



**SIMPLIFYING SYNTHESIS**  
**SUSTAINABILITY REPORT FY 24 & FY 25**  
**by**  
**RAMPEX LABS PRIVATE LIMITED**

# Rampex Labs Pvt Ltd, Unit-1, Sustainability Report FY24-FY25



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We are Rampex Labs, a fully cGMP compliant pharmaceutical intermediates plant located in the outskirts of Hyderabad, India. Our company was founded in 2004 with commercial operations starting initially by outsourcing our production. In January 2008, our own production became operational and our journey really began with our USP mentioned below.

## Innovation

At Rampex, innovation means creating effective and practical solutions. With top scientific expertise, we help our customers advance API development and drug manufacturing, keeping us at the forefront of the pharmaceutical industry.

## Safety & Compliance

At Rampex, safety and compliance are part of our culture. Every employee plays a role in upholding them. We reinforce this commitment through regular reviews, training, and continuous improvement.

## Rampex Team

At Rampex, teamwork drives success. United by our mission to advance health, we collaborate across teams to solve challenges and deliver fast, effective solutions. Together, we help our customers grow and stay ahead.

## Customer Focus – Exceeding Expectations

At Rampex, our customers come first. We provide flexible, customized solutions with timely, effective results through collaboration and transparency. Our strong relationships reflect our commitment to excellence and reliability.

## Ethical Practices- Integrity in Action

At Rampex, we take responsibility in the global pharmaceutical industry by delivering reliable, high-quality solutions. Committed to honesty, integrity, and accountability, we uphold the highest standards in everything we do.

## Dedicated Workforce

At Rampex, we empower employees to take ownership, solve challenges, and drive improvements. By fostering a culture of initiative and teamwork, we build a committed workforce that exceeds customer expectations and ensures success

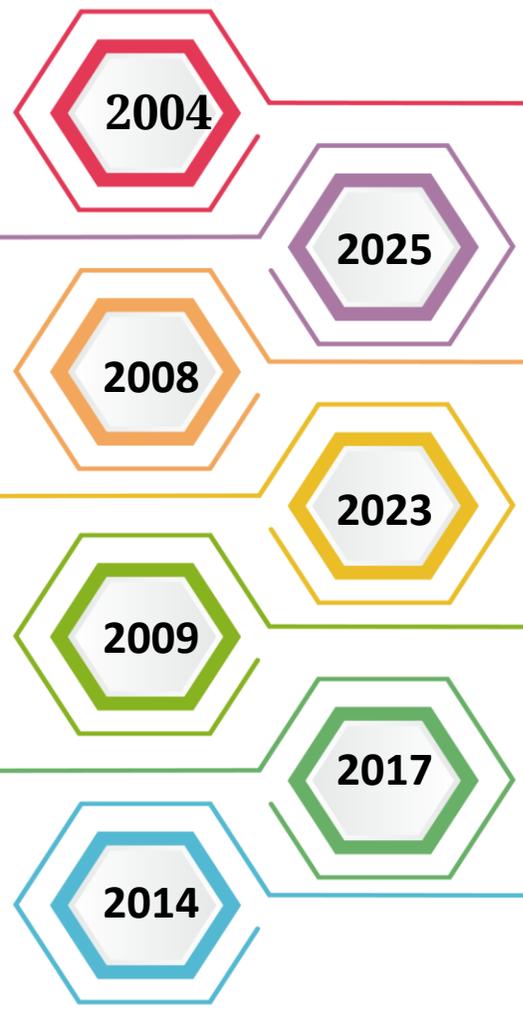
# Rampex Labs Pvt Ltd – Our Journey So Far



**Publishing First Sustainability Report with Bureau Veritas, Limited Data Assurance & ISMS 27001 & ENMS 50001 Certified**

**ISO 14001 & ISO 45001 Re Certified**

**ZLD Facility Commissioned & Started Recycling Treated Waste Water  
ISO 14001 & OHSAS 18001 Certified**



**Rampex Labs Founded**

**Rampex Labs Unit-1, Commercialized in IDA Bollarum, Telangana**

**ISO 9001 & cGMP Certified**

**Rampex Labs Unit-2, acquired in Parawada Pharma City, Vishakhapatnam, AP**

## Active Pharma Ingredients

- No API's are being manufactured In Rampex Labs Pvt Ltd, Unit-1



## Intermediates

- List of Intermediates being manufactured are mentioned below as per TSPCB CFO
  - 1 (1-Acetyl-4-(4-Hydroxyphenyl) Piperazine
  - 2 1-(2,3-Dichlorophenyl) Piperazine
  - 3 1-(3-Chlorophenyl) Piperazine
  - 4 4-[[4-Methylpiperazinylmethyl] Benzoyl chloride Dihydrochloride
  - 5 6-Fluoro-3,4-dihydro-2-oxiranyl-2H-1-benzopyran (55)
  - 6 N-(5-Amino-2-methylphenyl)-4-(3-Pyridyl)-2-Pyrimidineamine
  - 7 Ethyl-4-{5-[Bis-(2-hydroxyethyl) amine]-1-methyl-1H-benzimidazol-2-yl} butyrate
  - 8 7-Hydroxy-3,4-dihydroquinoline-2(1H)-one(68)
  - 9 4-[[4-Methylpiperazine-1-yl] methyl]-N[4-methyl-3-[4-pyridin-3-yl pyrimidin-2-yl]amino] phenyl] benzamide
  - 10 N-Benzhydrylpiperazine



# Rampex Labs Pvt Ltd – Global Footprint



- 1. Albania 2. Argentina 3. Belgium 4. Brazil 5. Canada 6. China 7. Croatia, 8. Czech Republic, 9. France, 10. Georgia, 11. Germany 12. Greece 13. Guatemala 14. Hongkong 15. Hungary 16. Indonesia 17. Ireland 18. Israel 19. Italy 20. Japan 21. Jordan 22. Latvia 23. Malta 24. Mexico 25. Pakistan 26. Poland 27. Singapore 28. South Korea 29. Spain 30. Sudan 31. Sweden 32. Switzerland 33. Taiwan 34. Tunisia 35. Turkey 36. UAE 37. United Kingdom 38. Vietnam 39. India

# Rampex Labs Pvt Ltd Unit-1: Manufacturing Facilities



## **Rampex Labs Pvt Ltd, Unit-1, Approved**

- FDA (Food & Drug Administration) –USA
- No 3008479404-, Audit Date : 24<sup>th</sup> -27<sup>th</sup> June 2024.

## **Rampex Labs Pvt Ltd, Certifications for Unit-1**

- ISO 9001(Quality Management System)
- ISO 14001( Environmental Management System)
- ISO 45001 ( Occupational Health & Safety Management System)
- ISMS 27001 and ENMS 50001 Certified at Unit-1 Bollarum.

## Introduction –About This Report



This is Rampex Labs Pvt Ltd First Sustainability Report for FY 24 & FY 25, highlighting key milestones in our ongoing commitment to sustainability. This report documents our progress through adopted Sustainability Framework, encompassing the following core focus areas: Environment, Social & Governance etc.

**Reporting Period:** 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2025

**Reporting Cycle:** Once a Year..

**Scope of Reporting :** Economic/Growth Indicators, Environmental Performance indicators, Employee Metrics, Community Development Initiatives: Safety Indicators, Supply Chain Indicators.

**Boundary of Reporting:** Rampex Labs Pvt Ltd, Unit-1, Located in IDA Bollaram.

**Framework Adopted:** We have referred to the Global Reporting Initiative (GRI) Universal Standards 2021 and report is prepared “ **With Reference To**”. In our effort to plan for action, we have used the SDGs and UNGC’s to frame our goals under the Sustainability Framework.

## About Independent Assurance Provider:

- Name of the Assurance Provider : **Bureau Veritas India Pvt Ltd,**
- Accreditation/Certifications/Standards: ISAE 3000 Revised
- Location/Contact Info : Door No.1-7-618, Office Nos: 306,307 & 308 Third Floor, Aditya trade Centre, Ameerpet, Hyderabad, Telangana 500048
- Contact Person : Mr. M. Rama Mohana Rao, Head- Climate, Carbon & Sustainability, **Bureau Veritas,** Hyderabad
- Engagement Type : Limited Assurance
- Period Covered : FY24–FY25
- Report is Prepared : “With Reference To”

## Message from our Chairman

**Dear Stakeholders,** I am proud to present Rampex Labs Pvt Ltd, First Sustainability Report, highlighting our commitment to Environmental, Social, and Governance (ESG) principles as a key driver of growth. Empowering People and Communities Our 200 employees are at the core of our efforts to foster an inclusive, innovative, and safe culture. Through partnerships with local communities we continue to address health & well being, and quality of life, promoting inclusive growth, biodiversity with no impact on environment and the surrounding communities where we operate.



**Driving Sustainability and Accountability** In FY 24 & FY 25, we enhanced our ESG framework with energy-efficient processes, Zero Liquid Discharge systems, and emission reduction initiatives. Strengthening safety and anti-discrimination policies has built a more resilient and transparent organization and also ensuring no Child & forced Labour in all our operations and also complying to all regulatory wage requirements.

**Innovating for a Better Tomorrow** Investments in advanced technology and process automation drive us forward, while initiatives like energy optimization and tree plantations reflect our commitment to environmental stewardship, in the last 2 years, R&D has replaced using Palladium Carbon as Catalyst with G-CAT & R-CAT in Hydrogenation Process which is biodegradable in nature, showcasing our commitment towards Sustainability. Also in the next 2 to 3 years, Rampex is forging into Enzymatic Reaction based products to reduce their product manufacturing cycle time and their energy, carbon footprint.

Looking Ahead With decades of expertise, Rampex Labs Pvt Ltd, is prepared to tackle future challenges and deliver exceptional value to stakeholders, building a brighter, inclusive future together.

Warm regards,

Name & Designation: **RANGA N B GORREPATI, Chairman.**

Rampex Labs Pvt Ltd.

## Message from our Executive Director

**Driving Sustainable Growth Together Dear Stakeholders,** I sincerely thank our employees, partners, and stakeholders for their continued support, enabling Rampex Labs Pvt Ltd, to deliver high-quality medicines while achieving operational excellence. At Rampex, sustainability is integral to our business strategy. Through a robust ESG framework, we integrate governance, transparency, and environmental responsibility into our operations. Management Committees oversee progress on sustainability objectives, Goals & Targets, also monitoring KPI's and progress made with respect to the targets and goals.



**Sustainability & Quality as Growth Drivers:** Sustainability fuels our growth by driving innovation and efficiency. By adopting energy-efficient technologies and optimizing resources, we reduce environmental impact while enhancing performance. Collaborating with stakeholders across our value chain ensures responsible and sustainable practices. Patient, Customer, and Community Focus Improving patient outcomes and customer experiences is central to our mission. Through a "quality mindset," we deliver products that meet global standards. Our CSR partnerships with local communities addressing societal needs, improving health and uplifting communities. During this reporting period, 2 market complaints were received, and these were resolved immediately with joint testing involving the customers and no product was recalled due to quality deviations.

**Environmental Commitment:** We prioritize environmental sustainability through initiatives in water conservation, waste reduction,. The 5R framework (reduce, reuse, recycle, recover, rethink) guides our efforts to minimize our environmental footprint and build resilience. Looking ahead, Rampex remains committed to embedding sustainability across operations, leveraging technology, nurturing talent, and expanding globally to create long-term value for all stakeholders. Thanks for your trust as we continue creating a positive impact on society and the environment.

Best regards,

**Name & Designation: JSVN Sastry, Executive Director**  
Rampex Labs Pvt Ltd.,

## Sustainability Framework Adopted at Rampex

At Rampex Labs Pvt Ltd, we are committed to operate with integrity, transparency, and respect for human dignity, in line with global sustainability benchmarks. Our integrated framework draws from the Global Reporting Initiative (GRI), the United Nations Global Compact (UNGC), the Sustainable Development Goals (SDGs), and India's NGRBC, Business Responsibility and Sustainability Reporting (BRSR) principles.

UNGC Principles: Upholding human rights, fair labor, environmental protection, and anti-corruption.  
- GRI Standards (2021): For measuring, managing, and communicating ESG impacts.

We uphold UNGC Human Rights and Labor Principles and ILO core conventions. Our Human Rights & Ethics Policy, POSH Policy, and Code of Conduct prohibit child labor, forced labor, and discrimination. We provide a robust grievance redressal mechanism and align with BRSR Principle 5 & 6, advocating equality and workplace justice.

Our EHS Policy ensures safe and healthy workplaces through proactive risk assessments, emergency preparedness, and a zero-harm safety culture. These practices align with GRI & SDG Frameworks.

Through our Sustainable Procurement Policy, we promote ethical sourcing and supply chain due diligence in labor, human rights, and environmental standards. Our IT and Data Privacy Policy safeguards stakeholder information in line with GRI & ISMS 27001 Standards.

We provide ongoing training for employees on human rights, labor practices, anti-harassment, and anti-bribery compliance. This supports the implementation of UNGC Principles and BRSR Principles.

We actively engage stakeholders through surveys, awareness programs, and feedback loops. We maintain transparency in ESG disclosures via BRSR and sustainability reporting, aligned with GRI and SDG frameworks.

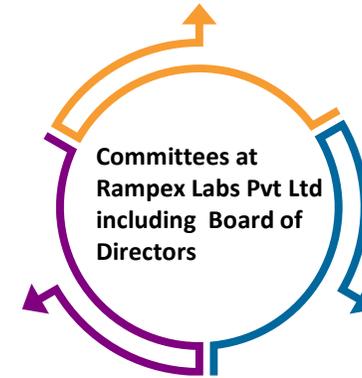
Rampex Labs integrates global best practices to uphold human rights, ethical governance, environmental sustainability, and inclusive growth. Through robust policies and engagement, we embed ESG values throughout our operations.

# Sustainability Committees & Governance at Rampex

Rampex Labs Pvt Ltd has established a robust governance framework to ensure transparency, accountability, and inclusive decision-making across all levels of the organization. The governance structure supports the company's commitment to ethical business practices, regulatory compliance, and sustainability.

- **Board of Directors:** The Board of Directors oversees the strategic direction, financial health, and long-term vision of the company. It ensures that the company adheres to statutory and ethical responsibilities while safeguarding stakeholder interests.
- **Safety Committee:** The Safety Committee is responsible for monitoring and enhancing occupational health and safety standards. It reviews incident reports, risk assessments, and ensures compliance with safety regulations and policies.
- **Sustainability Committee:** The Sustainability Committee drives the company's ESG (Environmental, Social, and Governance) agenda. It ensures alignment with global frameworks like GRI, UNGC, and BRSR, and monitors progress on sustainability goals.
- **Grievance Committee:** The Grievance Committee handles employee and stakeholder concerns in a fair, confidential, and transparent manner. It promotes a responsive and inclusive work environment.
- **Canteen Committee:** The Canteen Committee is responsible for monitoring the quality, hygiene, and operations of the company's food services, ensuring employee well-being and satisfaction.
- **Internal Complaints Committee (ICC):** The Internal Complaints Committee, constituted under the POSH Act, addresses sexual harassment complaints and ensures a safe and respectful workplace for all employees.
- **Nomination & Remuneration Committee:** This committee is tasked with evaluating and recommending policies on board diversity, executive appointments, performance evaluations, and remuneration strategies.
- **Audit & Vigilance Committee:** The Audit & Vigilance Committee ensures financial transparency, internal controls, and ethical conduct. It supervises audits, whistleblower mechanisms, and investigations into any potential misconduct.

This integrated governance structure reflects Rampex Labs' commitment to responsible management and continuous improvement. Each committee contributes to the company's mission of fostering a safe, ethical, and sustainable organizational culture.



