

The logo for HIKAL, featuring the word "HIKAL" in a bold, blue, sans-serif font. The letter "I" is stylized with a green, pixelated graphic element above it. The logo is set against a light green circular background that is partially obscured by a dark blue triangle in the top-left corner.

HIKAL

**ESG KPI
ROADMAP
UP TO**

FY 2027-28



ESG KPI Roadmap- FY 2027-28



ABOUT US

Founded in 1988, Hikal Limited is a leading Indian life sciences and specialty chemicals company, partnering with global pharmaceutical, biotechnology, crop protection, animal health, and specialty chemicals organizations. The company specializes in active pharmaceutical ingredients (APIs), intermediates, custom synthesis, contract manufacturing, and research-driven solutions, supported by strong process chemistry and innovation capabilities.

With state-of-the-art manufacturing facilities across India and a dedicated R&D center, Hikal ensures high standards of quality, safety, and regulatory compliance. Driven by a commitment to sustainability, responsible manufacturing, and long-term partnerships, Hikal serves customers across international markets, contributing to healthcare advancement, agricultural productivity, and sustainable industrial development.

Hikal Limited recognizes its critical role in advancing sustainable development across the life sciences and specialty chemicals value chain, viewing sustainability as a strategic driver of long-term resilience and value creation. Our approach extends beyond regulatory compliance and statutory disclosures, embedding responsible environmental, social, and governance (ESG) practices into our operations, decision-making, and partnerships. Through this integrated commitment, we strive to create shared value for our employees, customers, suppliers, investors, communities, and the environment.

In FY 2022-23, we undertook a comprehensive materiality assessment in accordance with the Global Reporting Initiative (GRI) 2021 standards to identify and prioritize the sustainability issues most relevant to our business and stakeholders. Based on the outcomes, we have defined clear ESG Key Performance Indicators (KPIs) with targets through FY 2027–28, reflecting our strategic priorities and growth ambitions. These commitments are aligned with the United Nations Sustainable Development Goals (UN SDGs), underscoring Hikal’s dedication to measurable, responsible, and long-term positive impact.

Environmental (E)

- Emissions
- Energy
- Water
- Air
- Biodiversity
- Waste

Social (S)

- Employment
- Human Rights
- Gender Equality
- Health & Safety
- Corporate Social Responsibility
- Certifications

Governance (G)

- Board Diversity
- Ethical Practices
- Customer Health and Safety
- Value Chain
- Certifications

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RESPONSIBILITIES

EHS & Sustainability Head: Responsible for monitoring, reviewing, and updating Environmental KPIs on a monthly and quarterly basis, and ensuring timely and accurate reporting to the company's management.

Human Resource Head: Oversees the tracking, review, and periodic updating of Social and Governance KPIs, with consolidated updates prepared monthly and quarterly and shared with the management team.

Procurement Head: Accountable for reviewing, monitoring, and updating Sustainable Procurement KPIs on a monthly and quarterly basis, and submitting progress reports to the company's management.

PERIOD OF REVIEW

The Key Performance Indicators (KPIs) outlined in this document will be periodically reviewed to ensure continued alignment with our strategic objectives and operational priorities. These reviews will be conducted on a monthly and quarterly basis, enabling timely adjustments where necessary and reinforcing our commitment to achieving the defined targets.

Overall progress against the KPIs will be systematically monitored, with status updates reported to the relevant stakeholders. This structured monitoring mechanism provides a clear view of performance trends while highlighting areas requiring corrective actions or further improvement.

The review cycle is aligned with the annual target completion milestones of **31 March 2026** and **31 March 2028**, corresponding to **FY 2025-26** and **FY 2027-28**, respectively. These milestones serve as critical checkpoints for evaluating annual performance and long-term strategic progress, ensuring consistent advancement toward sustained growth and organizational success.

