Assessment of the risks is done to identify the risk priority (low, medium, and high) and perform actions to mitigate the risks. The training and awareness session for each new application is conducted to maintain the confidentiality of sensitive information.

**FY 2022-2023, we did not receive any complaints from our Customers/consumers concerning loss or theft of data.**

# Creating Economic Value

Over the years we have excelled in our financial performance and aim to do more. This is one of the major reasons that provided us with confidence to keep investing in this sector and invest in new technologies, community development, and develop a base in sustainability and ESG journey. While we create value for the company we have directly and indirectly created value for others as well. We have been consistent over the years and with this, we plan to invest more in innovation and create more value in society. We create value for the society through our employees. Supply chain partners are one of the largest impacted stakeholder in the value chain

We recognize the importance of investing in our supply chain to ensure sustainability throughout our operations. Product accessibility at affordable prices is an integral factor of our sustainable supply chain structure. As per the market needs our planning and inventory department, which is currently administered by the operation teams, identifies the product requirements. The procurement team is responsible for the sourcing of raw materials and secondary packaging materials to fulfill the product requirements. To have uninterrupted delivery, we have a dedicated distribution and logistics team which is responsible for the final supply of APIs and finished products ensuring timely and secured supply.

Considering the importance the supply chain has in our operations, we have implemented digitalization of our supply chain management with an Enterprise Resource Management(ERP) system. This facilitates to improve the efficiency of our logistics, procurement, and inventory management team.

Annually, we collaborate with over, 1856 necessitating our focus on their adherence to fundamentals of sustainability like good environmental, health, and safety (EHS) practices, compliance with regulations, and respect for basic human rights.

To ensure a sustainable supply chain, we are implementing several initial steps like the strengthening of our supplier assessment matrix to include criteria that mitigate risks related to delivery, quality, and environmental and social performance which covers 100% of our Key Suppliers. For FY 2022-2023, we circulated both the supplier's assessment, CQA/QA, and Code of Conduct with all our Key suppliers.

Our commitment to a sustainable supply chain goes beyond assessment and evaluation. Looking forward, we intend to actively collaborate with alternate and new suppliers to ensure supply chains resilience to challenges like pandemic or other aspects like climate impacts we have an uninterrupted supply of products.



FY 2022-2023	Number of Suppliers
Local Suppliers	1585
International Suppliers	271



# Environment

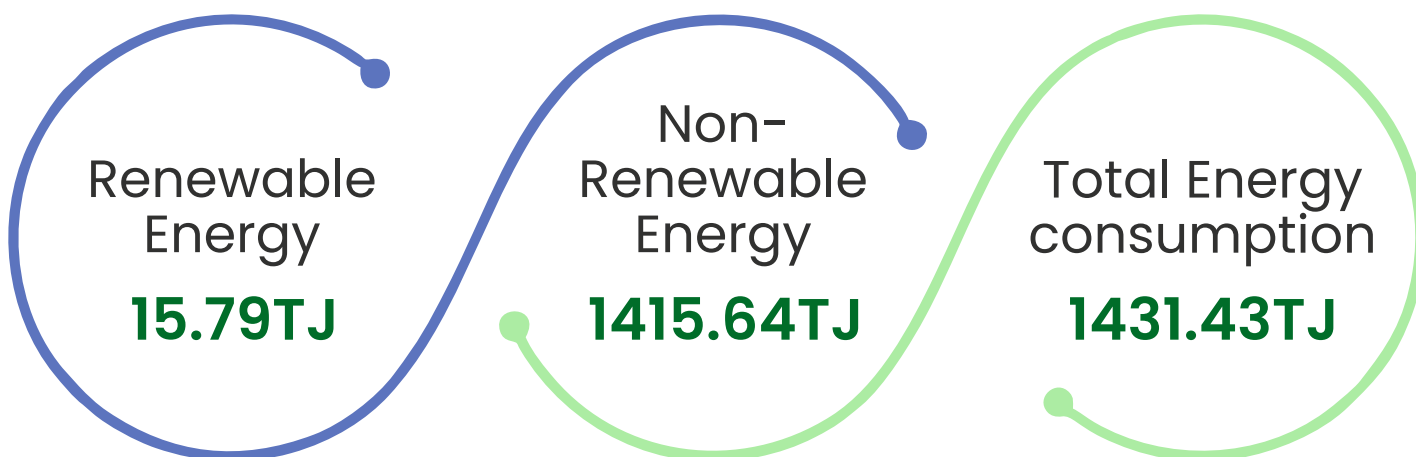
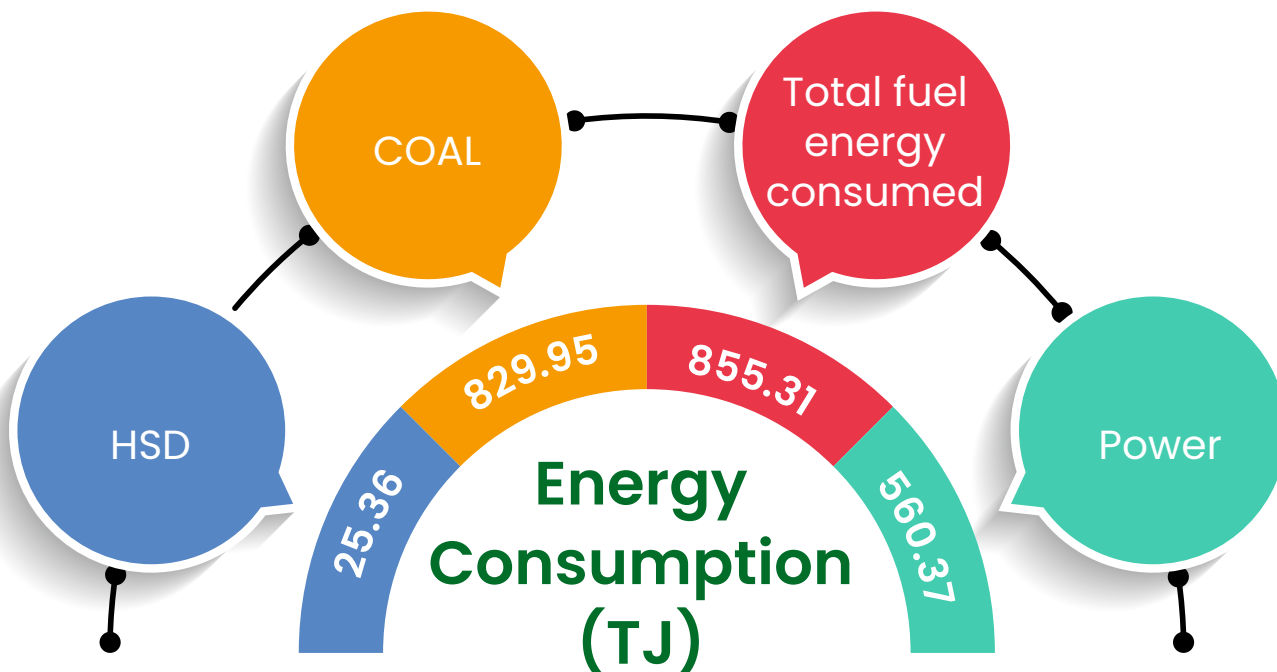
MSN group is a thriving organization, and we are dedicated to fostering a culture that values the preservation of our planet's natural resources amidst the challenges of climate change. Our focus lies in cultivating prompt responses to the evolving environmental landscape. At MSN Group, we are proactively working towards addressing critical concerns such as water scarcity, biodiversity conservation, energy management, emission reduction, and waste management.