# Improving Sustainability Performance & Strengthening Governance



To enhance the organization's sustainability performance and governance structure, Rampex Labs Pvt Ltd aims to implement the following strategic actions aligned with global best practices and national regulations.

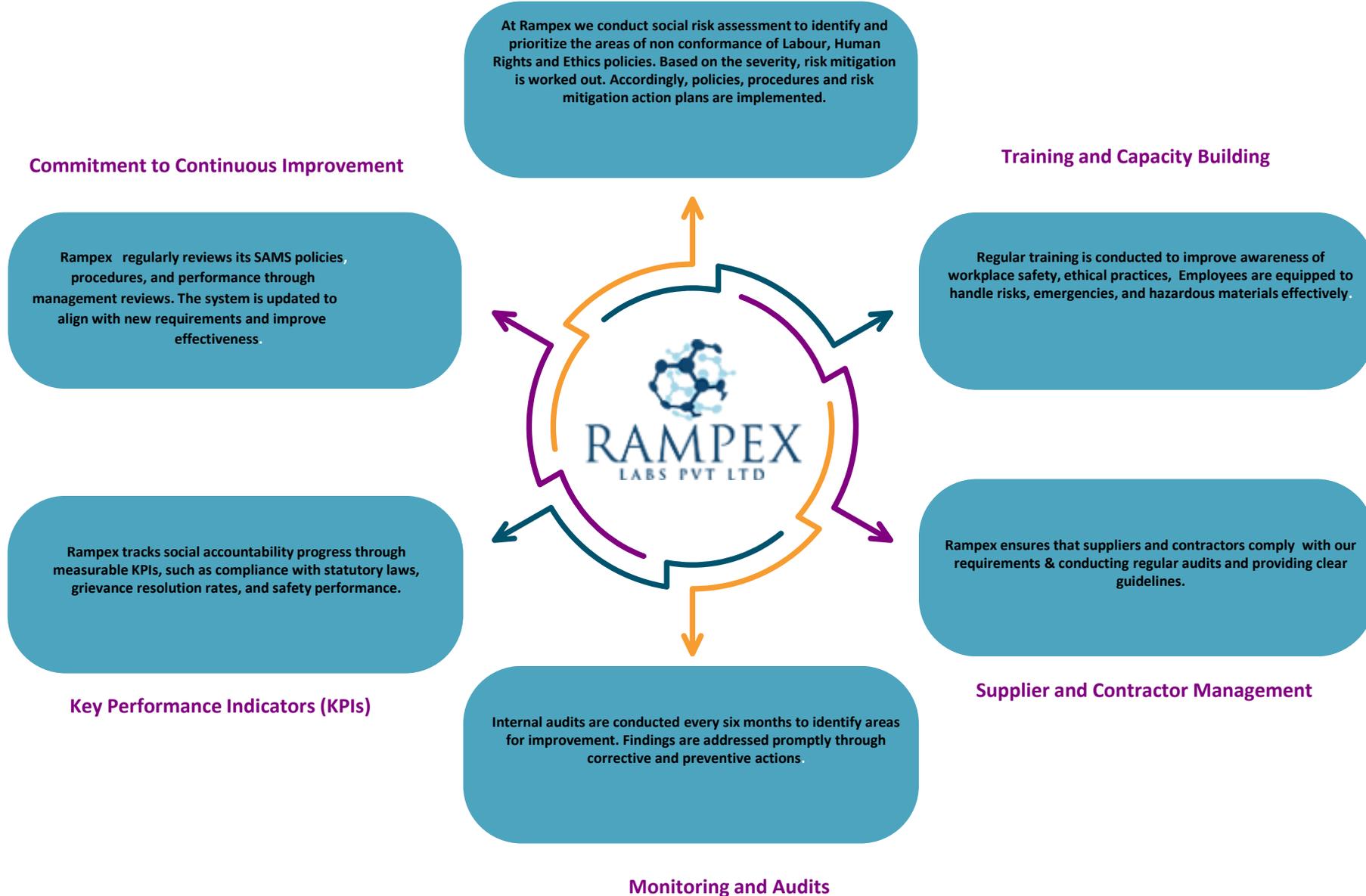
## Sustainability Enhancement Actions:

- Establish ESG Performance Metrics, Define and track Environmental, Social, and Governance KPIs aligned with GRI, SDGs, and BRSR.
- Benchmarking Materiality issues with reference to peer organizations.
- Improve Energy and Water Efficiency by undertaking Undertaking audits and adopt conservation initiatives with measurable targets.
- Strengthen Waste Management Practices by Implementing segregation, reuse, recycling, and safe disposal methods in line with CPCB guidelines.
- Formalize Climate Risk & GHG Management by Preparing a carbon inventory for Scope 1 and 2 and assess Scope 3 applicability.

## Governance Strengthening Measures:

- Periodic Review of Board and Committee Performance by Conducting structured self-assessments and performance reviews for Board and Committees.
- Expand Board Competency on ESG Topics by Inducting independent directors or advisors with sustainability expertise.
- Enhance Policy Disclosure and Transparency by increasing Publicly disclosure of ethics, procurement, and environmental policies on the company website.
- Conduct Annual Governance Risk Assessment by Identify gaps in compliance, conflict of interest, and grievance redressal mechanisms.
- Strengthen Whistleblower & Anti-Corruption Measures by Promoting anonymous reporting channels and conduct ethics training annually.

# Management and Governance: Risk Assessment and Mitigation



# Improving Management and Risk Assessment at Rampex



Rampex Labs Pvt Ltd recognizes the importance of proactive risk management and effective governance in maintaining operational excellence and regulatory compliance. To strengthen these areas, the company is implementing targeted strategies for improving risk identification, assessment, and mitigation across all departments.

## Strategic Risk Management Improvements

- Established an Integrated Risk Management Framework by developing a unified approach to identify, assess, prioritize, and mitigate business, operational, safety, and compliance risks.
- Conduct Periodic Risk Assessments by Scheduling regular Hazard Identification and Risk Assessment (HIRA), Environmental Risk Assessments, and Job Safety Analyses (JSA) across all functions.
- Strengthen Risk Ownership & Accountability by assigning clear risk ownership at department levels to ensure timely mitigation and continuous monitoring.

## Operational and Safety Risk Mitigation

- Implement Digital Risk Registers by Introducing a centralized digital tool to log, monitor, and track mitigation actions for identified risks.
- Link Risk to Permit-to-Work and Incident Management by Integrating risk identification into the PTW process and link incident investigations to root cause analysis findings.
- Scenario-Based Emergency Preparedness Drills by Conducting periodic drills simulating high-risk scenarios like chemical spills, fire, and utility failure.

## Governance and Continuous Improvement

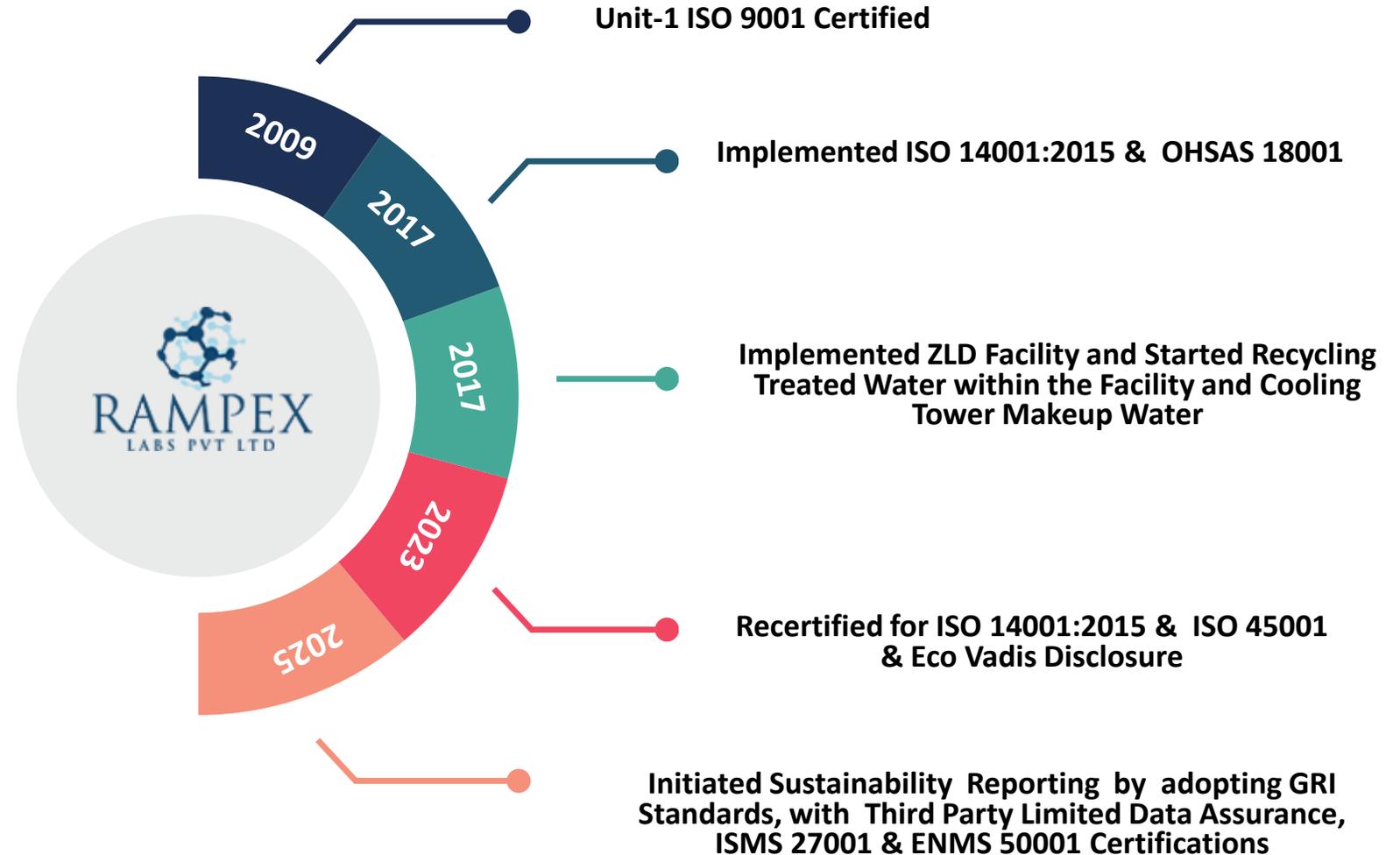
- Establish Risk Review Committee by Creating a cross-functional committee to periodically review enterprise risk profiles and escalate key risks to leadership.
- Integrate Risk Awareness into Training Programs by embedding risk identification and control topics into onboarding, leadership, and refresher trainings.
- Align Risk Management with ESG and BRSR Requirements by Ensure risk frameworks address climate, social, cyber, and reputational risks relevant to ESG

# Our Sustainability Journey

## Our Journey

At **Rampex**, sustainability is at the core of our operations, aligning with our purpose, **“Simplifying Synthesis”** and our mission to uphold **EHS, compliance, and quality**. We are committed to **environmental, social, and economic stewardship**, fostering **inclusivity and sustainable growth** in the **pharmaceutical and healthcare** sectors.

Our **sustainability framework** integrates **National Guidelines for Responsible Business Conduct, UNGC, and PSCI** into our **ESG policies**, following **ISO 14001:2015 & ISO 45001:2018** standards for **environmental and occupational safety management**. With **clear commitments and measurable targets**, we track progress to ensure **accountability and long-term value for stakeholders**, aligning with the **Sustainable Development Goals (SDGs)**



**“Material topics are those that “represent the organization’s most significant impacts on the economy, environment, and people, including impacts on their human rights”**

## Process to determine Material topics:

### Identify and Access Impacts on Ongoing Basis

- Understanding the Organization Context
- Identify Actual & Potential Impact Topics
- Assess the Significance Of Impacts

### Determine Material Topics

↓  
Prioritise most Significant Impacts

Materiality Topics

## Methodology for Materiality Assessment for Rampex



There are 4 steps involved in Materiality Assessment i. e,

- Identifying the universe of relevant ESG topics through Peer's Benchmarking & customer requirements.
- Detailing the stakeholder engagement methodology – through internal meetings, group discussions etc,
- Data collection using online surveys/internal discussions with all internal stakeholders,
- Calibration of results by analysing importance to internal and external stakeholders.

As the organization is disclosing/ rolling out their first sustainability report, a formal materiality assessment is not conducted. However, benchmarking the materiality issues with peer organizations and considered materiality issued based on the applicability.

Thus identified materiality issues are then presented to Mr. Shri JSVN Sastry, Executive Director of the Organization and got approved to use these materiality issues.

The final list of material topics was approved by the Senior leadership Team and they are fully aligned with the organization's values and long-term goals.

**Peers Considered for Benchmarking:** Dr. Reddy's, Lupin, Cipla.

**Customers Considered for Benchmarking:** J&J, GSK

**Alignment with ESG Frameworks:** GRI Standards.

## Actions for Monitoring Materiality Issues at Rampex



Material Topic	Policy / Commitment	Actions Taken	Tracking KPIs	Target	FY Result	Evaluation
Energy & GHG Emissions	EHS Policy,	IE3 Motors, Solar, Energy Audits	Scope 1 & 2 emissions (tCO <sub>2</sub> e), Energy Consumed in TJ	5% decrease by FY25	6.2 % increase in total GHG in FY25	Proposal for PV plant in FY25 is under consideration
Waste Management	Waste Minimization	Source segregation, recycling	Total waste Co-Processed %	5% increase in recycling by FY25	90.5 % increase in Recycling (Co-processing) in FY25 as against 15.75% in FY24	Improved awareness & vendor tie-ups
Water Conservation	Water Conservation Commitment	Metering & Monitoring of Water Consumption	Fresh Water Consumption in KL	5% decrease in Fresh Water consumption by FY25	7% reduced in fresh water consumption compared with FY24 Recycled water increase from 14.3% in FY24 to 16.3 in FY25	Close monitoring, new metering in FY25
			Total Water Consumption in KL			
			Water Intensity in KL/Million Recycling Treated Water in KL			
Occupational Health & Safety	OH&S Policy, Zero Harm Vision	PPE provision, safety drills, training	LTIFR, Near misses, Compliance reports	LTIFR < 0.5	LTIFR = 0	High-risk areas reviewed, additional training imparted
Social – Human Rights, Ethics	Human Rights, Ethic, Information Security Policy	Trainings	Reported POSH Cases, No of Employees Trained in Business Ethics, No of Employees Trained in Anti Bribery & Anti Corruption.	Zero Posh Cases At least 50 shall be trained in Business Ethics & Anti Bribery, Anti Corruption.	POSH -0 Trainings Completed for 61 employees.	Achieved the Target w.r.t to the KPI's considered.