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SCOPE

This ESG KPI Roadmap covers 100% of Hikal Limited’s operational locations. Relevant ESG data has been collected from all applicable sites through a structured data collection process and consolidated to provide an organization-wide view of ESG performance. The information, data, and KPIs presented in this document represent the combined performance of the following Hikal Limited manufacturing and operational units:

Sr. No.	Name	Function	Address
1	Hikal Limited	Registered Office	717 / 718, Maker Chamber V, Nariman Point, Mumbai – 400021
2		Corporate Office	Great Eastern Chambers, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India.
3		Manufacturing Plant	T-21, MIDC. Industrial Area, Taloja - 410 208, District Raigad, Maharashtra, India.
4			A-18, MIDC Industrial Area, Mahad - 402 309, District Raigad, Maharashtra, India.
5			629 / 630-B, GIDC Estate, Panoli -394 116, District Bharuch, Gujarat, India.
6			JIGANI UNIT I: 82/A, KIADB Industrial Area, Jigani, Anekal Taluk, Bangalore – 560 105, India.
7			JIGANI UNIT II: 28, KIADB Industrial Area, Jigani, Anekal Taluk, Bangalore – 560 105, India.
8		Research and Technology (R&T) Centres	Plot No. 3A & 3B, 2 nd Phase, International Biotech Park, Hinjewadi, Pune - 411 057, India.
9		Marketing office	3rd floor, Grey Rock, No.10, 24th Main, J.P. Nagar, 2 nd Phase, Bangalore - 560 078, India.
10		Office	Kyodo Bldg. 503, 1-18 Kanda Sudacho Chiyoda-ku, Tokyo 101-0041, Japan.
11			Marketing Office, USA
12			Marketing Office, Europe

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GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

The company has meticulously followed this standard in order to evaluate, monitor and report the data and information in **Accordance to the Global Reporting Initiative (GRI) Universal Standards 2021**, ensuring our sustainability metrics align with the world’s most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By following GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement and underscoring our commitment to making a tangible, positive impact on both the planet and our communities.



1. GRI Alignment Table for Environmental KPIs

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 303: Water	303-3, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting, and water intensity.
GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 417: Marketing and Labelling	417-1	Tracks customer participation in company-led recycling programs.
GRI 304: Biodiversity	304-2, 304-4	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.

2. GRI Alignment Table for Social KPIs

GRI Standard	Indicator	Description
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labour across operations and suppliers.
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labour across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance

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Education		reviews.
GRI 202: Market Presence	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.
GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 412: Human Rights Assessments	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
GRI 406: Non-discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

3. GRI Alignment Table for Governance KPIs:

GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
GRI 416: Customer Health and Safety	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.
GRI 307: Environmental	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics

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Compliance		compliance.
GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

2) Green House Gas Protocol

In aligning our greenhouse gas (GHG) emissions tracking and reporting processes, the company rigorously follows the principles and guidelines set forth in accordance with the Greenhouse Gas Protocol. This comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework for emission reduction initiatives and sustainability strategies. Adopting the GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change.



ABBREVIATIONS

CDMO	Contract Development and Manufacturing Organization
ISO	International Organization for Standardization
GJ	Gujarat
KA	Karnataka
MH	Mahad
Pharma	Pharmaceutical
SBTi	Science Based Targets initiative.

Environment

ESG Area	KPI	FY 2022-23 (April 2022 – March 2023) Baseline	FY 2023-24 (April 2023 – March 2024) Reporting	FY 2024-25 (April 2024 – March 2025) Reporting	FY 2025-26 (April 2025 - March 2026) Reporting * (awaiting assurance)	FY 2027-28 (April 2026 – March 2027) Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Total Scope 1 GHG Emissions (MTCO ₂ e)	26,793.24	21,410.71	12,664.34	10324.32	30% reduction from FY 2022-23 baseline	
	Total Scope 2 GHG Emissions (MTCO ₂ e)	67,737.30	67,287.01	45,655.89	40923.87	30% reduction from FY 2022-23 baseline	
	Total Scope 3 GHG Emissions (MTCO ₂ e)	KPI not tracked	1,38,471.19	1,91,158.09	Under Calculation	10% reduction from FY 2023-24 baseline	
	Scope 3 Downstream GHG Emission (tCO ₂ eq)	KPI not tracked	52,435.54	49,376.41	Under Calculation	In line with the set Scope 3 target	
	Scope 3 Upstream GHG Emission (tCO ₂ eq)	KPI not tracked	86,035.65	1,41,781.69	Under Calculation	In line with the set Scope 3 target	
	GHG Emission Intensity (Scope 1 + Scope 2) MTCO ₂ equivalent/ INR million)	4.67	4.97	3.1	Under Calculation	30% reduction from FY 2022-23 baseline	
	% of employees Trained on GHG Management	KPI not tracked	KPI not tracked	KPI not tracked	25%	100%	