# Energy Management

As part of our commitment to transition towards sustainability, we are approaching clean and environmentally friendly energy sources. In the past year, we have successfully implemented solar panels at the three units of MSN group. Our goal is to expand the utilization of renewable energy and explore additional opportunities to integrate energy reduction measures into our operations in the coming years.

At MSN we prioritize tracking energy consumption across all our operations and units. Across our operations, energy is consumed by grid power and through dedicated power purchase agreement with individual power plant and fuels. We do not use furnace oil in any of our operations. Our energy distribution is presented in the table below.

We have drafted an energy and climate change policy which is communicated to all the employees and workers of the organization by the sustainability committee. The policy provides the necessary framework to address the direct environmental impact of the organizations.





## Pioneering the path to Renewable energy

At MSN, we have planned to contribute to a greener future by reducing our carbon footprint. As a part of our efforts, we have harnessed the power of solar energy within our facilities. We have installed 7500 solar panels, across three of our units. This contributes to 1.5 MW of energy from renewable sources, thus reducing our carbon footprint. This generates a substantial amount of energy, providing sufficient power to our manufacturing units. Each 1.5 MW of solar power contributes to approximately 7500 KWh of electricity daily. This investment has reduced electricity expenditure by INR 200 million. In addition to ensure seamless efficiency and to mitigate supply fluctuations, we have implemented smart grid technology and an advanced grid management system for stable operation throughout the year. We have also contracted an annual maintenance contract for the longevity of panels. This includes regular cleaning, monitoring, and ensuring optimal performance and output.

Looking at the success of these installations towards solar power generation, we plan to install solar plant in one of our formulation facilities and contributing to a greener future.



## Climate Change

According to Intergovernmental Panel on Climate Change (IPCC) which gives a deep link between climate mitigation and sustainable development, impacts of climate change on people and ecosystems are more widespread and severe than expected, and future risks will escalate rapidly with every fraction of a degree of warming. This encourages us to actively pursue a comprehensive climate strategy. The long-term goal is to ensure sustainability in our business operations in addressing the challenges posed by climate change and positively contributing towards lesser emissions.

We have started calculating our Greenhouse Gases (GHG) Emissions from FY 2022-2023. To reduce our GHG Emissions we have initiated the process to invest in renewable energy for our operations. We are working to estimate indirect emissions(Scope 3) including employee commute, business travel, and upstream-downstream activities as our long-term goal. Our scope 1 emissions include emissions from combustion of coal and HSD utilized at our site.

GHG Emission (tCO <sub>2</sub> e)	
Scope 1	83016.74
Scope 2	126073.63
Total Emissions	209090.37

# Emission Reduction by Converting Boiler Fuel from HSD to CNG

## **Introduction:**

*In pursuit of our sustainability goals, we, at MSN, implemented the initiative to invest in green fuels within our facilities. The primary objective was to convert our High-Speed Diesel (HSD) fueled boiler system to Compressed Natural Gas (CNG) in order to significantly reduce our carbon footprint and contribute to a greener environment.*

## **Assessment and Feasibility:**

*Before embarking on the conversion process, we conducted a thorough assessment to ensure the feasibility of the project. This evaluation encompassed various factors, including technical requirements, safety considerations, and the availability of a stable CNG supply. We worked closely with industry experts to address any potential challenges and identify opportunities for a smooth transition.*

## **Modifications for Compatibility:**

*To facilitate the seamless integration of CNG into our boiler system, we made essential modifications to the existing infrastructure. These adjustments ensured that the system could efficiently and safely operate with CNG as the primary fuel source, aligning with our sustainability objectives.*

## **Overcoming Supply Challenges:**

*During the implementation phase, we encountered a temporary shortage of CNG supply, which could have disrupted our operations. To tackle this challenge, we devised a smart changeover technology that enabled an automatic transition between CNG and HSD fuels. This innovation ensured continuous boiler operation without any interruptions, guaranteeing a seamless transition to a more sustainable fuel source.*

## **Outcome:**

*The results of our CNG conversion initiative surpassed our expectations. By successfully switching from HSD to CNG, we expect to achieve a remarkable 36% reduction in HSD consumption within the boiler system. This substantial reduction in HSD consumption will not only reduce the cost of operation but also result in a corresponding decrease in Scope 1 emissions. By cutting down on emissions, we have taken a significant step towards fulfilling our commitment to environmental stewardship.*

## **Conclusion:**

*The conversion of our boiler fuel from HSD to CNG stands as a testament to our unwavering dedication to sustainability and emission reduction. This initiative has not only demonstrated our ability to adopt cleaner energy alternatives but also showcased our willingness to overcome challenges with innovative solutions.*