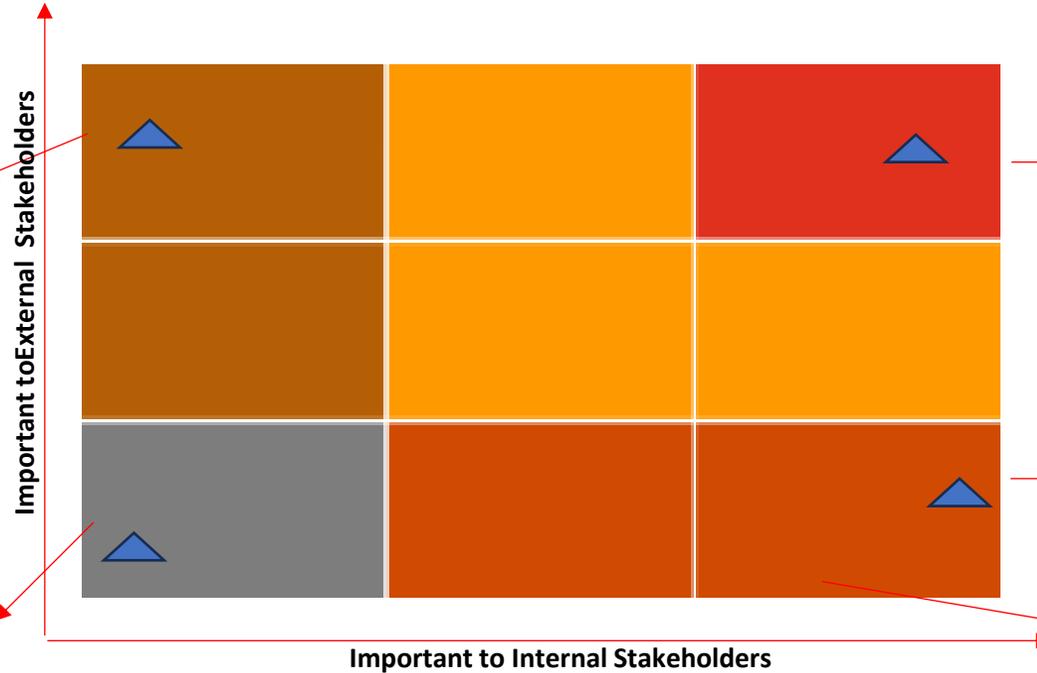
## Understanding Materiality Assessment Map & Prioritization of Issues

ESG issues are assigned to one of four categories on the materiality matrix which plots importance External & Internal Stakeholders



**Hygiene Factors:** These issues are high important to Stakeholders but low impact to Business.  
Rampex Management shall comply to stakeholders requirements with minimum cost.

**Monitoring Issues:** Although these issues are not important to Stakeholders but of low impact to Business.  
Rampex Management shall monitor these issues regularly before they flareup and impact heavily on business..



**Top Priorities:** These issues are of the greatest importance to stakeholders & Rampex.  
An effective & externally Visible Management Response to these issues is vital for long term business success

**Priority Issues:** These issues are of medium to high importance to stakeholders & Rampex.  
An effective & externally Visible Management Response to these issues should be a top priority.

**Hidden Value Creators:** Although these issues are not important to Stakeholders but important to Business.  
Rampex Management shall improve awareness to stakeholders w.r.t Business relevance.

## Materiality Issues Considered For Rampex Labs Pvt Ltd Unit-1



S.No	Environment
1	Fresh Water
2	Waste Water
3	Hazardous Waste
4	Rain Water
5	Green House Gasses
6	Total Energy Consumed
7	Renewable Energy Consumed
8	Bio Diversity & Impact
9	Environmental Compliance
10	Air Emissions & Controlling

S.No	Social
1	Talent Retention & Development
2	Occupational Health & Safety
3	Protection of Human Rights
4	Employee Wellbeing
5	Diversity & Inclusion
6	Employee Rewards & Recognitions
7	Fair Labour Practices -
8	Training & Development
9	Community Impact -CSR etc

S.No	Governance
1	Economic Performance & Growth
2	Business Ethics & Integrity
3	Data Privacy & Cyber Security
4	Responsible Procurement
5	Supplier Screening & Audits
6	Innovation Management - Investment in R&D
7	Partnerships & Industry Collaborations
8	Product Safety - Product Recall

# Materiality Issues For Rampex Labs Pvt Ltd



S.No	Environment	Importance	KPI's to Report
1	Fresh Water	<ul style="list-style-type: none"> <li>Helps mitigate environmental risks &amp; improve sustainability performance.</li> <li>Drives cost savings through energy efficiency &amp; waste reduction.</li> <li>Supports regulatory compliance &amp; ESG scoring for investment decisions</li> <li>Enhances transparency &amp; stakeholder trust (investors, regulators, customers).</li> </ul>	<ol style="list-style-type: none"> <li>Total Energy Consumption in KWh/MWh/TJ</li> <li>Accounting for Scope 1 and 2 GHG Emissions in MT eCO2</li> <li>Total Fresh Water Consumption in KL</li> <li>Total Rain water collected &amp; reused in KL</li> <li>6. Native Species introduced ( at least 2 species/Annum) within or outside of the facility in No's.</li> <li>6. Total weight of hazardous waste generated &amp; disposed in MT</li> <li>7. Total non-hazardous waste generated, recycled in MT &amp; % recycled.</li> <li>8. Total weight of Organic hazardous waste disposed to Cement Industry for Co-Processing in MT</li> <li>9. Customer Safety Incidents reported /Annum in No's.</li> <li>10. No of Product Recalls Due to Environmental Safety Issues per Annum in No's</li> <li>11. No of Customer/Stakeholder Complaints received per annum in No's</li> <li>12. Percentage Corrective Actions implemented within 30 days for Non-Compliance reported/received.</li> <li>13. Monitoring other emissions under SDG(Sustainable Development Goals) on an annual basis i.e PM10, PM2.5, SOX and NOX in MT/Annum</li> </ol>
2	Waste Water		
3	Hazardous Waste		
4	Rain Water		
5	Green House Gasses		
6	Total Energy Consumed		
7	Renewable Energy Consumed		
8	Bio Diversity & Impact		
9	Environmental Compliance		
10	Air Emissions & Controlling		

# Materiality Issues For Rampex Labs Pvt Ltd



S.No	Social	Importance	KPI's to Report
1	Talent Retention & Development	<ul style="list-style-type: none"> <li>Aligns with global GRI reporting standards &amp; SDGs</li> <li>Reduces business risks &amp; improves long-term sustainability.</li> <li>Enhances stakeholder relationships &amp; investor confidence.</li> <li>Strengthens corporate accountability &amp; ethical leadership.</li> </ul>	<ol style="list-style-type: none"> <li>Total No of Medical Treatment Cases Reported per annum in No's.</li> <li>Total No of First Aid Cases Reported per annum in No's.</li> <li>Total No of Lost Time Injuries (LTI's) Reported per annum in No's.</li> <li>Total no of Mandatory Health &amp; Safety Trainings completed vs planned.</li> <li>No of new risk assessments completed and major risks mitigated within 30 days.</li> <li>No of employees under company medical insurance scheme.</li> <li>Total no of Training Hours Completed /Annum</li> <li>Conducting Annul Employee Feedback Survey &amp; Disclosing satisfactory levels</li> <li>Conducting one Labor audit/Annum w.r t Compliance to Labor Laws.</li> <li>Percentage of employees with access to mental health support services (e.g., counselling, stress management)</li> <li>No of Supplier Audits Conducted/Annum w.r.t Child &amp; Forced Labor.</li> <li>Percentage of Female Employees in Senior Leadership Roles</li> <li>No of POSH Complaints Received/Annum &amp; Resolved with in 30 Days.</li> </ol>
2	Occupational Health & Safety		
3	Protection of Human Rights		
4	Employee Wellbeing		
5	Diversity & Inclusion		
6	Employee Rewards & Recognitions		
7	Fair Labour Practices -		
8	Training & Development		
9	Community Impact -CSR etc		

# Materiality Issues For Rampex Labs Pvt Ltd



S.No	Governance	Importance	KPI's to Report
1	Economic Performance & Growth	<ul style="list-style-type: none"> <li>Enhances long-term business sustainability &amp; ESG performance.</li> </ul>	<ol style="list-style-type: none"> <li>Percentage of employees who complete mandatory ethics and anti-corruption training @ annually.</li> <li>Number of confirmed incidents reported of bribery or corruption within the reporting unit-1</li> <li>Number of confirmed incidents reported/annum, related to anti-competitive practices, such as price-fixing, bid-rigging, or market manipulation .</li> <li>Number of whistleblower incidents reported/annum related to potential anti-competitive behaviour.</li> <li>Number of confirmed data breach incidents reported annually.</li> <li>Percentage of employees who complete annual training on data protection, privacy, and information security.</li> <li>Percentage of employees and contractors who submitted conflict of interest disclosures annually.</li> <li>No of legal/disciplinary actions initiated against employees/contractor/annum.</li> <li>Board Diversity, % of Independent Directors</li> <li>Supplier Compliance with respect to Code of Conduct</li> <li>External Endorsements like UNGC</li> <li>% of Suppliers screened for ESG Compliances</li> <li>Third Party Data Assurance for all the ESG Materiality Issues</li> </ol>
2	Business Ethics & Integrity		
3	Data Privacy & Cyber Security	<ul style="list-style-type: none"> <li>Ensures regulatory compliance &amp; minimizes legal risks.</li> </ul>	
4	Responsible Procurement		
5	Supplier Screening & Audits	<ul style="list-style-type: none"> <li>Strengthens corporate reputation &amp; ethical leadership.</li> </ul>	
6	Innovation Management - Investment in R&D		
7	Partnerships & Industry Collaborations	<ul style="list-style-type: none"> <li>Builds investor confidence &amp; stakeholder trust.</li> </ul>	
8	Product Safety -		

# Rampex Labs Pvt Ltd – Being a Good Neighbour

At Rampex, we firmly believe that building a **better and sustainable future** requires **proactive and ethical action**. By aligning our **CSR initiatives** with the **UNDP’s Sustainable Development Goals (SDGs)**, we aim to drive meaningful impact. Most of our CSR activities are designed to **support and integrate key SDGs**, ensuring long-term positive outcomes. Below are the **major SDGs we focus on for our CSR investments**. In FY25 **750 no’s** benefitted due to our **CSR Activities**.

## CSR Spend at Rampex Labs Pvt Ltd

- 1. FY21-22            INR 50.0    Lakhs
- 2. FY25              INR. 5.50    Lakhs



## Rampex Labs Pvt Ltd – Ethics

At Rampex Labs, we uphold ethical business practices through a **comprehensive Code of Business Conduct and Ethics**, ensuring compliance across all operations. Internal and external stakeholders must adhere to these guidelines, with **vendor and contractor contracts incorporating anti-corruption and ethical clauses**. Regular **training and awareness programs** reinforce our commitment to integrity.

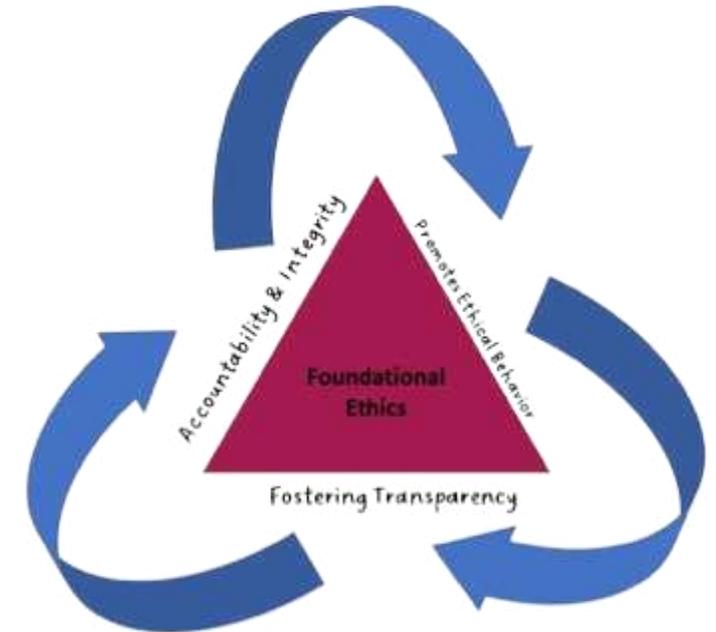
### Whistleblower Mechanism:

Rampex has established a **Whistleblower Policy** to address grievances while protecting whistleblowers from harassment.

#### • Complaint Submission:

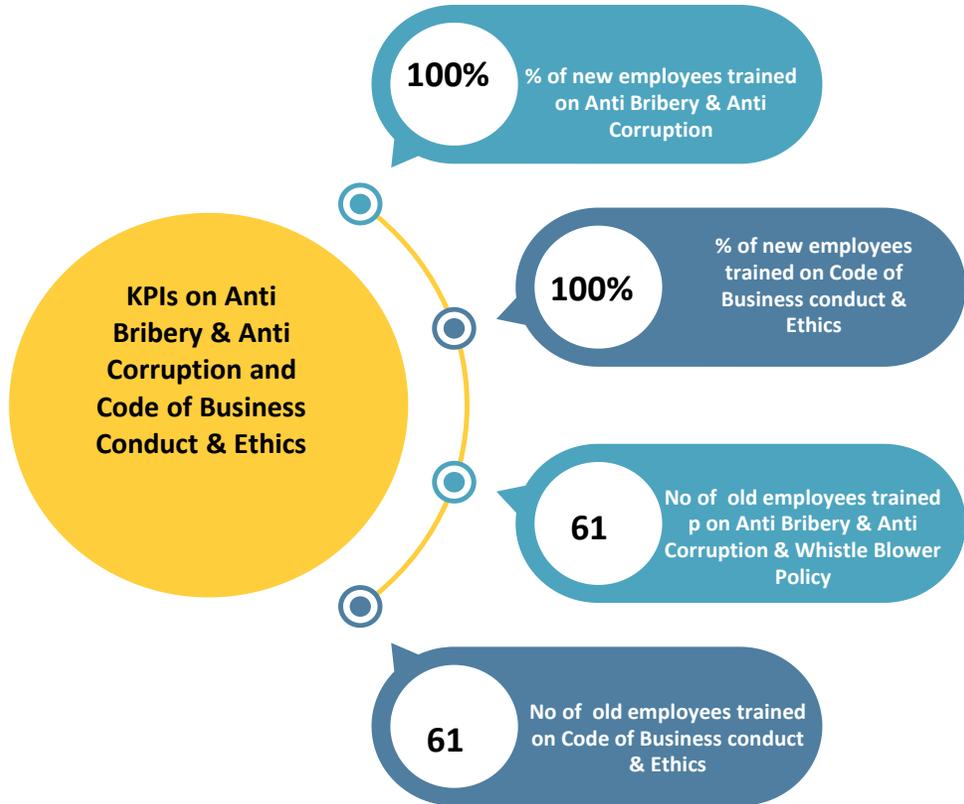
- Complaints must be submitted in a **sealed envelope** or via **email** labelled **“Protected Disclosure under the Whistleblower Policy.”**
- Complaints should be directed to **Mr. JSVN Sastry, Executive Director** at **[jsvns@rampexlabs.com](mailto:jsvns@rampexlabs.com)**.
- To maintain confidentiality, no acknowledgment will be issued, and complainants should refrain from including their name or address.

Employee Feedback System is in place at Rampex, HR Dept regularly takes feedback and resolve them immediately. As on YTD FY 25, 7 No's of suggestions received from employees w.r.t Safety PPE's like Googles, Gloves and better pest /rodent control at Boiler area's.