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Environmental Complaints (from external stakeholders)	Number of Complaints	0	0	0	0	0	
	Percentage of operational sites certified with ISO 14001	100%	100%	100%	100%	100%	
Environmental Certificate / Assessment	% of operational sites for an environmental risk assessment has been conducted	100%	100%	100%	100%	100%	
	Total Electricity consumption (in kWh)	100516856	123285494	107005361	117081822	At Actual	
Total Renewable Energy Consumption (in GJ)	797759	877229	1038459	1039034	80% of total energy		
Total Energy consumption (in GJ)	1414586	1420655	1347981	1332067	1275000		
Energy intensity per rupee of turnover (total energy consumed/revenue from operations) (GJ/INR million)	69.9	79.6	72.5	78.4	75		
Renewable Energy against Total Energy (%)	56.40%	61.75%	77.04%	78.00%	80%		
% of employees Trained on Energy Efficiency	KPI not tracked	KPI not tracked	KPI not tracked	25%	100%		
Water	Total Water consumption (in KL)	10,65,242	6,09,608	5,72,783	8,22,334	8,05,887	

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Total amount of water recycled and reused (in Cubic meters)	KPI not tracked	95,661	1,10,334	1,33,406	1,36,074	
Total Rainwater Harvested (in Kilo Litres / Year)	10257	11244	10507	12030	13233	
Water Intensity (total water consumption /revenue from operations) (KL/INR Million)	53	34	31	48	47	
Pollutants present in wastewater Total Suspended Solids (milligram / Litre) (Limit / Result)	MH/KA-100/27.524 GJ- 150/66.67	MH/KA-100/21.214 GJ- 150/76.25	MH/KA-100/19.702 GJ- 150/50.57	MH/KA-100/17.648 GJ- 150/52.2	Within the Permissible Limits at all applicable locations	
Pollutants present in wastewater Ammoniacal Nitrogen (milligram / Litre) (Limit / Result)	Panoli -50/16.5	Panoli-50/18.458	Panoli-50/8.78	Panoli-50/11.12	Within the Permissible Limits at all applicable locations	
Pollutants present in wastewater Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	MH & KA - 108.008/250 GJ-722.19/1000	MH & KA - 108.042/250 GJ-623.66/1000	MH & KA - 116.066/250 GJ-587/1000	MH & KA - 119.942/250 GJ-479.11/1000	Within the Permissible Limits at all applicable locations	

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	Pollutants present in wastewater Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Taloja -42.44/100 Mahad -53/100 Jigani 1-14.5/30 Jigani 2 -11.5/30 Pune -22.91/30 Panoli-113.85/200	Taloja -24.91/100 Mahad -50/100 Jigani 1-12.7/30 Jigani 2 -13.75/30 Pune-24/30 Panoli-142.7/200	Taloja -16.21/30 Mahad -52/100 Jigani 1-15/30 Jigani 2 -15.30/30 Pune-9.4/30 Panoli-154.27/200	Taloja -1625.7/30 Mahad -40/100 Jigani 1 -21/30 Jigani 2 -27.83/30 Pune-21.6/30 Panoli-142.66/200	Within the Permissible Limits at all applicable locations	
	% of employee trained on Water Efficiency	0	0	0	25%	100%	
Air Pollution	Average SO2 ($\mu\text{g} / \text{Nm}^3$) (Limit /Result)	80/26.44	80/29.55	80/22.56	80/28.415	Within the Permissible Limits at all applicable locations	
	Average NOx ($\mu\text{g} / \text{Nm}^3$) (Limit /Result)	80/25.46	80/28.80	80/37.96	80/33.955	Within the Permissible Limits at all applicable locations	
	Average PM10 ($\mu\text{g} / \text{Nm}^3$) ambient air (Limit /Result)	100/60.51	100/63.10	80/65.02	80/68.30	Within the Permissible Limits at all applicable locations	
	Average PM2.5 ($\mu\text{g} / \text{Nm}^3$) ambient air (Limit /Result)	60/26.88	60/31.03	80/31.28	80/33.89	Within the Permissible Limits at all applicable locations	
	Average Ammonia ($\mu\text{g} / \text{M}^3$) (Limit /Result)	400/8.22	400/10.74	80/10.46	80/35.03	Within the Permissible Limits at all applicable locations	
	Total weight of air pollutants (Average) in (mg / Nm^3)	29.5	32.64	33.46	39.92	Within the Permissible Limits at all applicable locations	