# Emissions

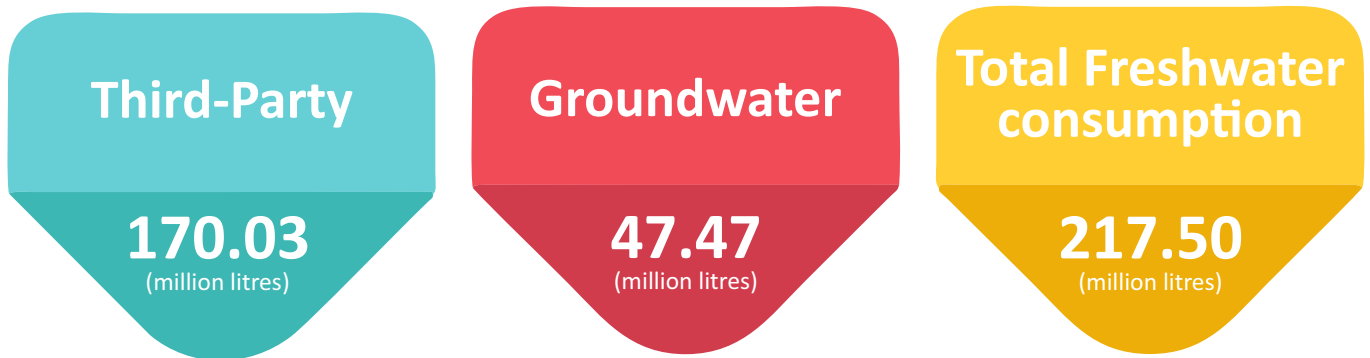
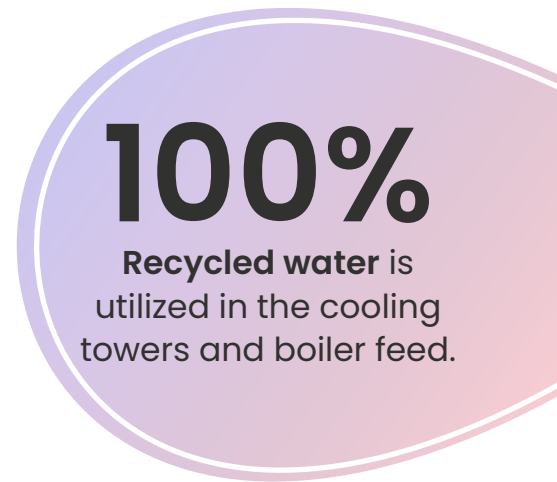
To keep air clean by emitting as less pollutants as practically possible is our attempt. At MSN the air emissions of relevance include various categories like Nitrous Oxide(NOx), sulfur oxides(SOx), Particulate matter(PM), and others. At MSN we conduct monthly third-party ambient air quality monitoring. We also perform a trend analysis to understand the air emissions, identify the risk areas, and decide the action plans. Along with this we also have the process of stack monitoring for boiler and DG sets. All MSN units monitor significant air emissions such as PM, NOx, and SOx regularly to ensure compliance with standards and regulations and also to improve performance.

Type of Emissions	FY 2022-2023(Kg)
NOx emissions	1.68997
SOx emissions	0.84475
Persistent organic pollutants (POP)	0
Volatile organic compounds (VOC)	815.79
Hazardous air pollutants (HAP)	0
Particulate matter (PM)	7.26992

## Water and Effluent

World Wildlife Fund (WWF) estimates that by 2025, two-thirds of the world's population may face water shortage, and ecosystems around the world will suffer more. Therefore, it is essential for every one to collectively work towards water. Based on aqueduct, most of our units are located in water stressed areas. Considering the nature of our operations we require high quality water. Therefore, we, at MSN, are committed to minimizing our footprint and decreasing our dependency on freshwater sources.

We are focused on reducing our freshwater consumption through many initiatives like adoption of water-use efficiency across operations, enhancing recycling and reuse, and reduction water intake.



All MSN units meet their regulatory requirement related to effluent treatment and discharge. We follow Pollution Control Board (PCB) guidelines while discharging our effluent. In the pharmaceutical sector, the treatment of wastewater is an essential environmental issue. We do not discharge any wastewater outside our premises.

We have a total of 112.4 million litres of effluent generated. We have a fully operational zero-liquid discharge (ZLD) treatment at our units. The first surface run-off water which is around 6.79 ML is utilized in the ZLD plant and the rest around 13.55ML is used for CETP disposal. We also have RO permeate which recycles around 63 million litres of water which is reused in the cooling towers and boiler feed.





Effluent Generated	112.40 (million litres)
Effluent Treatment	
ZLD	91.30 (million litres)
CETP	21.10 (million litres)

## Process Optimisation to Reduce Effluent Generation

We have planned to minimize our environmental footprint and improve our operations in the manufacturing units. In this sustainability report, we aim to highlight the successful process modifications we have implemented across different manufacturing processes to reduce solvent consumption and effluent generation, resulting in significant environmental benefits.

### Effluent Reduction in Fesoterodine Fumarate Manufacturing (Stage 2)

we undertook process modifications, which resulted in a remarkable reduction of water consumption by 4592 litres per month. This modification led to a substantial 44% reduction in freshwater consumption leading to water conservation.

### Effluent Reduction in Silodosin Manufacturing (Stage 3)

After following the progress of the earlier product, we carried out similar modifications in the manufacturing process, and we achieved a reduction of 15360 litres per month in water consumption, equating to a 55% reduction in freshwater usage in the process.

### Solvent Reduction in Silodosin and Ticagrelor Manufacturing (Stages 3&4)

We experienced a similar improvement in the production, R&D, and technical service departments, in Silodosin we reduced the Methanol quantity by 6360 litres per month i.e. 44% reduction. In Ticagrelor we achieved a reduction of 2588 litres per month i.e. 53 % reduction in IPA solvent usage.

With these modifications we estimate a cost reduction of 0.4 million INR per month, Also, successful modifications have resulted in a reduction in freshwater consumption, effluent generation, solvent usage, and chemical load on the water.