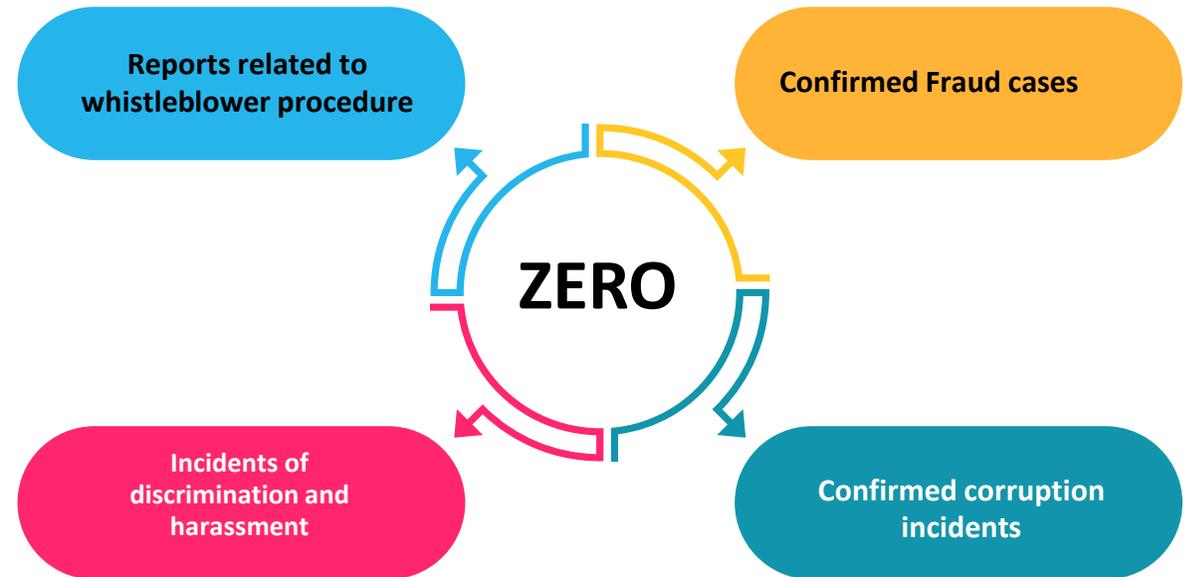


# Training on Business Conduct and Ethics

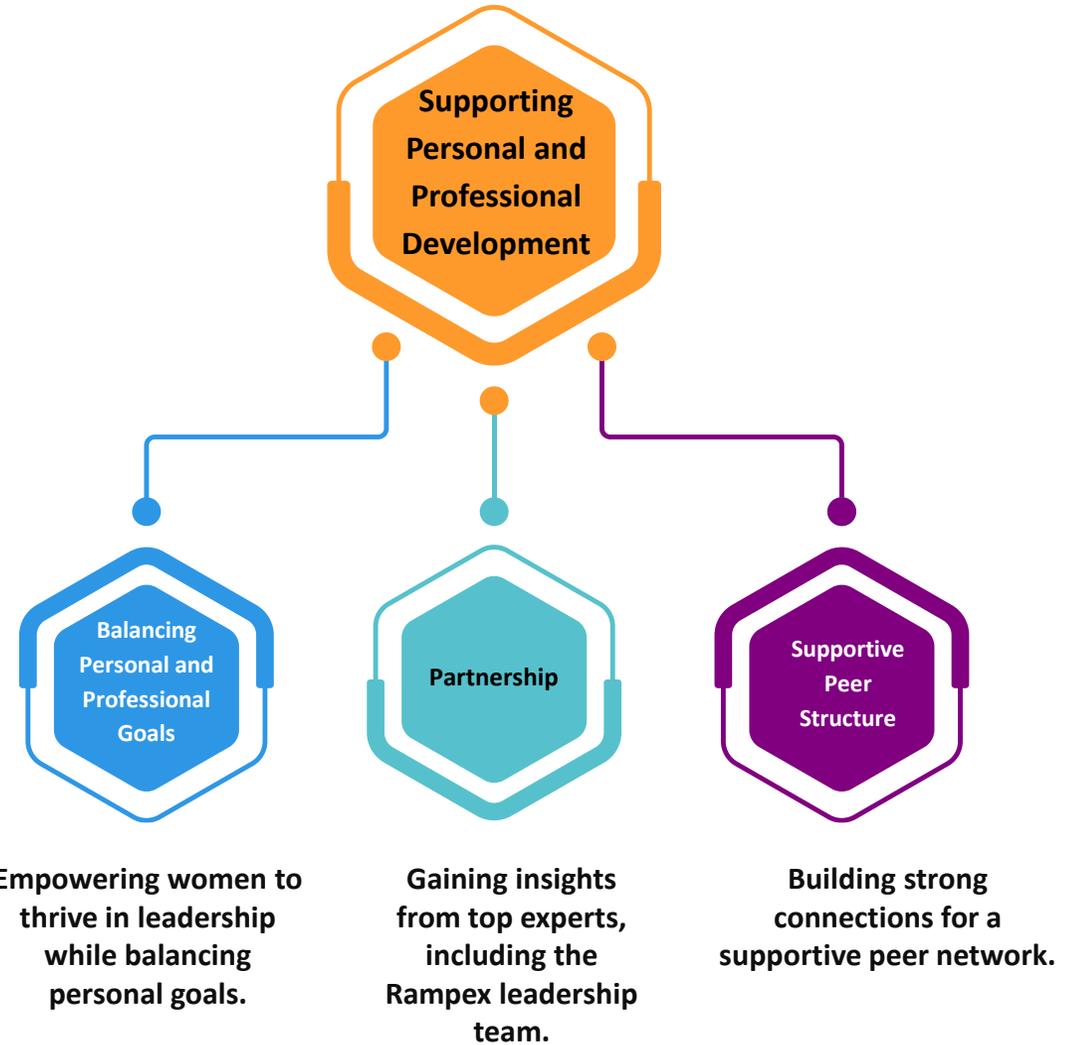
At Rampex, we are committed to fostering a culture of integrity and accountability by investing in comprehensive training programs. These programs are designed to educate our employees and stakeholders about anti-corruption, bribery, and the importance of adhering to our Code of Conduct. Any new joiners must undergo training on these policies and give an undertaking to this effect. All employees, including governance body members, are assigned mandatory courses on topics such as Code of Business Conduct and Ethics, anti-corruption, bribery, and anti-money laundering. through PPT Trainings We ensure 100% completion of these training programs for new and existing employees and including board of directors.



**Reporting Breaches:** We maintain transparency by consistently reporting incidents or violations in critical areas, including corruption, bribery, harassment, confidentiality breaches, conflicts of interest, and money laundering.

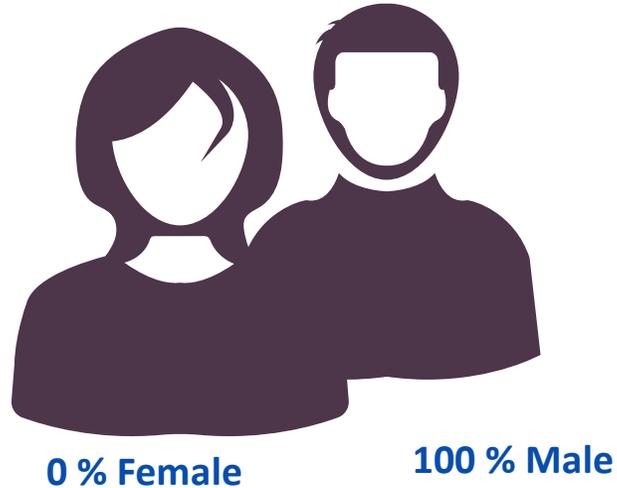


# Empowering a Diverse and Dynamic Workforce

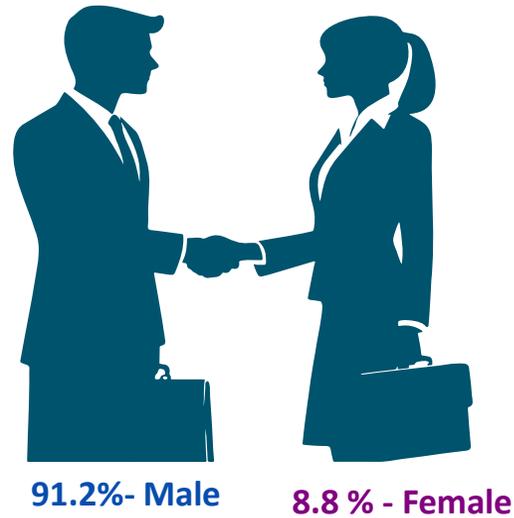


# Gender Diversity at Board Level & Employee Level

## Gender Diversity- Board Directors/Partners



## Gender Diversity- Employees



At **Rampex Labs Pvt Ltd**, gender diversity is recognized as a key driver of innovation, inclusivity, and balanced decision-making. The company is gradually strengthening its efforts to improve representation and equity across all organizational levels.

As of the latest reporting period:

- **0 % of the Board of Directors** are women, not contributing to inclusive governance and due to broader strategic perspectives.( Earlier in FY24, one of senior leadership team member was women Company Secretary, however due to personal reasons she left the Company).
- Among the total workforce, **8.9% are female employees**, while **91.2 % are male**, reflecting the ongoing challenge of gender representation in the pharmaceutical and manufacturing sector.

While the current gender ratio highlights the need for improvement, Rampex Labs remains committed to:

- Promoting **equal opportunity recruitment**,
- Encouraging **women in leadership and technical roles**, and
- Ensuring a **safe, respectful, and supportive workplace**, guided by its **POSH policy** and diversity principles.

Focused initiatives in hiring, training, and advancement will further support the goal of fostering a diverse and empowered workforce.

## Board of Directors

S.No	Name	Education Qualification	Experience (years)	Designation
1	RANGA N B GORREPATI	B.E, M.s, MBA	50	Chairman & Director
2	JATIN SIDDHARTHBHAI SHAH	BSC	40	Director
3	JSVN SASTRY	B.Tech Chemical	41	Executive Director
4	MAGANTI MURALI	B.Tech	45	Director
5	LOKANATH BOLLENI	FCA	40	Director
6	GHATTAMANENI VENKATESWARA RAO	CA	41	Director
7	NISHANT TIWARY	MBA	25	Director

## NRC Committee

S.No	Name	Education Qualification	Experience (years)	Designation
1	JSVN Sastry	B.Tech Chemical	41	Executive Director
2	P.K. Sharma	BSC, MIRPM	35	DGM-HR
3	G.V. Rao	CA	40	Finance Director
4	P.V. Veerabhadra Rao	MSC-Environment	35	AGM-EHS

# PMS Cycle & Pay Parity, Remuneration Policy, Nomination & Remuneration Committee, Board Performance Evaluation



## PMS Cycles:

The performance Cycle at Rampex is for a period of One year. Every employee would be reviewed on his performance yearly. Any new Joiners would be assessed after one year from the date of Joining. As regards existing employee's performance assessment is done at two particular period of time. Employees joining from October to March, the appraisal cycle is run in April and for Employees joining from April to September appraisal cycle is run in October. The PMS is purely based on Performance of an employee, any discrimination based on caste, creed, gender, region, race or any bias for that matter is not tolerated.

Annual Compensation Ratio is calculated as ratio of Highest Salary in the Organization vs Median Salary and found to be at 7.3. This helps evaluate internal pay fairness and this shows commitment to inclusive growth and governance.

At Rampex, Remuneration Policy is designed and implemented by NRC( Nomination & Remuneration Committee), oversights by its Executive Director Mr. JSVN Sastry. This policy is aligned and ensures no gender pay parity with Rampex business strategy, performance, stakeholder expectations and complies to all regulatory requirements.

URL link with respect to all the Policies under Sustainability Section approved by Senior Leadership Team can be visited in their website (<https://www.afpanel.com/rampexv8>)

The Nomination and Remuneration Committee (NRC) is responsible for overseeing the nomination and selection of members to the Board of Directors, our highest governance body. The process follows the principles of transparency, merit, and regulatory compliance. Candidates are nominated based on predefined criteria including industry expertise, governance experience, financial literacy, independence, and alignment with the company's values.

The performance of the Board of Directors, its Committees, is evaluated annually by the Nomination and Remuneration Committee, in line with the requirements of SEBI LODR Regulation 17(10) and the Companies Act, 2013. The evaluation covers aspects such as the effectiveness of board processes, participation, independence, decision-making, and oversight on risk, compliance, and sustainability. The last evaluation was conducted in March 2024, with a mix of self-assessment questionnaires and peer feedback, and reviewed by the NRC Committee.

Rampex Management is very particular about HR Hiring & Separation Policies- Employees wish to separate from the organization has to serve 60 day notice period before being relieved from the position.

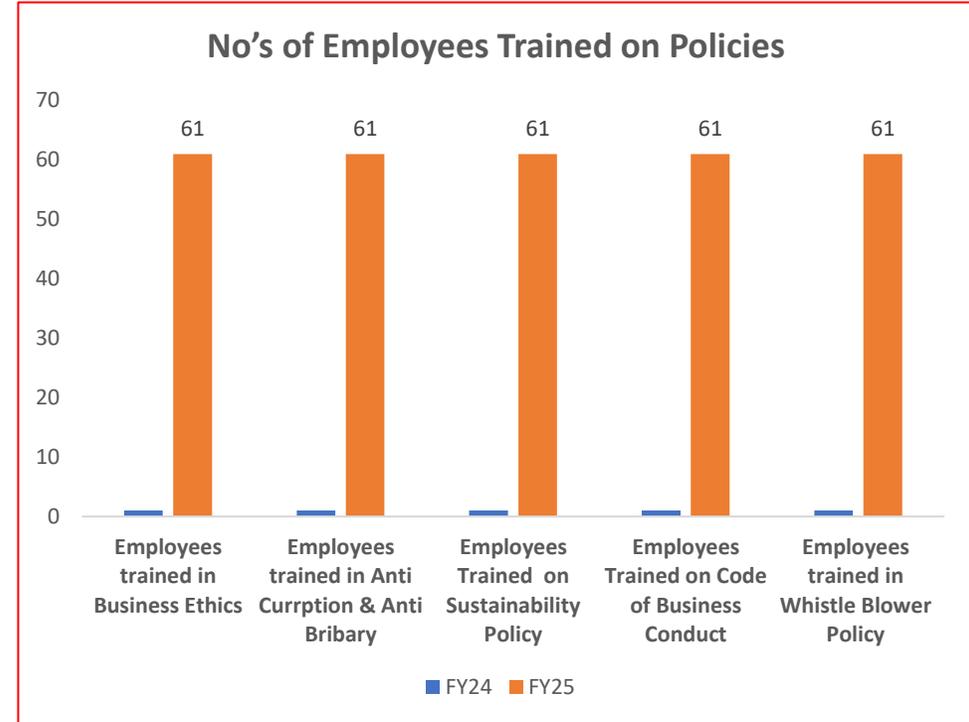
# PMS Cycle & Pay Parity, Remuneration Policy, Nomination & Remuneration Committee, Board Performance Evaluation



Rampex has embedded its responsible business commitments through a multi-layered approach. Policies such as the Code of Conduct, Human Rights Policy, and Sustainability Policy are communicated across all levels and are integrated into SOPs, supplier contracts, and decision-making processes.

Formal governance structures such as the Sustainability Committee and Compliance Committee provide oversight and conduct regular discussions on ethical and sustainable conduct. Monitoring mechanisms include internal audits, supplier assessments, and tracking of ESG performance indicators.

To support implementation, the company conducts periodic training for employees, contractors, and key suppliers on topics including anti-corruption, environmental compliance, Business Ethics, Anti Bribery, Code of Business Conduct and Whistle Blower Policy. New joiners completed a mandatory onboarding module covering our key ethical and sustainability policies.



## Training Highlights :

In FY24: No Trainings were conducted on these Policies

In FY25: 61 Employees were trained on all the existing Policies

# Employee, New Hires, Contract Workmen Demographics, Gender & POSH



Rampex Labs Pvt Ltd continues to maintain a stable and inclusive workforce, with a strong emphasis on gender equity and respectful workplace practices.

## Permanent Employees

- In **FY24**, the total number of permanent employees stood at **192**, which slightly decreased to **186** in **FY25**, reflecting optimization of core staffing.
- Of these, **Male employees** comprised **175 (FY24)** and **169 (FY25)**.
- The number of **Female employees** remained consistent at **17** across both years, highlighting gender retention in core roles.
- There is no representation of employees from East, West and North India, all the employees are from South India i.e 186 in FY25 & 192 in FY24.
- New Hires –Freshers** : 3 were hired in FY24 and in FY25 8 new freshers were hired. There is 16.7% increase in freshers hiring in this reporting period. All the freshers hired are from South India.