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Light	Cases of Non-Compliance of SP 72: 2010 (National Lighting Code)	0	0	0	0	0	
Noise	Day Time Noise Level dB (A) Leq Near Plant (Limit /Result)	63.51	52.71	53.83	64.71	Within the Permissible Limits at all applicable locations	
	Nighttime Noise Level dB (A) Leq Near Plant (Limit /Result)	47.82	60.01	48.49	58.62	Within the Permissible Limits at all applicable locations	
Biodiversity Conservation	% of employees trained on biodiversity preservation	0%	0%	0%	0%	25%	
	Complaints received on Biodiversity	0	0	0	0	0	
Waste Generation	Total Waste Generated (in Metric Tonnes)	60,888	62,788	58,844	43,796	48,711	
	Total Hazardous Waste Generated (in Metric Tonnes)	57,694	57,438	52,536	38,531	46,155	
	Total non-Hazardous Waste Generated (in Metric Tonnes)	3,043	5,138	6,089	4,044	2,435	
	Total weight Waste Re-used (in Metric Tonnes)	2,399	3,984	4,712	1,847	1,919	
	Total weight Waste Recycled (in Metric Tonnes)	32,255	37,865	41,354	24,884	25,804	

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	Total weight of waste recycled / reused / recovered (in metric tonnes)	34,719	43,688	46,066	29,842	27,775	
	Percentage of total waste diverted from landfills (in %)	0%	0%	0%	0%	5%	
Product use and product End of Life	% of products covered under environmental impact study	100%	100%	100%	100%	100%	
	Number of products covered under environmental impact study	100%	100%	100%	100%	100%	
	% of products are returned due to quality issues or defects	0% for CDMO- Crop Pharma -2.40%	0% for CDMO- Crop Pharma -2.50%	0.50% for CDMO- Crop Pharma -1.90%	0% for CDMO- Crop Pharma -1.20%	0% for CDMO- Crop Pharma -0%	
	Total number of Product Carbon Footprint (PCF) assessments conducted	1	1	1	0	10	
	Total number of Product Life Cycle Assessments (LCA) conducted	0	0	2	0	10	
	% of raw material are locally sourced to reduce transportation emissions	41%	50%	51%	49%	≥50%	
	% of products distributed with health and safety usage instructions and hazard labelling	100 % For Crop Products & Pharma	100 % For Crop Products & Pharma	100 % For Crop Products & Pharma	100 % For Crop and Personal Care Products	100 % For Crop and Personal Care Products	



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	% of products distributed with proper disposal and end-of-life management guidelines	100%	100%	100%	100%	100%	
	% of products returned by customers compared to the total number of products sold.	0% for CDMO- Crop Pharma -2.40%	0% for CDMO- Crop Pharma -2.50%	0.50% for CDMO- Crop Pharma -1.90%	0% for CDMO- Crop Pharma -1.20%	0% for CDMO- Crop	
	Number of awareness campaigns conducted with stakeholders on sustainable disposal.	0	0	0	1	2	
Sustainable Consumption	% of Procurement staff Trained Sustainable Procurement	50%	50%	100%	100%	100%	
	% of Sustainable Sourcing of Raw material	100%	100%	100%	100%	100%	
	Number of environmental service and advocacy events organized	0	0	0	0	2	
	% Customers Participating in environmental service and advocacy related Training Programs	0	0	0	0	50%	

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Social

ESG Area	KPI	FY 2022-23 (April 2022 – March 2023) Baseline	FY 2023-24 (April 2023 – March 2024) Reporting	FY 2024-25 (April 2024 – March 2025) Reporting	FY 2025-26 (April 2025 – December 2025) Reporting	FY 2027-28 (April 2027 – March 2028) Target	UN - SDGs
Employment	Number of child labour incidents within the organization	0	0	0	0	0	
	Number of forced labour incidents within the organization	0	0	0	0	0	
	Number of human trafficking incidents within the organization	0	0	0	0	0	
	Number of Internal Audit conducted on Labor exploitation	12	12	12	9	1 per month	
	Number of Risk Assessment conducted on Labor exploitation	1 per site	1 per site	1 per site	1 per site	1 per site	
	Attrition Ratio (%)	20	27	27	27	-	
	Total Training Hours of employees	KPI not tracked	26575	23021	30204	40000	
	Average Training Hours per employee	NA	12.89	13.26	14.19	16	
	Employees Above Living wage rules	KPI not tracked	KPI not tracked	KPI not tracked	95%	100%	
	Percentage of Local People within the	KPI not tracked	KPI not tracked	KPI not tracked	81%	88%	