## Waste

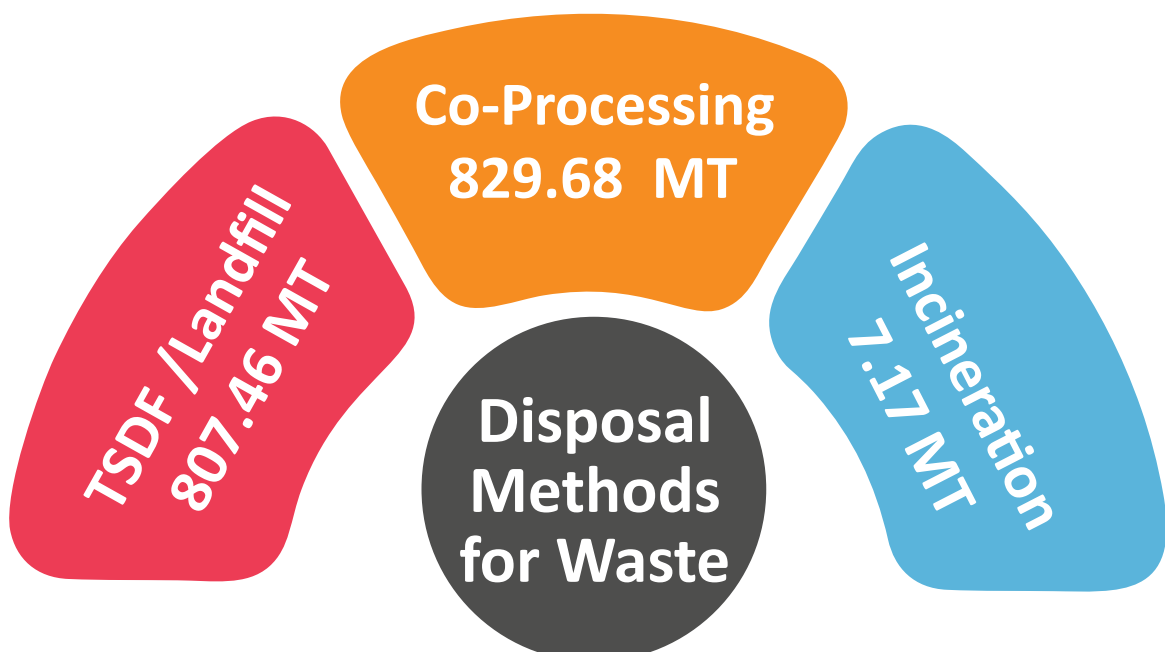
Waste in India has increased in the past few years due to rapid growth in the population and urbanization. Waste management is a crucial step to minimize environmental impacts. Collection, segregation, and disposal of waste will help in identifying the hotspots or gaps in the waste management system. Also United Nations Sustainable Development Goals(UNSDGs), the target is to substantially reduce waste generation through prevention, reduction, recycling, and reuse. This section of the report highlights how MSN Group has managed and diverted the waste. By doing this MSN group has identified unique ways to decrease the waste disposal at the landfill. We have created adequate systems for storage, handling and disposal of hazardous waste.

At MSN, both hazardous and non-hazardous waste is generated. Various types of waste generated include Significant hazardous waste is sent to co-processing. Co-processing is a cost-effective, safe, and environmentally preferred waste treatment option.

We have strengthened our hazardous waste management system through strategic collaborations with cement industries and authorized AFRF (Alternate Fuel Resource Facility) sites. This partnership enables us to adopt a more sustainable approach to waste disposal, further reinforcing our commitment to responsible and eco-friendly waste management practices. We have initiated the disposal of organic and inorganic waste to ARFR and the cement industry instead of the landfill at TSDF. By taking this concept into practice, we achieved a significant reduction of waste to landfill. The quantity of co-processed waste increased from 124.18 MT to 733.39 MT, which resulted in a total of 40% of landfill waste in co-processing. The cost of landfilled waste decreased from 84.2 million to 44.55 million. We have an ambitious plan to reduce landfill waste by targeting a reduction of 60-70% in the coming years. We aim to maximize the utilization of AFRF sites and cement industries as a sustainable waste disposal option.

### Waste generation in FY 2022-2023

Hazardous waste	1637.14 MT
Non-hazardous waste	75.58 MT
Biomedical Waste	7.17 MT
Total Waste	815.79 MT





## Transforming Waste into Wealth

*We are adopting a sustainable waste management system at MSN Group. We have successfully generated wealth from waste through proper identification, segregation, and utilization of salts and by-products.*

### **Approach**

*Our R&D and Production units functions collaborate to identify opportunities for waste valorization and supported the implementation of sustainable practices.*

### **Segregation and Awareness**

*We encountered challenges related to waste segregation due to a lack of awareness among employees. We addressed these issues by implementing an identification and segregation system and raising awareness among our workforce.*

*In our processes, we identified soluble salts and by-products, such as Potassium bromide and zinc dust which can be sold.*

### **Benefits**

*In FY 2022-2023, we generated a total of INR 1.4 million from 168.4 MT of salts. This helped us reduce our waste load and generate revenue.*

### **Looking Ahead**

*We have planned to further do research on this waste segregation and find additional ways to reduce waste generation.*

**40%**  
of the  
waste is  
diverted  
from landfill





## Safeguarding Biodiversity

We deeply value the importance of biodiversity conservation and understand that it is an ongoing commitment. Currently, none of our operational sites are owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. By adhering to these strict criteria, we demonstrate our dedication to preserving biodiversity.

We continuously evaluate and refine our operations, as of now, we do not significantly impact biodiversity with our activities and products. However, our goal is to develop site-specific management plans to ensure our production units do not result in a loss of biodiversity. We have also initiated stringent waste management practices to minimize the impact on biodiversity.

Over  
**3000**  
number of  
saplings planted  
across the sites.





# Social

We create affordable health care for people, with the help of people. The success and steady growth of the MSN Group can be attributed to the hard work and dedication of our talented team. We have nurtured a skilled workforce and prioritized well-being and growth by ensuring a healthy and safe working environment. Our employees' commitment is at the core of our ability to deliver our services successfully and achieve our goals. We always strive to provide our customers with the best and affordable solutions. Together with community we create a living world.