## Contract Workmen

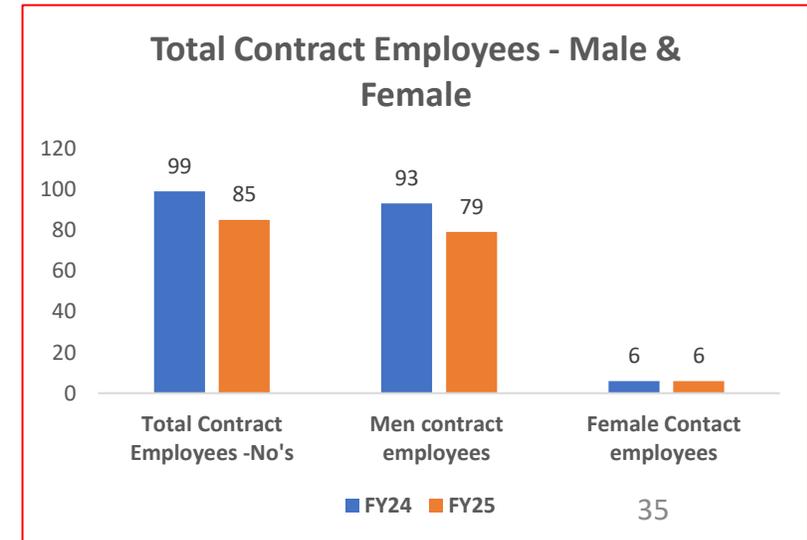
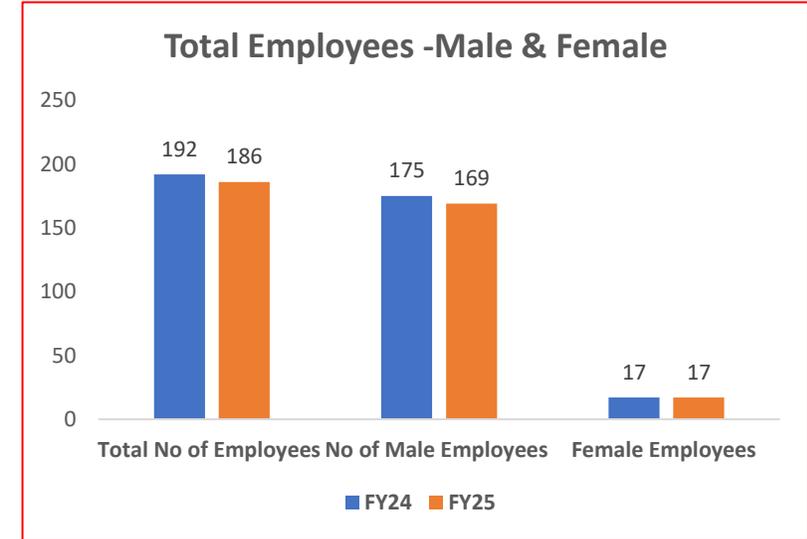
- The number of **contract employees** was **99** in FY24, which reduced to **85** in FY25 due to improved operational efficiency and automation and are employed in Plant Operations. Apart from above, Security Persons (10 No's) and House Keeping (8No's) are working with in the facility. Rampex Provides fair treatment to all its contract workmen by complying all regulatory requirements.
- Of these, **male contract workers** numbered **93 (FY24)** and **79 (FY25)**.
- Female contract workers** remained constant at **6** in both years.

There is no representation of Contract workmen from East, West and North India, all the employees are from South India i.e 93 & 85 in FY24 & FY25 respectively.

## POSH Compliance

- No cases of sexual harassment (POSH cases)** were reported in either FY24 or FY25, reflecting Rampex's safe and respectful workplace environment.
- The Internal Complaints Committee (ICC) remains active and accessible, supported by awareness programs and policy adherence.

Rampex Labs reaffirms its commitment to **workplace diversity, inclusivity, and compliance with labour laws and ethical standards** while continuously improving employee well-being and engagement.



# Rampex Labs Pvt Ltd, Employee Benefits & Health Coverage



Rampex Labs Pvt Ltd, prioritizes the health and well-being of its workforce by ensuring comprehensive medical coverage for all employees. The company adopts a dual approach to health security through statutory and voluntary programs:

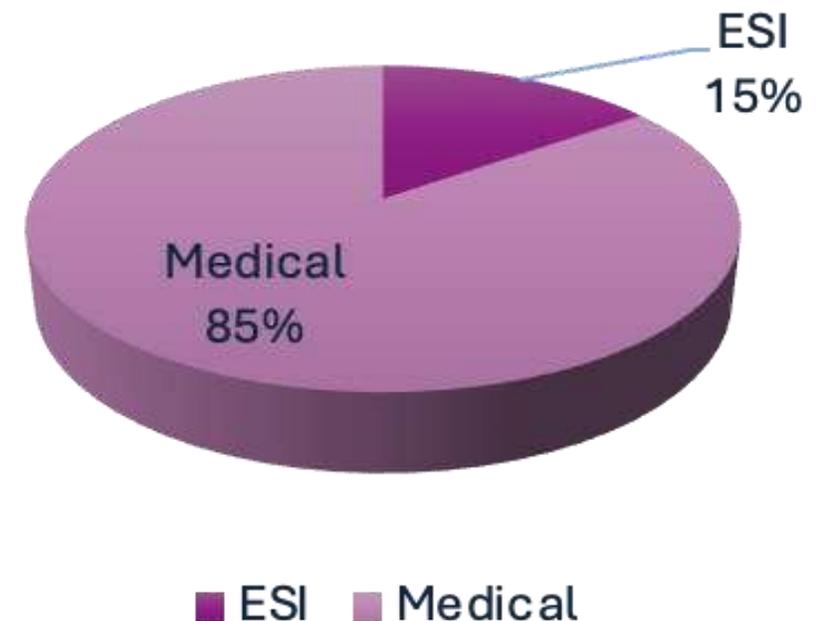
- Approximately **15% of employees are covered under the Employees' State Insurance (ESI) scheme**, in line with statutory requirements for eligible wage brackets. This provides access to government-supported medical care and benefits for both employees and their dependents.
- The remaining **85% of employees are enrolled under the company's Medical Insurance Policy**, which offers broader coverage through private healthcare networks. This ensures timely access to quality healthcare services, including hospitalization, specialist consultations, and preventive care.

This integrated healthcare model reflects Rampex's commitment to maintaining a healthy, motivated, and productive workforce through responsible and inclusive employee welfare practices including Stress management and psychological wellbeing

## Employee Benefits:

The following are the benefits that are provided for employees

- Salary Advance
- LTA
- Retirement Benefits
- Paid Off time
- Transportation
- Subsidized Canteen
- Personal Accident Coverage
- Gratuity
- Medical Insurance
- Bonus etc.



# Medical Examination for All employees including Contract Workmen

**Total No of  
Employees**

**FY24: 192**

**FY25:186**

**Annul Medical Checks  
Completed**

**FY24: 192**

**FY25:186**



**Pre-Employment Medical  
Checkups started in FY25, and  
30 new recruits got tested  
under pre- employment  
medical checks**

**% of employees covered  
for medical check up  
100%**



# Collective Knowledge, Skill Development- Safety & Sustainability

## Commitment to Safety & Skill Development by Rampex top management & employees:

Safety is a **top priority** at Rampex, ensuring employee well-being through comprehensive training & upskilling programs.

All the senior leadership team including NRC is trained on relevant Sustainability Frameworks applicable to Rampex and also they have engaged a third party M/s Team Labs & Consultants Pvt Ltd., to handhold them in rolling out their first Sustainability Report.

## Key Safety Training Initiatives:

**100% of employees trained** – Includes **permanent, women, and contract workers**.

- **Mandatory safety training** – Part of induction for all employees and a prerequisite for contract workers.
- **Ongoing structured training** – Promotes a strong safety culture across the workforce.

## Skill Development & Learning Programs:

- **Structured skill upgradation** – Focused training at the **floor level** for employees.
- **Learning & Development (L&D) framework** – Provides tailored training for **management-level employees** using various learning methods.

These initiatives ensure a **safe, skilled, and continuously growing workforce** at Rampex.



# Empowering Employee Growth at Rampex



At Rampex, we believe that **employee growth drives organizational success**. We are committed to **empowering individuals** by fostering **personal, professional, and business development**.

## Continuous Learning & Development

- **Holistic training programs** to support employee growth.
- **Focus on skill enhancement** for long-term success.
- **Encouraging continuous learning** for career advancement.
- **Carrer Management** for Employees by providing additional trainings

Our commitment ensures that every employee reaches their **full potential**, benefiting both individuals and the organization.

We encourage employees to **take charge of their learning** and explore their interests. Whether it's **pursuing higher education** or **transitioning to new roles** to gain new skills, Rampex supports their **career growth and development goals** every step of the way.

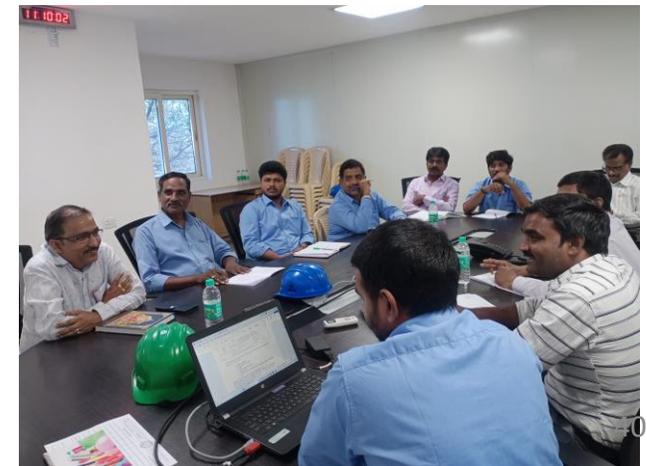


# Nurturing Growth Through Feedback

Rampex provides **training to help employees manage work-related stress** and maintain overall well-being.

## Recent Training for Managers & Team Leads

A recent session was **well received** across the organization, covering key aspects of **stress management and leadership development**.



## Grievances Redressal & Remediation Mechanism



Rampex Labs is committed to identifying and remediating any adverse impacts related to environmental compliance, employee safety, and stakeholder well-being.

Formal mechanisms such as the **Whistleblower Policy**, **Ethics Helpline**, **Contractor Feedback System**, and **Environmental Incident Reporting** are in place to ensure transparent and accessible grievance reporting—open to employees, contractors, and community stakeholders, with options for anonymity.

All grievances are logged, tracked, and addressed by relevant bodies such as the Grievance Committee, with oversight from the **Executive Director**. In FY2024–25, **four safety-related grievances** from contractors were resolved within two weeks, with corrective actions and retraining completed.

These efforts are continually reviewed to ensure alignment with the **UN Guiding Principles on Business and Human Rights** and to strengthen stakeholder trust.

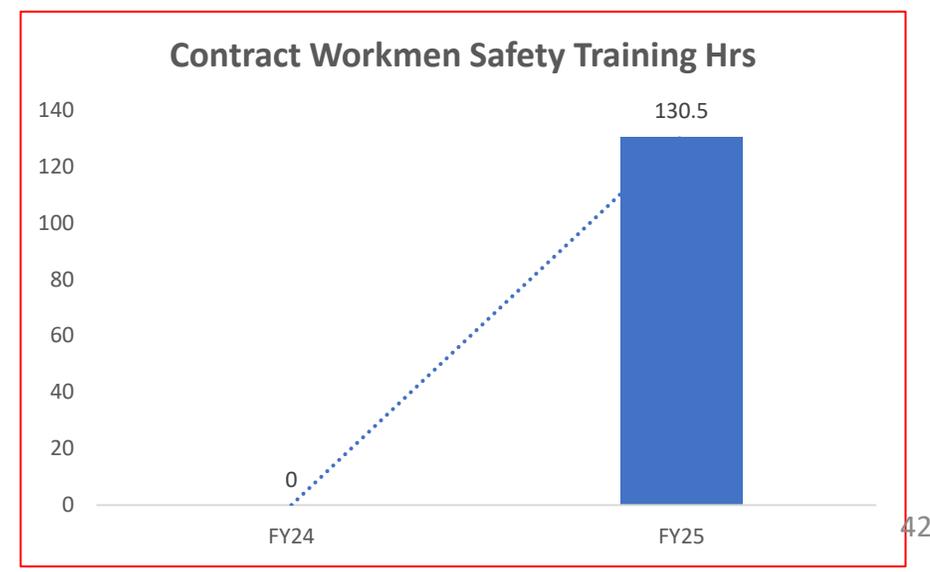
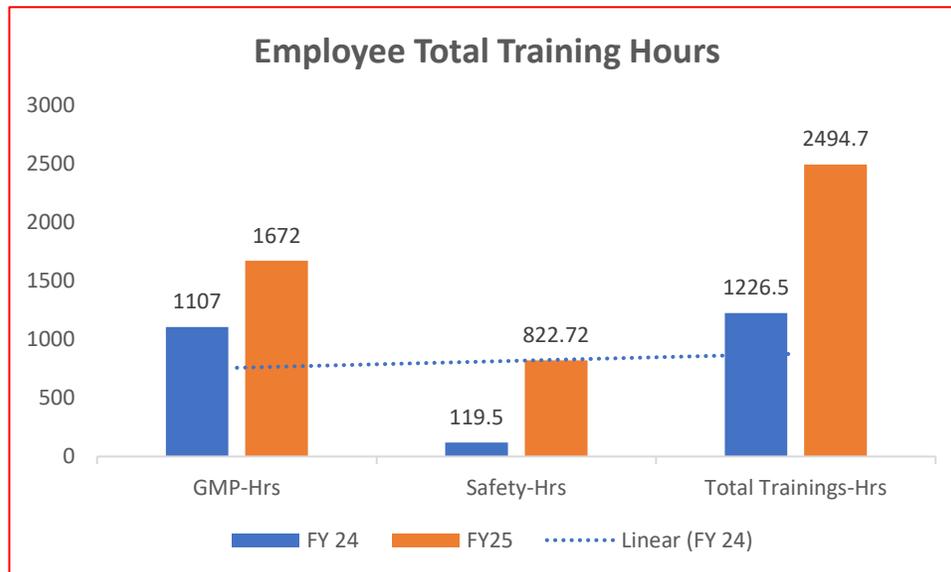
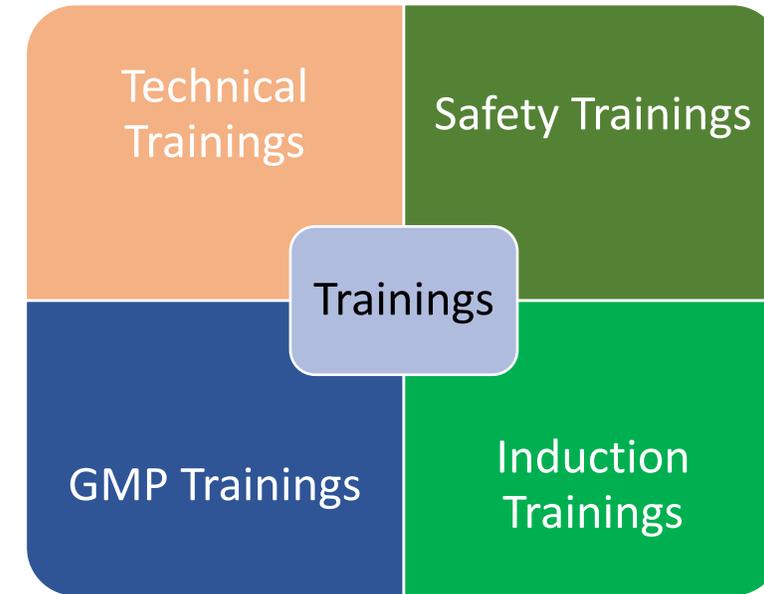
# Employee Trainings

Rampex offers **various training programs** to enhance **employee skills, knowledge, and performance**, supporting both **job efficiency and career growth**.