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	organization (%)						
	Percentage of People with Disability within the organization (%)	0.20%	0.20%	0.20%	0.14%	0.25%	
Health & Safety Incidents / Accidents	% of the total workforce represented in formal joint management-worker health & safety committees	13.5	14.7	15.5	17.3	20.0	 
	Lost time injury (LTI) frequency rate for Employees	0	0	0	2.3	0	
	Lost time injury (LTI) frequency rate for Subcontractor's Workers	2.9	0	0	1.58	0	
	Numbers of Work-related Accidents	2	0	0	2	0	
	Number of Fatal Incidents	0	0	0	0	0	
	Number of days lost to work-related injuries, fatalities and ill health	38	0	0	0	0	
	% of operational sites for a health & safety risk assessment has been conducted	100%	100%	100%	100%	100%	
	% of employees Trained on Health & Safety	100%	100%	100%	100%	100%	
	Percentage of operational sites	83%	83%	83%	100%	100%	

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	certified with ISO 45001						
Human Rights	% of direct employees covered by a living wage benchmarking analysis	100%	100%	100%	100%	100%	
	Percentage of operational sites assessed for human rights impact assessment (in %)	0%	0%	100%	0%	100%	
	% of employees paid below living wage	KPI not tracked	KPI not tracked	KPI not tracked	5%	0%	
	% of average wage gap for direct employees paid below Living wage against a Living wage Standard	KPI not tracked	KPI not tracked	KPI not tracked	8%	0%	
	% of the annual total compensation for the highest paid individual, to the median annual	3261%	3143%	3222%	2500%	2500%	
	Number of Complaints reported on Child Labour/Forced Labour / Human Trafficking	0	0	0	0	0	
	Numbers of Complaints reported on Sexual Harassment	0	0	0	0	0	
	Numbers of Complaints reported on Discrimination (Internal)	0	0	0	0	0	

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Numbers of Complaints reported on Discrimination by Suppliers	0	0	0	0	0	
Numbers of Complaints reported on Discrimination by Customers	0	0	0	0	0	
Numbers of Complaints reported on Discrimination by Other Stakeholders	0	0	0	0	0	
Numbers of Complaints reported on Data Privacy / Security (Internal)	0	0	0	0	0	
Numbers of Complaints reported on Data Privacy / Security by Suppliers	0	0	0	0	0	
Numbers of Complaints reported on Data Privacy / Security by Customers	0	0	0	0	0	
Numbers of Complaints reported on Data Privacy / Security by Other Stakeholders	0	0	0	0	0	
Average unadjusted gender pay gap (Woman to man %)	KPI not tracked	KPI not tracked	KPI not tracked	+6%	±5%	

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% of employees Trained on Human Rights	KPI not tracked	95%	95%	95%	100%	
% of employees Trained on Career Management	KPI not tracked	KPI not tracked	KPI not tracked	25%	30%	
% of employees Trained on Skill Development	85%	85%	95%	100%	100%	
% of employees received regular performance and career development reviews.	100%	100%	100%	100%	100%	
Awareness Session conducted on Career Management	0	0	0	0	0	
External Human Rights Impact Reporting Compliance Count	100%	100%	100%	100%	100%	
Gender balance at manager and above level (Women to Men %)	6.50%	6.00%	6.20%	6.40%	9.00%	
Gender balance at organization board (Women to Men %)	20%	27.30%	27.30%	27.30%	At least 1 independent women director	
Percentage of women employed in the whole organization	6.30%	5.70%	6.80%	7.20%	9.00%	
Percentage of Minority Vulnerable/Marginalized People at Manager level and above (%)	6.50%	6.00%	6.20%	6.40%	9.00%	