## Programs for women empowerment



## Making healthcare accessible – launching new products





## Sustaining a Skilled Workforce

MSN group recognizes the pivotal role of its people in driving the company to successful endeavors and building a reputation for delivering effective and innovative performance. As a result, the MSN group directs its efforts toward sustaining the workforce, strengthening trust, and building a performance-driven culture. By prioritizing the people, MSN aims to enhance its performance in the sector and continue to grow. At our workplace, we comply with human rights policy, child labor, and labor policies, and have zero tolerance toward sexual harassment.

During FY 2022-2023, we have 8160 full-time permanent employees on the roll and 3719 contract workers. Currently, we do not have temporary workers, part-time employees, and non-guaranteed-hours employees. We utilize the average method for calculating the number of employees and contract workers at MSN during FY 2022-2023.

We promote diversity at every level of the organization, **50% of MSN group's board members are women.**

Total number of employees

**8160**

Total number of contract workers

**3719**



## Embracing Diversity, Empowering Equality

Our ambition is to strengthen gender diversity and inclusion in the company. Currently, 13% percent of our employees are women. Diversity and equal opportunities are essential parts of the code of business conduct of the MSN group. Our efforts are to increase the number of women employees and workers in our workforce.

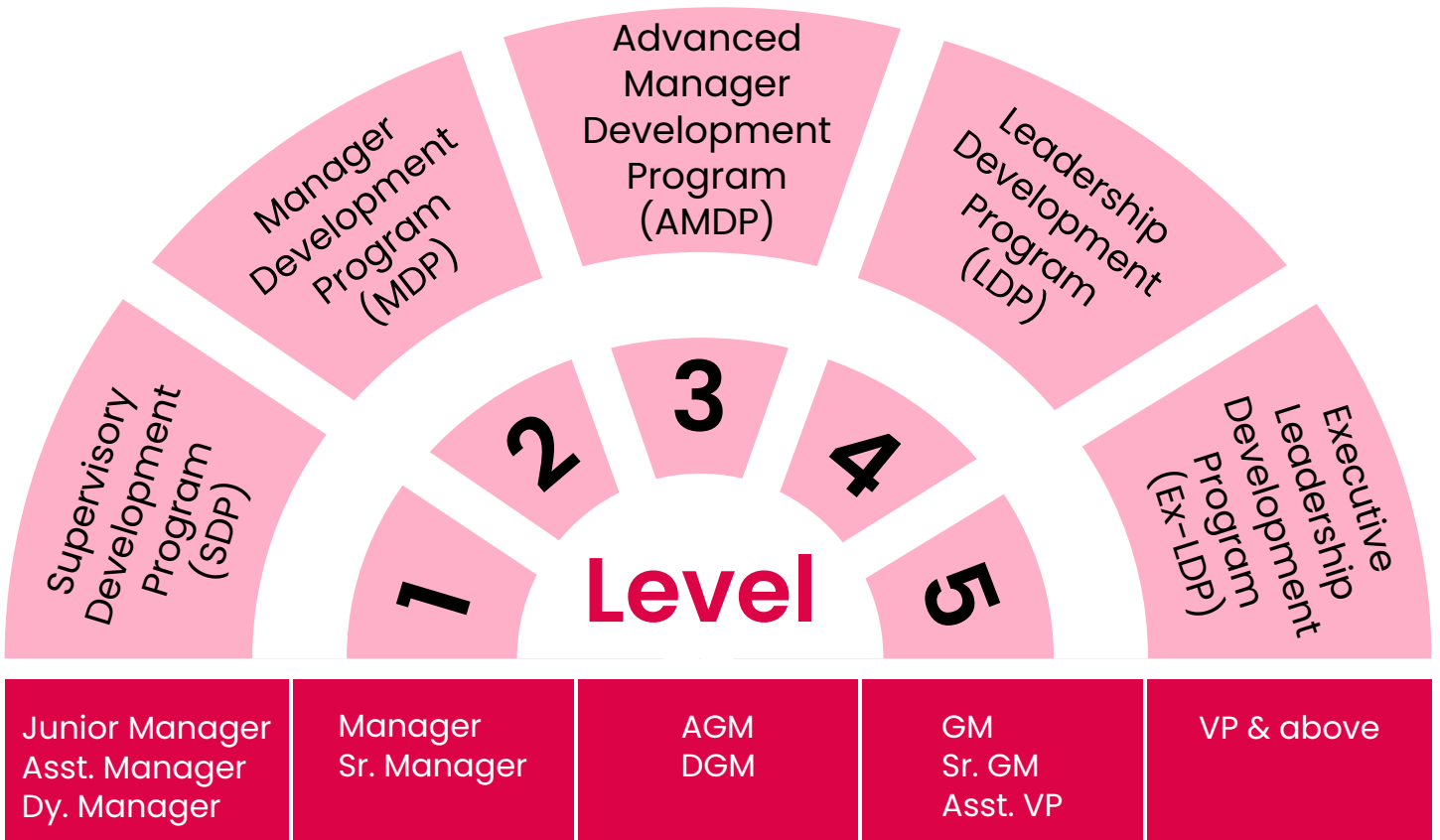
50% of MSN group's board members are women. The Board sets an example for the entire team to have a diverse and inclusive environment in the working conditions. MSN is an equal opportunity employer and recruitment is entirely based on merit. We provide equal remuneration to both males and females which is at par with the local minimum salary. The company has put in place a POSH committee and policy to ensure address issues such as sexual harassment. All employees undergo the policy training. In FY 2022-2023, no cases of sexual harassment have been recorded within the organization.



## Average Training Hours For Fy 2022-2023

Average	9.2
Female	9.9
Male	9.1

## Development Programs at MSN



All employees and contract workers undergo Safety Training as health and safety is the priority for us. Safety training topics include handling of chemicals, use of safety equipment like PPE, first-aid training, HSE policy training, fire safety training, and evacuation protocol training. Contract workers must possess a safety training completion certificate before commencing work.

To support higher retention and recall from the training programs several refresher and supporting forms of training were conducted during the year. For example, to educate our workforce on sustainability, safety, and social aspects, videos related to the topic are displayed at canteens. A combination of visual and vernacular language is utilized for the same.