## Key Training Initiatives:

- **Job-specific training** for all employees.
- **Regular sessions on Behavioural Skills, Leadership, Management Functions, and Team Building** for mid and senior-level managers.
- **Expert-led training** with external trainers.
- **1226.5 training hours** completed in **FY24 & 2494.7 Hrs** in **FY25**
- **In FY24 average training Hrs per person ( Emp) is 6.4 hrs**
- **In FY25 average training hrs per person ( Emp + Contract Workmen) is 9.21hrs**
- **In FY24 10 Security Personnel & FY25 10 Security Personnel** were trained in **Human Rights** by our **HR Team**.
- **During this reporting period, it was observed that there is an increase of 48.6 % rise in training hrs per person.**

These programs ensure **continuous learning and professional development** across all units.



# Rampex Labs Pvt Ltd – ISO Policies



## Integrated Management System Policy

**RAMPEX LABS PVT LTD**  
**RAMPEX INTEGRATED MANAGEMENT SYSTEM POLICY**

We at Rampex Labs Pvt Ltd develop and manufacture "Bulk Drug Intermediates". We market our products globally. We are committed to comply with our Integrated Management System.

To meet this commitment, we are bound by the following guiding principles:

- Continually adhere to and improve the requirements of the IMS to provide Quality driven reliable services to ensure customer satisfaction.
- Provide safe and healthy working environment to everyone on our premises.
- Promote awareness about Quality, Environment, Health and Safety among all stakeholders across the organization through training, development and recognition.
- Committed to prevent incidents through hazard identification & risk assessment, environmental impact assessment studies.
- Optimize resource utilization for pollution prevention, energy and water conservation and reduction through reuse & recycling of waste and emissions.
- To protect information assets by manage confidentiality, integrity, and availability of information.
- Comply with all applicable legal and statutory requirements.
- Contribute to sustainable development by promoting greater Quality, Environment, Health, Safety and Good Manufacturing Practices.
- Conduct business and maintain relationships with our customers, suppliers, employees and other stakeholders by ethical implementation of integrated management system.

We are dedicated to the performance and continual improvement of the Integrated Management System on our premises across all operations. We ensure that all our employees believe and share this commitment, which would go a long way in earning the confidence of customers, stakeholders and the

Effective Date: 03/01/2025  
 Rev No: 02

**S.V.N SASTRY**  
 EXECUTIVE DIRECTOR

Plot No:151, S.V.Indl.Estate, Village Road,  
 IDA Bollaram, Sangareddy Dist, Telangana-502325.

## EHS Policy

**RAMPEX LABS PVT LTD**

Regd. Office & Factory:  
 Plot No. 151, S.V. Co-Operative Indl. Estate,  
 Village Road, IDA- Bollaram, Sangareddy Dist.  
 Telangana, India-502325.  
 Ph : +91 8458-279684, 9618020099, 8886058585  
 www.rampexlabs.com  
 CIN No.: U24239TG2004PTC043271  
 Email : admin@rampexlabs.com

**EHS POLICY**  
 (ENVIRONMENTAL, HEALTH & SAFETY POLICY)

**RAMPEX LABS PVT LTD** is committed to the continual improvement of its Environmental, Health & Safety performance by adopting management system that would comply with the statutory regulations through following objectives:

- Prevent injuries through development and implementation of effective Health and Safety processes.
- Promote efficient use of water and energy.
- Contributing to sustainable development by promoting greater environmental, health and safety responsibility.
- Create a free and healthy workplace by eliminating and / or reducing hazards and at-risk behaviors and promote wellness.
- Achieving growth through implementing pollution prevention practices and conserving resources; Complying with all applicable legal & statutory requirements.

**RAMPEX LABS PVT LTD** has goal to eliminate or reduce injuries and accidents through systematic approach of recognition, evaluation and control of potential health and safety hazards.

Effective Date: 08-02-2024  
 Revision No: 01

**SURESH MUDDANA**  
 Managing Director

bsi ISO 9001 Quality Management  
 ISO 14001 Environmental Management  
 OHSAS 18001 Occupational Health and Safety Management

**ANAB ACCREDITED**

**IAF ACCREDITED**

## Business Ethics Policy

**RAMPEX LABS PVT LTD**

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**Business Ethics Policy**

11<sup>th</sup> November 2024

**1. Introduction:**

At **Rampex Labs Pvt Ltd**, ethics are at the core of our operations. We expect all employees, managers, contractors, and business partners to act ethically at all times, adhering to the highest standards of integrity, transparency, and fairness. This policy outlines our commitment to ethical business practices and applies to all entities within the Rampex Labs Pvt Ltd Group, both domestic and international.

**2. Scope:**

This policy applies to all employees, contractors, consultants, temporary staff, suppliers, and any other personnel engaged with Rampex Labs across all locations and business units.

**3. Policy:**

Rampex Labs Pvt Ltd, is committed to complying with all relevant rules and regulations, as well as our voluntary commitments, including the

- UN Global Compact (UNGC) Principles
- Pharmaceutical Supply Chain Initiative (PSCI) Principles,
- ILO Conventions
- Global Reporting Initiative frameworks
- UN Guiding Principles on Business and Human Rights (UNGPs)
- United Nations Sustainable Development Goals (UNSDGs)

At Rampex Labs Pvt Ltd, we uphold the highest standards of ethics and integrity in all our business practices. Our commitment to ethical behaviour guides our decision-making processes, ensuring transparency, accountability, and respect for all stakeholders. We strive to foster a culture of honesty and trust, essential for sustainable growth and success.

bsi ISO 9001 Quality Management  
 ISO 14001 Environmental Management  
 OHSAS 18001 Occupational Health and Safety Management

**ANAB ACCREDITED**

**IAF ACCREDITED**

# Rampex Labs Pvt Ltd – ISO Policies



## Information Security Policy


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 www.rampexlabs.com  
 CIN No.: U24239TG2004PTC043271  
 Email : admin@rampexlabs.com

Date: 03/12/2024

### Information Security Policy

Information security policies play a critical role in an organization's overall security. They serve as a foundation for establishing a secure environment and mitigating potential risks. The value of information security policies can be outlined as follows:

- Risk management:** Information security policies provide a systematic approach to identifying, assessing, and managing risks associated with information assets. By addressing vulnerabilities and implementing appropriate controls, organizations can minimize the potential damage caused by security incidents.
- Security culture and awareness:** Information security policies promote a culture of security awareness within an organization. By providing training and resources, organizations can educate employees on security best practices and encourage them to play an active role in protecting information assets.
- Trust and reputation:** By implementing and maintaining a robust information security policy, organizations can demonstrate their commitment to protecting customer, employee, and partner data. This fosters trust and confidence, which is crucial for maintaining a positive reputation and building strong business relationships.
- Competitive advantage:** As data breaches and cyberattacks become more common, organizations with effective information security policies can differentiate themselves from competitors. Demonstrating strong security practices can provide a competitive advantage, particularly when dealing with clients or partners who prioritize data protection.
- Cost savings:** By proactively addressing security risks, organizations can reduce the financial impact of security incidents, including costs associated with data breaches, system downtime, and regulatory fines.
- Continuous improvement:** Information security policies include processes for regular monitoring, auditing, and reviewing security practices. This allows organizations to identify areas for improvement, adapt to evolving threats, and ensure that their security measures remain effective over time.


 Executive Director







## ENMS Policy


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 www.rampexlabs.com  
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### ENMS (ENERGY MANAGEMENT SYSTEM) POLICY

DATE:02-12-2024

At Rampex Labs pvt ltd, we are Committed for Effective use of energy across our plant with the strategy of continuously identifying the energy reduction opportunities whilst responding to Legal & Mandate compliance requirements identified. Also, we strive to be world class in every facet of Energy efficient operations & are committed to:

- Run the plant at best possible efficiency.
- Minimize the using of Coal/MW of Electricity.
- Ensure the availability of information & of necessary resources to achieve Energy Management objectives and targets.
- Ensure that energy efficiency & the nature of energy source are key considerations when bench marking & procuring new facilities and equipment.
- Define & communicate the responsibilities authorities & obligations along with creating awareness in order to facilitate effective energy management.
- Propagate the policy to our business partners for effective implementation.

The Energy policy will be reviewed for continual improvement & update as necessary.


 Executive Director







## CSR Policy


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### CORPORATE SOCIAL RESPONSIBILITY POLICY

OUR COMMITMENT:  
 RAMPEX LABS PVT LTD has always been involved in the communities where we live and work. Our branches give back to their communities by supporting local charities, children's programs and volunteering time on outreach projects.

RAMPEX is committed to the highest standards of legal and ethical business conduct and shall ensure that CSR activities be conducted in accordance with its code of business conduct and its compliance with all laws and regulations as applicable upon us.

OBJECTIVE:  
 The main objective of CSR policy is to make CSR a key business process for sustainable development of society and Rampex will act as a good corporate citizen and aims at supplementing the role of Government in enhancing the welfare measures of the society within the framework of its policy.

APPLICABILITY:  
 Rampex CSR policy has been developed pursuant to Section 137 of the Companies Act, 2013 (referred to as the Act in this policy) and in accordance with the 'Companies (Corporate Social Responsibility Policy) Rules, 2014, (hereby referred to as the Rules) notified by the Ministry of Corporate Affairs, Government of India in 2014.

MEASURES:  
 In this context, the policy on CSR of Rampex is broadly framed taking into account the following terms:  
 The CSR activities shall be undertaken by Rampex, as stated in this Policy, as projects or activities (either new or ongoing), excluding activities undertaken in pursuance of its normal course of business.  
 Any activities which are exclusively for the benefit of employees, employees or their family members shall not be considered as CSR activity.  
 Rampex shall give preference to the local area or areas around it where it operates, for spending the amount earmarked for CSR activities.

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### ORGANISATIONAL MECHANISM AND RESPONSIBILITIES:

1) Mr. J.S.V.N Sastri,  
 2) Mr. P. K. Sarma

Management Commitment:  
 Our Board of Directors, our Management and all of our employees subscribe to the philosophy of responsible care. We believe in and act on an ethics of generosity and compassion, characterized by a willingness to build a society that works for everyone. This is the commitment of our CSR policy.

Update:  
 The CSR Committee of Board of Rampex will review the policy from time to time based on the changing needs and aspirations of the target beneficiaries and make suitable modifications as may be necessary.

Compliance with Companies Act, 2013:  
 Our Corporate Social Responsibility policy conforms to the Section 135 of the Companies Act, 2013 on Corporate Social Responsibility as spelt out by the Ministry of Corporate Affairs, Government of India.

Principles for Corporate Social Responsibility:  
 Accountability,  
 Transparency,  
 Ethical behavior,  
 Respect for stakeholder interests,  
 Respect for the rule of law,  
 Respect for the international norms of behavior,  
 Respect for Human Rights.


 J.S.V.N SASTRI  
 EXECUTIVE DIRECTOR

Effective Date: 05/12/2024  
 Rev No: 01

Page: 3 of 3

# Rampex Labs Pvt Ltd – other Social Policies



## Sustainable Procurement Policy

## Labor and Human Rights Policy

## Diversity, Equity & Inclusion Policy

**Rampex Labs Pvt Ltd**  
 Regd. Office & Factory  
 Plot No. 151, S.V. Co-Operative Indl. Estate,  
 Village Road, DDA, Bolnagar, Sarangwadi Dist.  
 Telangana, India-502025  
 Ph: +91 8480270684, 9618020093, 8886565650  
 www.rampexlabs.com  
 CIN No. U24286FT02004PT0043271  
 Email: admin@rampexlabs.com

**Sustainable Procurement Policy**  
 11<sup>th</sup> November 2024

**1. Introduction:**  
 At Rampex Labs Pvt Ltd, we believe that our responsibility extends beyond our operations and includes the sustainability practices of our suppliers. We are committed to engaging with suppliers that actively work to mitigate negative environmental or social impacts. This Sustainable Procurement Policy outlines our commitment to building a more sustainable supply chain, fostering ethical business practices, and ensuring compliance with international standards.

**2. Scope:**  
 This policy applies to the entire Rampex Labs Pvt Ltd Group, covering all legal entities both domestic and foreign. It applies to all employees, managers, contractors, and business partners involved in the procurement process. The policy is designed to ensure that all suppliers engaged by Rampex Labs are aligned with our sustainability goals and values.

**3. Policy:**  
 Rampex Labs Pvt Ltd is committed to sustainable procurement practices that prioritize environmental responsibility, social equity, and ethical labor standards. We work closely with suppliers to ensure that materials and services are sourced sustainably, minimizing environmental impact and promoting fair labor practices. By integrating sustainability into our supply chain, we aim to uphold our overall commitment to corporate responsibility and support a healthier planet.

- UN Global Compact (UNGC) Principles
- Pharmaceutical Supply Chain Initiative (PSCI) Principles
- ILO Conventions
- The Science Based Targets Initiative (SBTi) Frameworks
- Global Reporting Initiative Framework (GRI)
- United Nations Sustainable Development Goals (UNSDG's)
- ISO 14001: Environmental Management System (EMS)

**4. Goals & Targets:**  
**Sustainable Procurement:**

- Roll out of Rampex Labs Pvt Ltd Supplier Code of Conduct by January 2025.
- Communication of sustainability Expectations through Supplier Code of Conduct/Supplier Sustainability Program/ Purchase Order to 100% Suppliers.

**5. KPI's to Monitor:**

- Obtain Signatory on Rampex Labs Pvt Ltd, Supplier Code of Conduct covering 85% of Supply value by FY 2025
- No of suppliers who meet defined requirements under Rampex Labs Pvt Ltd, Supplier Code of Conduct by 2025.
- Percentage of suppliers who have signed and adhere to the company's Supplier Code of Conduct, including environmental and social responsibility commitments.
- Percentage of suppliers with certifications like ISO 14001 (Environmental Management) and SA8000 (Social Accountability).
- Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements in the PO's issued.
- Percentage of sourcing from local suppliers to support local economies and reduce transportation emissions.
- Percentage of suppliers who have signed and adhere to the company's Supplier Code of Conduct, including environmental and social responsibility commitments
- Percentage of suppliers assessed for fair wage practices annually.
- Percentage of suppliers participating in fair wage training and awareness programs.
- No of Supplier Audits conducted/Annun w.r.t Sustainable Procurement practices to support our sustainable procurement commitments in Supplier Code of Conduct.

**6. Transparency:**  
 We are dedicated to monitoring and achieving our sustainability objectives by establishing key performance indicators (KPIs). Each KPI will be tracked at regular intervals, ensuring rigorous evaluation to assess our progress and implement necessary adjustments. We will communicate our progress through our Annual Report, Sustainability Report in accordance with GRI standards, UNCG Communication of Progress (CoP), BRSR Report, Eco Vadis and CDIP Disclosures. We will share our data through platforms such as S&P, MDD30 and Project Gigaton, ensuring transparency and accountability in achieving our sustainability objectives.

**7. Communication:**  
 This policy is communicated to all relevant stakeholders through appropriate channels to ensure clear understanding and engagement.

**8. Review:**  
 This policy will be reviewed once in 2 years or as and when required, to ensure alignment with evolving sustainability standards and goals.

At Rampex Labs Pvt Ltd, we believe that sustainable procurement is a critical part of our responsibility to minimize environmental impact and promote social well-being. Through responsible sourcing, collaboration with certified suppliers, and setting measurable targets, we aim to build a supply chain that aligns with our sustainability vision and delivers long-term value to our business, customers, and society.