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	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	7.20%	6.80%	5.70%	6.30%	9.00%	
	% of employees Trained on Gender Equality	KPI not tracked	KPI not tracked	KPI not tracked	85%	100%	
	% of the total workforce trained on diversity, discrimination and/or harassment	KPI not tracked	95%	95%	95%	100%	
	Number of confirmed harassment cases	0	0	0	0	0	
	Number of training sessions conducted on Discrimination and harassment	KPI not tracked	18	29	101	Maximum to cover 100% coverage	
Working Conditions	Numbers of Hours Worked (Manhours)	5371512	6312480	6295546	7625513	--	
	% of employees receiving annual health check-ups	100%	100%	100%	100%	100%	
	% of employees covered by health care plan	100%	100%	100%	100%	100%	
	% of your plants and offices that were assessed	100%	100%	100%	100%	100%	
	Incident of non-potable drinking water identification	0	0	0	0	0	
	% of employees covered in awareness program	100%	100%	100%	100%	100%	

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	Incidences of non-compliance of working conditions principles	0	0	0	0	0	
Corporate Social Responsibility	Lives impacted by Hikal's CSR initiatives at National and Local level*	2,16,500	2,45,600	235,600	2,10,800	~2,25,000	
Training	% of total workforce received training on environmental issues	100%	100%	100%	100%	100%	



* All corporate social responsibility (CSR) initiatives are aligned with the statutory requirements and activities outlined in Schedule VII of the Companies Act, 2013.

Governance

ESG Area	KPI	FY 2022-23 (April 2022 – March 2023) Baseline	FY 2023-24 (April 2023 – March 2024) Reporting	FY 2024-25 (April 2024 – March 2025) Reporting	FY 2025-26 (April 2025 – December 2025) Reporting	FY 2027-28 (April 2027 – March 2028) Target	UN - SDGs
Anti-Corruption & Bribery	Numbers of Complaints reported on Corruption & Bribery	0	0	0	0	0	
	% of employees Trained on Anti-Corruption & Bribery	33.10%	22.33%	30.31%	28.49%	100%	
	Numbers of confirmed corruption incidents	0	0	0	0	0	
	Percentage of critical trading partners covered by a due diligence process on corruption	100%	100%	100%	100%	100%	
Information Management	Numbers of Complaints reported on Information Security Breach	0	0	0	0	0	
	Percentage of operational sites certified with information security management system (ISMS) – ISO 27001:2013	0	0	0	0	100%	
	Numbers of confirmed Information Security breach incidents	0	0	0	0	0	
	Data Retention Compliance	100%	100%	100%	100%	100%	




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	User Complaints	0	0	0	0	0	
	Percentage of trading partners covered by a due diligence process on Information security	100%	100%	100%	100%	100%	
Value Chain	% of suppliers evaluated for Sustainability (ESG) (on-site)	0%	8%	15%	19%	35%	
	% of suppliers evaluated for Sustainability (ESG) assessment	50%	75%	100%	100%	100%	
	% of suppliers evaluated for human rights compliance	0%	0%	0%	100%	100%	
	Average Number of Non-Conformities Found per supplier	Pharma -3 Crop-0	Pharma -4 Crop-1	Pharma -4 Crop-0	Pharma -4 Crop-0	0	
	Suppliers in Agreement with company Policies (in %)	100%	100%	100%	100%	100%	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	0%	0%	100%	100%	100%	
	Integration of sustainability (ESG) clauses in supplier contracts (In %)	0%	0%	40%	100%	100%	
	Percentage of operational sites that undergo internal audit	100%	100%	100%	100%	100%	


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	and risk assessment concerning business ethics issues						
	% of audited /assessed suppliers engaged in corrective actions or capacity building	100%	72%	100%	100%	100%	
Anti-Competitive Practice	Incident of Deceptive Advertising	0	0	0	0	0	
	% departments covered under Internal Audit	>80%	>80%	>80%	>80%	>80%	
Ethics	Percentage of total workforce trained on business ethics issues (%)	33.10%	22.33%	30.31%	28.49%	100%	
	Employee feedback on ethics training (satisfaction rate)	0%	0%	0%	100%	100%	
	Number of reports related to whistleblower procedure	0	0	0	0	0	
Customer Health and Safety	Numbers of complaints related to product health and safety from customers	0	0	0	0	0	
	Numbers of customer health and safety sessions conducted	0	0	0	0	1	
	% of customers covered in product safety related training	KPI not tracked	KPI not tracked	KPI not tracked	KPI not tracked	50%	

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Social Dialogue	% of the total relevant workforce covered by formally-elected employee representatives	100%	100%	100%	100%	100%	
	% of the total relevant workforce covered by formal collective agreements	100%	100%	100%	100%	100%	
	Complaints registered on the violation of Collective Bargaining Agreement	0%	0%	0%	0%	0%	