## Expanding Digitally

Working hand in hand with technologies is an essential step to have wider participation. We have developed a versatile learning and development platform to expand our reach to 100% employees. From induction and orientation training to skill development training, all programs will be covered under this platform with each employee's performance management. With our aim to make this platform the centerpiece of our skill development, we are rapidly moving forward to kickstart this program.



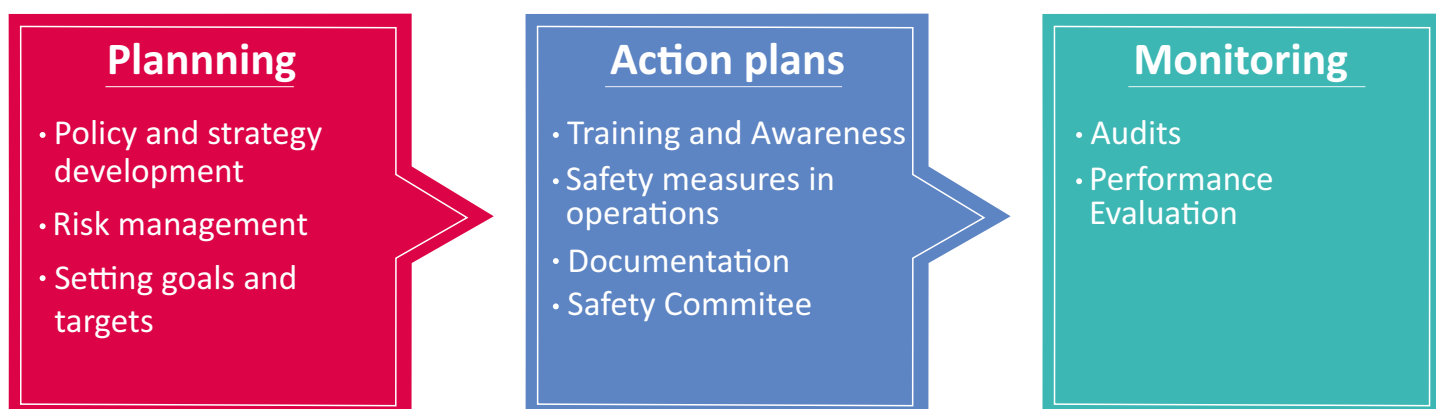
Similarly, A comprehensive three-month capacity-building training program, which will be hosted on a third-party platform aligned to MSN's needs. The primary objective of this training is to seamlessly integrate sustainability principles into our day-to-day business operations, ensuring long-term viability and responsible corporate practices. By investing in this training, we aim to empower our sustainability champions, ambassadors and leaders with the necessary knowledge and skills to champion sustainability efforts across the organization.

## Occupational Health and Safety

Health and safety of the workplace goes beyond creating a physically safe environment and having mitigation measures for safe and healthy workplace. We are in the pharmaceutical industry and aim to go beyond to take actions to identify risks throughout our operations.

We have set high standards and ensure the well-being of our people. To manage this as a first step we have incorporated a safety committee which is responsible for the development of policies and procedures and finds innovative and safe ways to implement safety measures in all the operations.

At MSN we have a robust HSE management system in place. In the year 2021, we have identified issues and opportunities for the organization's safety system. Some of the elements taken to manage the OHS system are



At MSN Group we proactively conduct risk assessments to identify hazards and implement measures to control and mitigate them. These risk assessments are reviewed once every three years or when there is a change in the process or activities. We conduct two types of risk assessment at regular intervals based on the requirements of our operations.

Under our product safety assessment process, we conduct activity-based risk assessment where we conduct a product-based analysis and identify the risks as extremely high, very high, high, medium, and low. And the other type is chemical risk assessment in which we identify the risk based on the consequence of the hazards and the likelihood. Based on these two factors the risk level is ranked and Corrective actions and Preventive actions (CAPA) are derived. We also conduct Hazard and Operability (HAZOP) to minimize workplace hazards.