**Rampex Labs Pvt Ltd**  
 Name & Signature of Senior Leadership

**Rampex Labs Pvt Ltd**  
 Regd. Office & Factory  
 Plot No. 151, S.V. Co-Operative Indl. Estate,  
 Village Road, DDA, Bolnagar, Sarangwadi Dist.  
 Telangana, India-502025  
 Ph: +91 8480270684, 9618020093, 8886565650  
 www.rampexlabs.com  
 CIN No. U24286FT02004PT0043271  
 Email: admin@rampexlabs.com

**Labor & Human Rights Policy**  
 11<sup>th</sup> November 2024

**1. Introduction:**  
 At Rampex Labs Pvt Ltd, we are committed to conducting our business in a way that protects the safety, health, and welfare of our employees and everyone impacted by our activities. We strive to respect and promote labor and human rights in accordance with the legal and voluntary requirements.

**2. Scope:**  
 This policy applies to all our employees, contractors, consultants, temporary staff, suppliers, and any other personnel engaged with Rampex Labs across all locations and business units.

**3. Policy:**  
 Rampex Labs Pvt Ltd is committed to complying with all relevant rules and regulations, as well as voluntary commitments, including the:

- UN Global Compact (UNGC) Principles
- Pharmaceutical Supply Chain Initiative (PSCI) Principles
- UN Guiding Principles on Business and Human Rights
- ILO Conventions
- Global Reporting Initiative Framework (GRI)
- United Nations Sustainable Development Goals (UNSDG's)
- ISO 45001: occupational health and safety (OHSAS) management system

**Labor and Human Rights:**  
 Rampex Labs is committed to respecting and promoting labor & human rights throughout its operations and value chain. We strive to create a safe, inclusive, and supportive work environment where every employee and stakeholder is treated with dignity and fairness.

**Human Rights:**  
 We ensure fair treatment, non-discrimination, and a safe, inclusive work environment. Through rigorous policies and partnerships, we actively protect and promote human rights, aligning with international standards and fostering a culture of integrity and respect.

**4. Goals & Targets:**  
 Rampex Labs is committed to track xx No's lives through CSR programs by FY2030 & Foster a safety-first culture and Target zero workplace fatalities.

- 0% Yo-Y reduction in the Lost Time Injury Frequency Rate (LTIFR)
- Achieve gender pay parity by FY2030.
- All plants to be made accessible for physically challenged people.
- Foster equal opportunity in selection and promotion.
- Identify mandatory training and ensure 100% compliance.
- Provide training and career growth opportunities for all employees, with a focus on skill development and leadership aptitude building.

**5. KPI's to Monitor & Frequency:**

- Total No of Unsafe Conditions, Unsafe Acts reported/annum
- Total No of Near Miss reported/annum
- Total No of Medical Treatment Cases Reported per annum in No's
- Total No of Firm Airt Cases Reported per annum in No's
- Total No of Lost Time Injuries (LTIs) Reported per annum in No's
- Total no of Mandatory Health & Safety Trainings completed as planned per annum.
- No of new risk assessments completed and major risks mitigated within 30 days
- No of employees covered under company medical insurance scheme.
- Total no of Employee Training Hours Completed/ Annun
- Conducting Annual Employee Feedback Survey & Disclosing satisfactory levels
- No of third party Labor audit conducted/ Annun w.r.t Compliance to Labor Laws.
- Percentage of employees with access to mental health support services (e.g., counseling, stress management)
- No of Supplier Assessment Audits Conducted/Annun w.r.t Child & Forced Labor.
- Percentage of Female Employees in Senior Leadership Roles across the organization.
- No of PSHS Completed. Reported/Annun & Resolved within 30 Days.
- Total amount in INR spent/annum on CSR activities in the impact area of the operating unit-1.

**6. Transparency:**  
 Rampex Labs is committed to monitoring and achieving our Labor & Human Rights Goals & Targets by establishing key performance indicators (KPIs). Each KPI shall be tracked at regular intervals, ensuring rigorous performance evaluation to assess our progress and implement necessary corrective actions. We will communicate our progress through our Annual Report, Sustainability Report in accordance with GRI Standards, EcoVadis and CDIP Disclosures. We will share our data through platforms as requested by our key customers.

**7. Communication:**  
 This policy is communicated to all relevant stakeholders through appropriate channels to ensure clear understanding and engagement.

**8. Review:**  
 This policy shall be reviewed once in 2 years or as and when required, to ensure alignment with evolving sustainability standards and goals.

**Rampex Labs Pvt Ltd**  
 Name & Signature of Senior Leadership

**Rampex Labs Pvt Ltd**  
 Regd. Office & Factory  
 Plot No. 151, S.V. Co-Operative Indl. Estate,  
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 www.rampexlabs.com  
 CIN No. U24286FT02004PT0043271  
 Email: admin@rampexlabs.com

**Diversity, Equity and Inclusion Policy**

**RAMPEX LABS PVT LTD** is committed to workforce diversity, creating equality across our systems, and fostering and advancing a culture of inclusion. Our culture of belonging is about uniting different backgrounds, beliefs, abilities and experiences in an environment where everyone feels valued and works together to achieve meaningful outcomes.

The four pillars within the Company's evidence-based strategy are intentionally interconnected and must work together.

- 1) Accelerate our Global culture of Inclusion where every individual belongs.
- 2) Build a work force that Reflects the Diversity for our Communities.
- 3) Drive Innovation and Growth with our Business to serve Diverse Markets around the World.
- 4) Transform Talent and Business process to Achieve Equitable Access and outcomes for All.

The outcome is to foster a culture of belonging aligned around a global inclusion strategy that reflects local nuances and regional priorities across. It is also critical to embed DEI into our business strategies to better serve the needs of our customers. We are continuing our work to build a workforce that reflects the diversity of our communities.

We are also elevating our focus on achieving equitable access and outcomes. This requires tailoring our tools, resources and mind-sets to meet the unique needs of individuals, so everyone has a fair and equitable opportunity to participate and contribute to their fullest potential at RAMPEX LABS PVT LTD.

**Policy Guidelines**  
**Diversity, Equity & Inclusion Definition:**  
 Our definition of Diversity, Equity & Inclusion is We All Belong. A place where all of us have a responsibility to accelerate our progress, and where we all are accountable and empowered to drive change-here and in the world at large.

**Employee Responsibilities:**  
 DEI is everyone's responsibility at RAMPEX LABS PVT LTD. It requires purposeful action every day. Every employee is trained on DEI and is responsible for:

- Respecting the dignity and diversity of all people.
- Creating an inclusive environment that is free from discrimination, harassment and bullying.
- Enhancing their awareness of potential unconscious bias and how that might hinder our ability to be more inclusive and collaborative with one another.
- Focusing on conscious inclusion to be more intentional with their actions to drive diversity, equity and belonging.

**Rampex Labs Pvt Ltd**  
 Name & Signature of Senior Leadership

Effective Date: 05/12/2024  
 Rev No: 01

## ISO 9001

## ISO 14001

## ISO 45001

**bsi.**  

### Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that: **Rampex Labs Pvt. Ltd.**  
Unit I  
Plot No. 151  
S.V. Co-operative Industrial Estate  
Village Road, IDA-Bollaram  
Sangareddy District 502 325  
Telangana  
India

Holds Certificate No: **FM 669079**

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

The Design, Development, Manufacture and Dispatch of Bulk Drug Intermediates.

For and on behalf of BSI:   
Theuns Kotze, Managing Director Assurance - IMETA

Original Registration Date: 2017-06-05      Effective Date: 2023-06-05  
Latest Revision Date: 2023-06-04      Expiry Date: 2026-06-04

Page: 1 of 1

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This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract. An electronic certificate can be authenticated [online](#). Printed copies can be validated at [www.bsi-global.com/ClientDirectory](http://www.bsi-global.com/ClientDirectory) or telephone +91 11 2692 9000. Further clarifications regarding the scope of this certificate and the applicability of ISO 9001:2015 requirements may be obtained by consulting the organization. This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000  
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.  
A Member of the BSI Group of Companies.

**bsi.**  

### Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that: **Rampex Labs Pvt. Ltd.**  
Unit I  
Plot No. 151  
S.V. Co-operative Industrial Estate  
Village Road, IDA-Bollaram  
Sangareddy District 502 325  
Telangana  
India

Holds Certificate No: **EMS 669080**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The Design, Development, Manufacture and Dispatch of Bulk Drug Intermediates.

For and on behalf of BSI:   
Theuns Kotze, Managing Director Assurance - IMETA

Original Registration Date: 2017-06-05      Effective Date: 2023-06-05  
Latest Revision Date: 2023-06-04      Expiry Date: 2026-06-04

Page: 1 of 1

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BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.  
A Member of the BSI Group of Companies.

**bsi.**  

### Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that: **Rampex Labs Pvt. Ltd.**  
Unit I  
Plot No. 151  
S.V. Co-operative Industrial Estate  
Village Road, IDA-Bollaram  
Sangareddy District 502 325  
Telangana  
India

Holds Certificate No: **OHS 669081**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

The Design, Development, Manufacture and Dispatch of Bulk Drug Intermediates.  
[Previously certified to BS OHSAS 18001:2007 since 05/06/2017]

For and on behalf of BSI:   
Theuns Kotze, Managing Director Assurance - IMETA

Original Registration Date: 2021-05-24      Effective Date: 2023-06-05  
Latest Revision Date: 2023-06-04      Expiry Date: 2026-06-04

Page: 1 of 1

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Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000  
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.  
A Member of the BSI Group of Companies.

## ISO 27001

## ISO 50001



### Certificate of Registration

This is to certify that the Information Security Management System of

## RAMPEX LABS PRIVATE LIMITED

Plot no. 151, S.V.Co-operative Industrial estate, IDA Bollaram,  
Sangareddy Dist., Telangana -502325, India

has been assessed and registered by TNV as conforming  
to the requirements of:

### ISO/IEC 27001:2022

(Information Security Management System-  
Information Security, Cybersecurity and Privacy Protection)

For the following Scope

**Manufacture and supply of pharmaceutical intermediates for Active  
Pharmaceutical Ingredients (APIs) in therapeutic categories including  
oncology, hypertension, and antifungals, adhering to cGMP standards.**

TNV is accredited by United Accreditation Foundation (UAF). Status of Certificate can be verified on  
[www.isoindia.org](http://www.isoindia.org) & [www.iafcertsearch.org](http://www.iafcertsearch.org)

Certificate Number	250212059102	Initial Registration Date	12 <sup>th</sup> Feb. 2025
Current Issue Date	12 <sup>th</sup> Feb. 2025	Validity of this Certificate	11 <sup>th</sup> Feb. 2028
1 <sup>st</sup> Surveillance Date	12 <sup>th</sup> Jan. 2026	Recertification due on	11 <sup>th</sup> Feb. 2028
2 <sup>nd</sup> Surveillance Date	12 <sup>th</sup> Jan. 2027	Revision No./Date	00
		SOA Version & Date	1.0 (Dated 08/09/2024)




Pragyesh Singh, Director  
TNV Certification Pvt. Ltd.  
(LEI No: 335800HPF7ZHAORCF93)

MANAGEMENT SYSTEM CERTIFICATE

Accreditation Board: United Accreditation Foundation Inc, 400 North Center Dr Ste 302, Norfolk, Va 23502, USA  
Certification Body Add: H.O. TNV House, B-1/19/69, Sector-R, Aliganj, Lucknow - 226024 UP (India)  
Validity of this certificate is subject to continued compliance of the management system standard and successful completion of audit as planned by TNV from time to time. Further clarification regarding the scope of this certificate and the applicability of standard may be obtained by consulting the organisation. This certificate remains property of the TNV and must be returned on request. For surveillance details, please visit at [www.isoindia.org](http://www.isoindia.org) or write to [info@isoindia.org](mailto:info@isoindia.org) CIN number of the TNV Certification Pvt. Ltd is U74900UP2011PTC048719



### Certificate of Registration

This is to certify that the Energy Management System of

## RAMPEX LABS PRIVATE LIMITED

Plot no. 151, S.V.Co-operative Industrial estate, IDA Bollaram,  
Sangareddy Dist., Telangana -502325, India

has been assessed and registered by TNV as conforming  
to the requirements of:

### ISO 50001:2018

(Energy Management System)

For the following Scope

**Manufacture and supply of pharmaceutical intermediates for Active  
Pharmaceutical Ingredients (APIs) in therapeutic categories including  
oncology, hypertension, and antifungals, adhering to cGMP standards.**

TNV is accredited by United Accreditation Foundation (UAF). Status of Certificate can be verified on  
[www.isoindia.org](http://www.isoindia.org) & [www.iafcertsearch.org](http://www.iafcertsearch.org)

Certificate Number	250212089101	Initial Registration Date	12 <sup>th</sup> Feb. 2025
Current Issue Date	12 <sup>th</sup> Feb. 2025	Validity of this Certificate	11 <sup>th</sup> Feb. 2028
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Pragyesh Singh, Director  
TNV Certification Pvt. Ltd.  
(LEI No: 335800HPF7ZHAORCF93)

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# Rampex Labs Pvt Ltd – Economic Performance



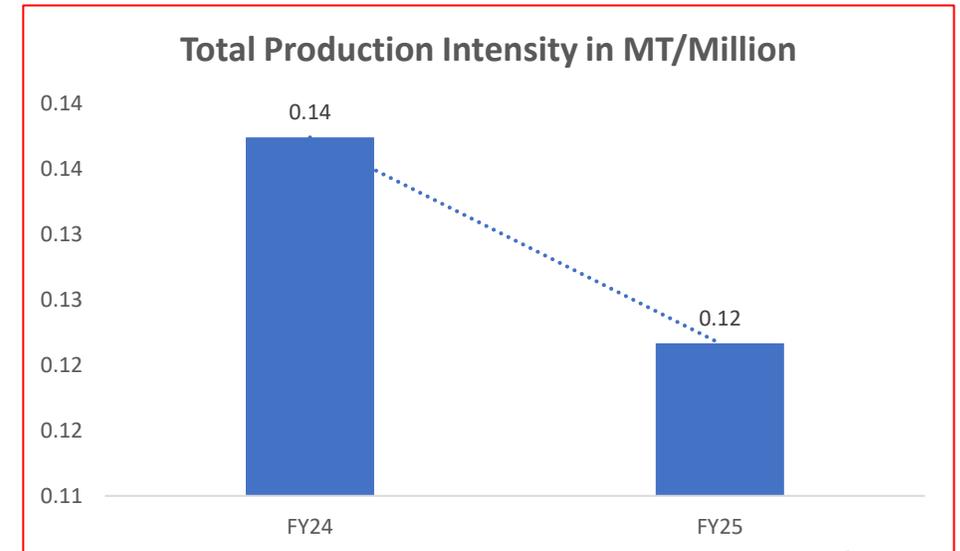
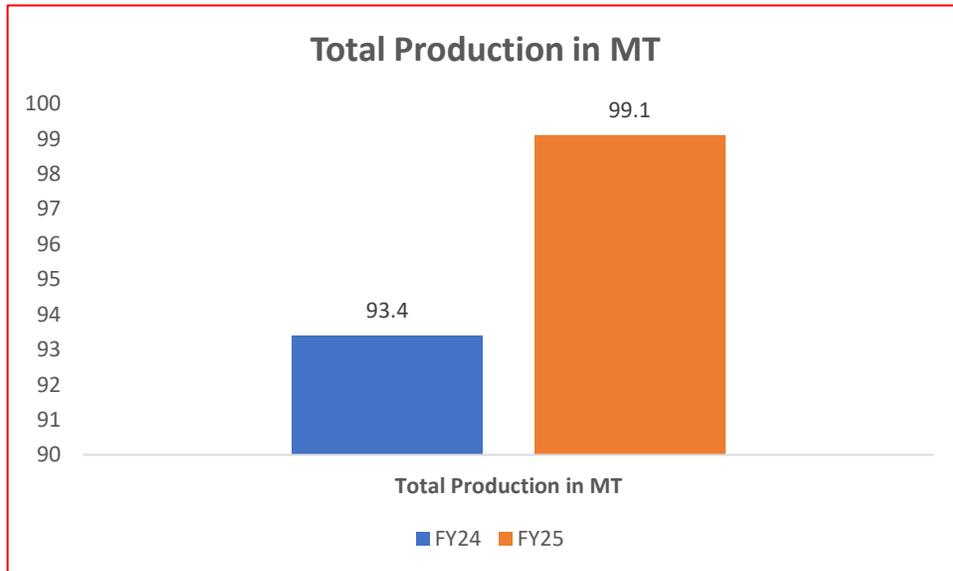
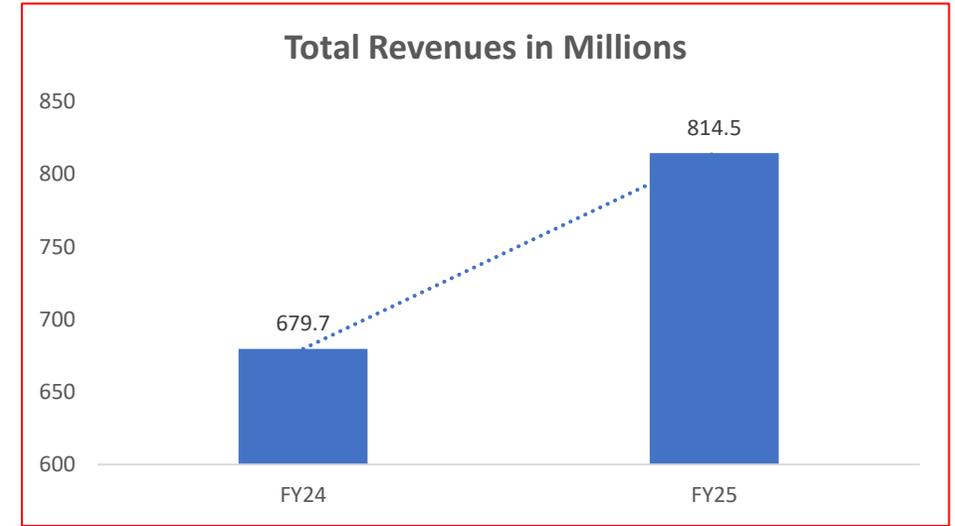
Rampex Labs Pvt Ltd has shown strong financial and operational growth between FY24 and FY25, reflecting strategic efficiency and market performance.