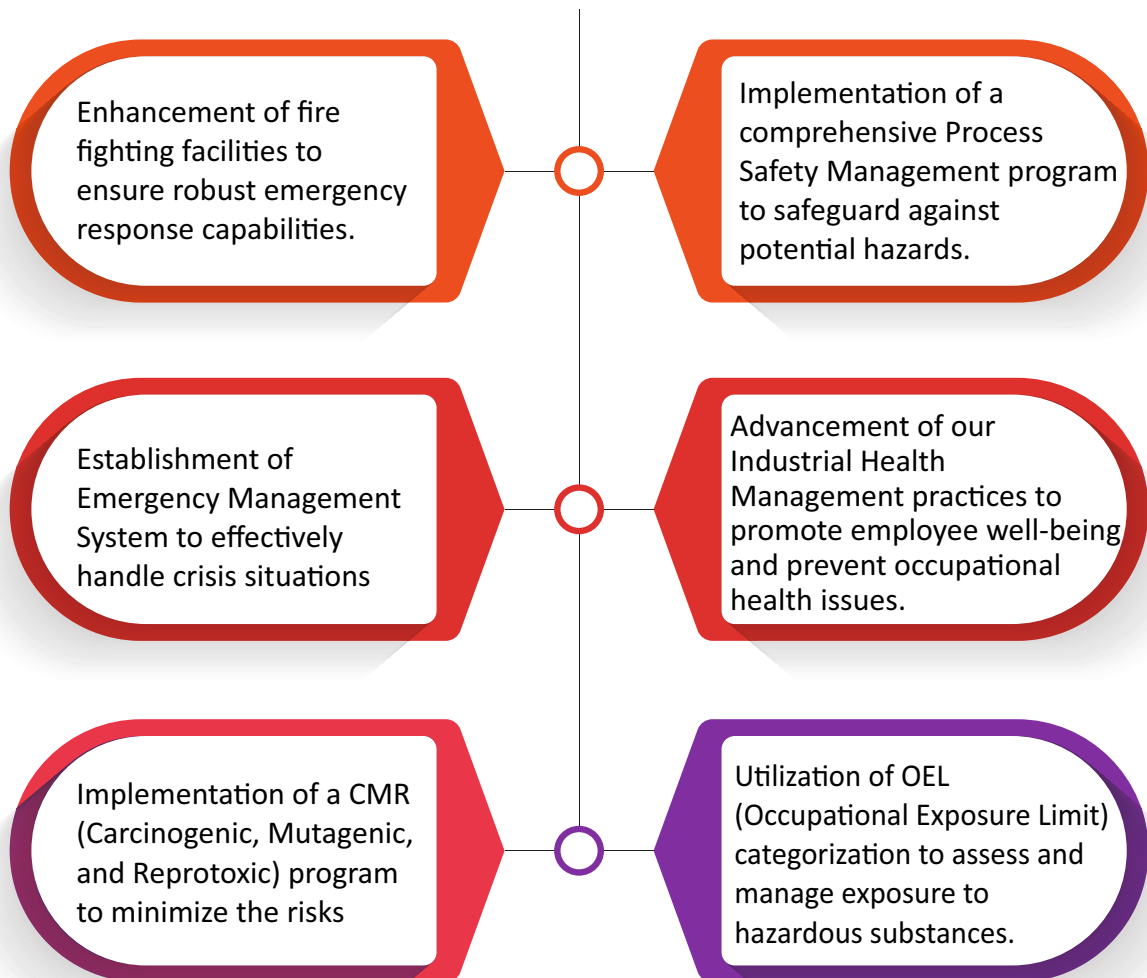
## Safety Committee

Our safety committee team comprises of cross-functional teams present in all our manufacturing units. The safety committee complies with the Factories Act and manages all the functions and activities related to the OHS management system. The heads chair the committee meetings at the respective plants at regular intervals. The SHE policy is drafted for the MSN group and is communicated to all the employees and workers across all the units of MSN.

## Safety Performance

The safety committee is responsible for the tracking of internal and external plant safety audits for all the manufacturing units. We also incorporate up to the roots of the organization and conduct routine inspections and plant safety inspections that are tracked through CAPA regularly to monitor workplace hazards. In FY 2022-2023, we had several inspections carried out by safety personnel. Along with this, we have had two third-party audits for compliance with occupational health and safety. We also have a structured work permit system in place to ensure a safe working environment.

Over the years, we have successfully implemented numerous initiatives to prioritize the health and safety of our employees. Due to the unwavering commitment from our top management and staff, we have continuously improved our safety management system, effectively reducing both immediate and long-term risks within our workplace. Following the identification of these risks, we have developed action plans to mitigate them, focusing on the following key measures.



To ensure the safety of our workers we have undertaken many safety initiatives for the prevention of any accidents in the work area. On average 500 of our contract employees are covered under the OHS system. To ensure the safety of our workers we have implemented several measures like:

- Providing necessary gear, and personal protective equipment (PPE) for specific activities to safeguard against potential hazards.
- Implementation of comprehensive safety training programs. This program equips our workers with the knowledge and skills necessary to navigate their work environment safely.
- Installation and availability of emergency gadgets and equipment throughout the workplace. This includes firefighting equipment, emergency exits, gas detection systems, and emergency pressure relief systems.

By implementing these initiatives, we prioritize the well-being and safety of our workers, fostering a secure work environment that minimizes risks and promotes their overall health and welfare.

Incident Category	Employees	Contract Workers
Number of recordable work-related injuries	0	0
Number of First Aid cases	8	18
Number of High-consequence work-related injuries (excluding fatalities)	0	0
Number of fatalities	0	0
The rate of fatalities as a result of work-related injury	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0
Rate of recordable work-related injuries	0	0



FY 2022-2023,  
we organized  
**health checkup  
programmes across the  
plants** and carried out  
health checkups for  
workers.

## Training on Occupational Health and safety

Embedding a safety culture in the organization is necessary for development. Training needs are identified in the units and corporate offices based on the nature of the jobs. Training is provided in the form of awareness sessions, classroom training, and shop floor training/toolbox training. HSE training is also provided at the time of the employee induction program. Job-specific training is also conducted for the contract workers and in case of any change in operations, it is communicated through refresher training or scheduled-based safety training. Emergency first aid training is also provided for any sudden mishaps that happen on the site.

At MSN there are around 1120 types of training that are considered relevant under occupational health and safety training. A change control management system is in place to communicate the related departments and training will be imparted to the concerned department employees accordingly as per procedure. The training is given in local languages and Hindi for a better understanding of the procedures.

In the fast-changing pharma sector landscape with data-driven technology and innovation, It is important to be consistent in health and safety for the well-being of the people. To achieve a systematic approach, we aim to be certified with in ISO 45001 and 14001 across all our manufacturing units in FY23-34.

We also plan to introduce more training and capacity-building sessions for the workers and employees. By initiating these sessions we will enhance communication and will ensure that our workers and employees have access to the necessary resources to respond effectively in case of emergency.

## Customer Health and Safety

At MSN Group, we understand that a close connection to the needs of the customer is an important part of the business. To ensure progress toward our goals and targets, we have defined key performance indicators that monitor and assess our success. We provide a Material safety data sheet (MSDS) alongside our products offering comprehensive information and guidelines for the safe handling, storage, and usage of the products.

Throughout the product life cycle, we ensure safety at each step, to guarantee delivering safe and reliable products. We also perform risk assessment for our products ensuring that safety is examined in the development stages. To ensure the highest level of efficacy of our FDF products, in the case of any event with market adverse effects, we determine the appropriate Corrective and Preventive actions(CAPA) to address the issue.



For FY 2022-2023 due to our effectiveness in tracking and evaluation at each level by the quality assurance department, no non-compliance with regulations has been registered. Moving forward, we aim to conduct Product Life Cycle Assessments for our products to uphold and enhance safety standards, ensuring a sustainable and responsible approach in our operations.



## Access to Healthcare

Standing true to our vision of making healthcare affordable and accessible to the world, we have launched many new products in FY 2022-2023. MSN Group aims to co-create solutions to help address the global healthcare challenges to provide better health.

One specific area of focus across Indian market is diabetes prevention and detection. Through targeted campaigns, we educate individuals about the risk factors associated with diabetes. Regular health checkups are conducted in rural areas to foster a culture of well-being.

During FY 2022-2023 MSN has accomplished developing 23 new (Active Pharmaceutical Ingredient) API products and 30 new FDF products (Finished Dosage Formulation). This expansion of the product portfolio aims to address the challenge of limited players in the market. We aim to meet the growing market demand at this critical time and provide accessible solutions.

As a part of our strategy, we aim to expand and diversify our product portfolio globally. This will allow us to reach a wide range of markets and provide solutions to underserved populations. We have targeted markets funded by the World Health Organization(WHO) in LDCs( Least Developed Countries) to bridge the gap and contribute to improving healthcare.



## Enhanced outreach through events

We participate in various inspiring events globally, where our delegates represent MSN Group. Recently we attended events in Frankfurt and Hyderabad in association with CPHI and BioAsia2023 respectively. This participation allows us to reach all around the world and create a market for MSN groups that fulfills our vision of making affordable medicine accessible.





# Community Development

The MSN Foundation aims to empower lives from the grassroots level through an inclusive approach to create healthy, educated, skilled, and engaged communities that look to the future with a positive approach, thus fulfilling MSN's vision of Powering the Future.





# Embedding Purpose into Our Business

MSN Group's corporate social responsibility has been in practice since the beginning of operations. With the increase in our market size, we understand that our actions impact the community at large. The CSR activities of the MSN group are encompassed within the "MSN Foundation". The Company's CSR Policy, approved by the Board of the Company, guides the programs, projects, and activities that the Company undertakes.

As part of our community engagements, we ensure the implementation of various programs that are of utmost importance to the local community and vulnerable groups.

FY 2022-2023,  
our CSR spend was  
**83.7 INR Million.**



Healthcare  
Outreach

Education  
Empowerment

Progressive  
Infrastructure

Rural  
Transformation  
Initiatives



# Healthcare Outreach

In our commitment to improving the well-being of communities, we have provided financial aid to individuals in need of healthcare support. By extending financial assistance, we aimed to alleviate the burden on the family. We also partnered with Rohini Foundation to provide hearing aids to orphan children, enhance their hearing.



To fight against COVID19, MSN Group has made a contribution of INR 5 crores worth of medicines & equipment to the Chief Minister's Relief Fund of Telangana Government



# Education Empowerment

Education is one of the most important assets in today's world. We are dedicated to empowering individuals to achieve higher education. At Osmania University we contributed financial assistance for the renovation of the chemistry lab and building to enhance the educational surroundings of the students.

Additionally, we believe that with education, the fitness of students is also essential, to support this we promoted active learning by providing financial aid for leveling the playground in ZP Primary School Membapur. We also supported Palamuru University in conducting an international conference in physical education. For the schools of Siddipet District, we assisted in the development of the infrastructure under the Bala Vikas Foundation.





# Infrastructure Support

MSN has positioned itself as an active participant in the development of the infrastructure of the areas in the vicinity of the production units. At Rudraram village, the construction of the Mahila Bhavan building, dedicated to empowering women is underway.

To provide access to the water and sanitation system, the MSN foundation has approached this major issue by assisting in the installation of the bore motor at Gummadidala village and Shankarampet Police Station. We also supported the renovation of the District Fire Office in Medak, contributing to the improvement of firefighting facilities and services.

We have also provided infrastructure support in various rural areas through the construction of an underground drainage system in Bibinagar village, the laying of drainage lines in Nawabpet village, and the development of the roads in Gaddapotharam village. We have also initiated development activities in Gurukunta village, aiming at enhancing the overall well-being of the community.







# GRI Index

Statement of use	MSN Group has reported the information cited in this GRI content index for the period 1 <sup>st</sup> April 2022–31 <sup>st</sup> March 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure Number	Disclosure	Location	
<b>GRI 2: General Disclosures 2021</b>	2-1	Organizational details	2	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	3	
	2-5	External assurance	3	
	2-6	Activities, value chain and other business relationships	8,9	
	2-7	Employees	33	
	2-8	Workers who are not employees	33	
	2-9	Governance structure and composition	18	
	2-11	Chair of the highest governance body	18	
	2-12	Role of the highest governance body in overseeing the management of impacts	18	
	2-22	Statement on sustainable development strategy	4,5	
	2-23	Policy commitments	21	
	2-25	Processes to remediate negative impacts	20	
	2-26	Mechanisms for seeking advice and raising concerns	20	
	2-27	Compliance with laws and regulations	19	
	2-28	Membership associations	10	
	2-29	Approach to stakeholder engagement	13	
	2-30	Collective bargaining agreements	34	
	<b>GRI 3: Material Topics 2021</b>	3-1	Process to determine material topics	14
		3-2	List of material topics	14-17
	<b>GRI 204: Procurement Practices 2016</b>	204-1	Proportion of spending on local suppliers	23
	<b>GRI 205: Anti-corruption 2016</b>	205-2	Communication and training about anti-corruption policies and procedures	21
		205-3	Confirmed incidents of corruption and actions taken	21
	<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organization	24
		302-4	Reduction of energy consumption	24,25

GRI Standard	Disclosure Number	Disclosure	Location
<b>GRI 303: Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource	27,28
	303-3	Water withdrawal	27,28
	303-4	Water discharge	27,28
	303-5	Water consumption	27,28
<b>GRI 304: Biodiversity 2016</b>	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	31
	304-2	Significant impacts of activities, products and services on biodiversity	31
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	25,26
	305-2	Energy indirect (Scope 2) GHG emissions	25,26
	305-5	Reduction of GHG emissions	25,26
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	26,27
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	29,30
	306-2	Management of significant waste-related impacts	29,30
	306-3	Waste generated	29,30
	306-5	Waste directed to disposal	29,30
<b>GRI 401: Employment 2016</b>	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	34
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	36
	403-2	Hazard identification, risk assessment, and incident investigation	36
	403-4	Worker participation, consultation, and communication on occupational health and safety	37,38
	403-5	Worker training on occupational health and safety	39
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36-39
	403-8	Workers covered by an occupational health and safety management system	38
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	34,35
	404-2	Programs for upgrading employee skills and transition assistance programs	34,35

GRI Standard	Disclosure Number	Disclosure	Location
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees	33,34
<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	41-45
<b>GRI 416: Customer Health and Safety</b>	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	39
<b>GRI 418: Customer Privacy 2016</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	22





Research for Better Medicines

**MSN House**

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