- **Total revenue** increased significantly from ₹679.7 million in FY24 to ₹814.5 million in FY25, marking a **19.83 % growth** in top-line performance.
- **Production output** rose from 93.4 MT to 99.1 MT, a **6.1% increase**, demonstrating improved capacity utilization and product demand.

## Improvement in Production Intensity

- **Production intensity (MT/million revenue)** improved from 0.14 in FY24 to 0.12 in FY25, a **11.46% reduction**.
- This indicates **higher revenue generation per unit of production**, reflecting enhanced value creation, cost optimization, and operational efficiency.

Rampex's positive economic trajectory aligns with sustainable growth principles under **GRI 201 (Economic Performance)** and supports its long-term value creation strategy.

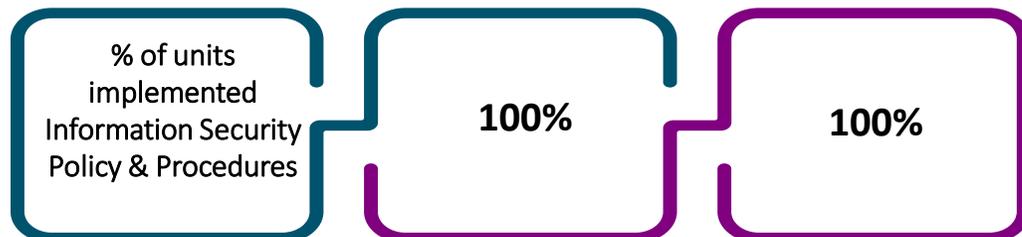


## Rampex Labs Pvt Ltd – Information & Cyber Security

Our **Code of Business Conduct & Ethics** sets clear organizational norms that all **directors and employees** must follow, ensuring the **highest standards of professionalism and ethics**, including **information security and data privacy**.

To enforce this commitment, **Rampex** has implemented **Information Security & Data Privacy Policies** in all units and an **Information Security Management System (ISMS)** aligned with **ISO 27001:2022** standards for **information security, cybersecurity, and privacy protection at Unit-1**. Engaged M/s TNV Certification Agency for ISO 27001 and obtained ISMS Certifications.

This **Code and ISMS framework** safeguard **stakeholder data**, including that of **customers, clients, suppliers, employees, and the organization**, through well-defined mechanisms governing the **collection, sharing, and use of information**, ensuring privacy and security at all levels.



# Digitization in Information Technology

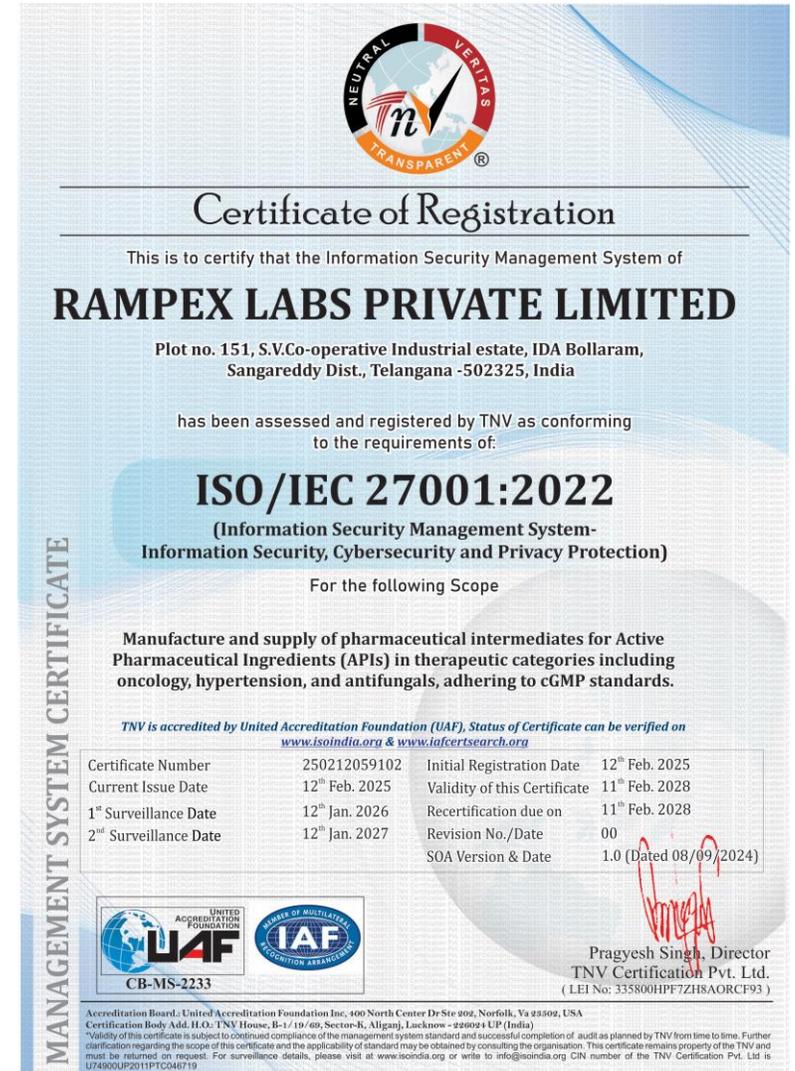
Rampex has implemented Digitization process in several areas as below:

Rampex has implemented **TALLY Software** for **Finance, Procurement, Production, Sales, Quality, and Stores**, ensuring **efficient resource monitoring and environmental sustainability.**

For workforce management, we use:

- **PPT's for employee training.**
- **PPT's for training, labour compliance, and human rights practices.**

We also maintain **robust IT infrastructure** and have implemented **cybersecurity measures** to protect data and ensure system security. **Recently Rampex Unit-1 located in Bollaram is certified with ISO-27001 by M/s TNV**



# Employee Occupational Health & Safety

 At **Rampex**, we prioritize the **health and safety** of our employees and contractors by fostering a **safe and environmentally responsible workplace**.

 • We promote **awareness, participation, and training** on **Environment, Health, Safety (EHS) best practices**.

 • Regular **workplace assessments, risk evaluations, and hazard identification** help mitigate potential risks.

 • **Engineering controls and preventive measures** are implemented to protect personnel, equipment, and infrastructure.

 • A **safety-first culture** is reinforced through **training, communication, and employee engagement programs**.

 By continuously improving **safety standards**, **Rampex** ensures a **secure and supportive work environment** built on **accountability and care**.

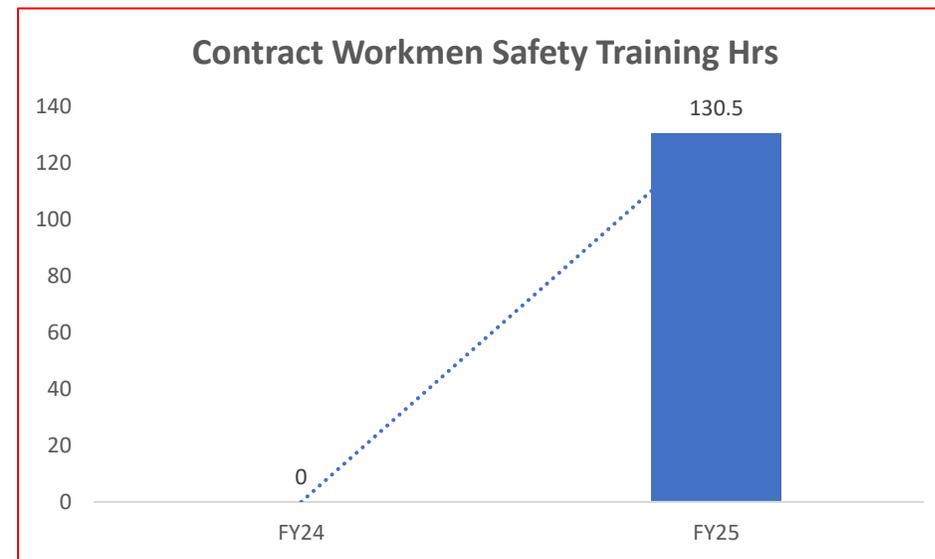
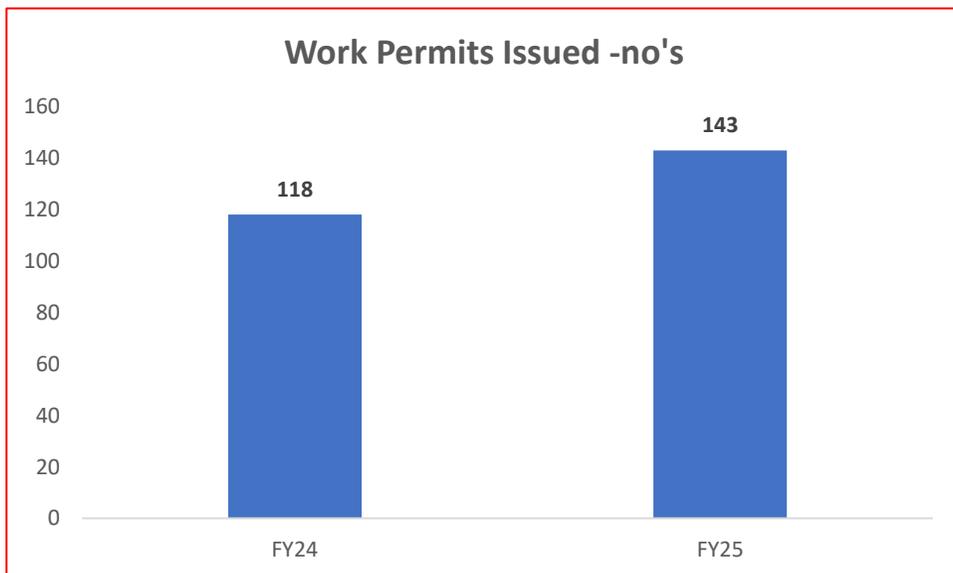
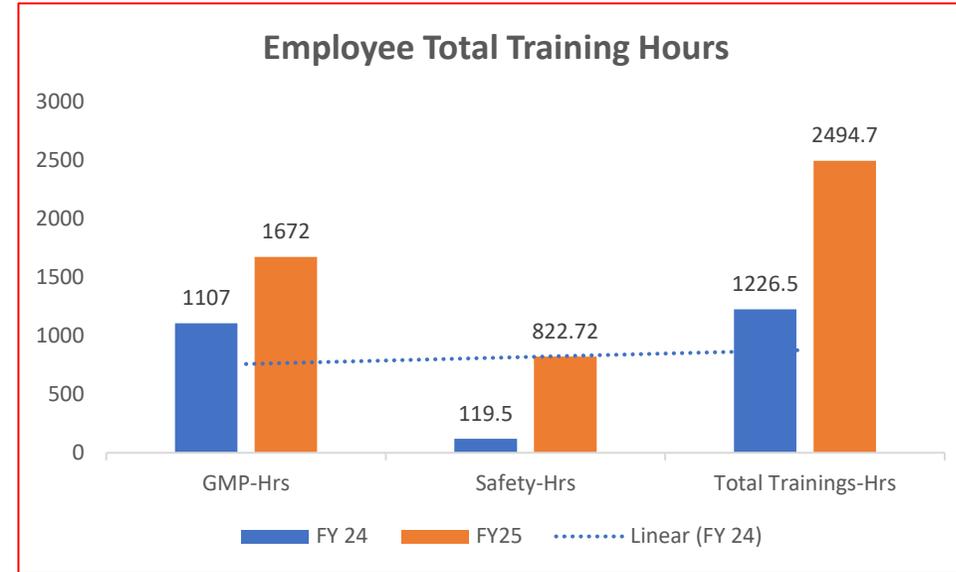
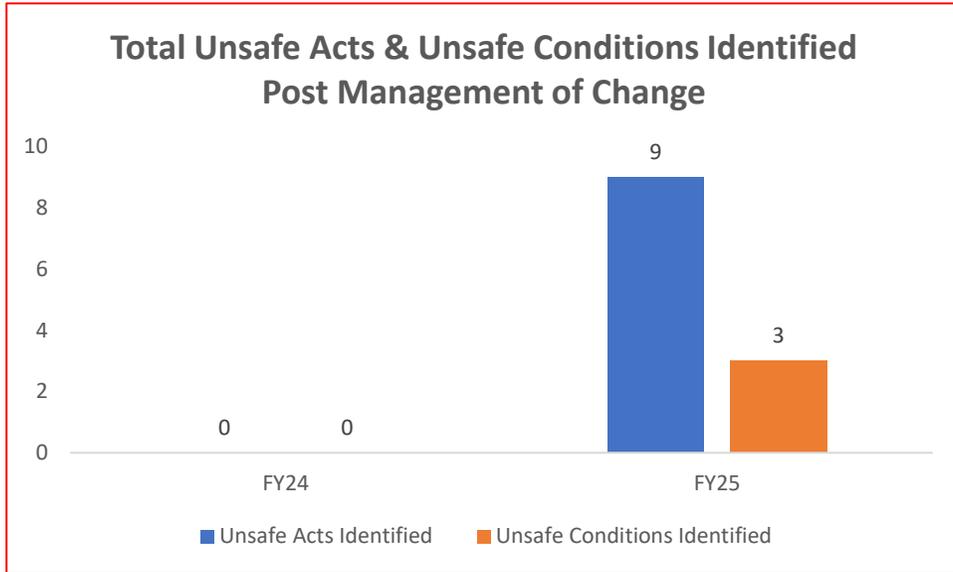


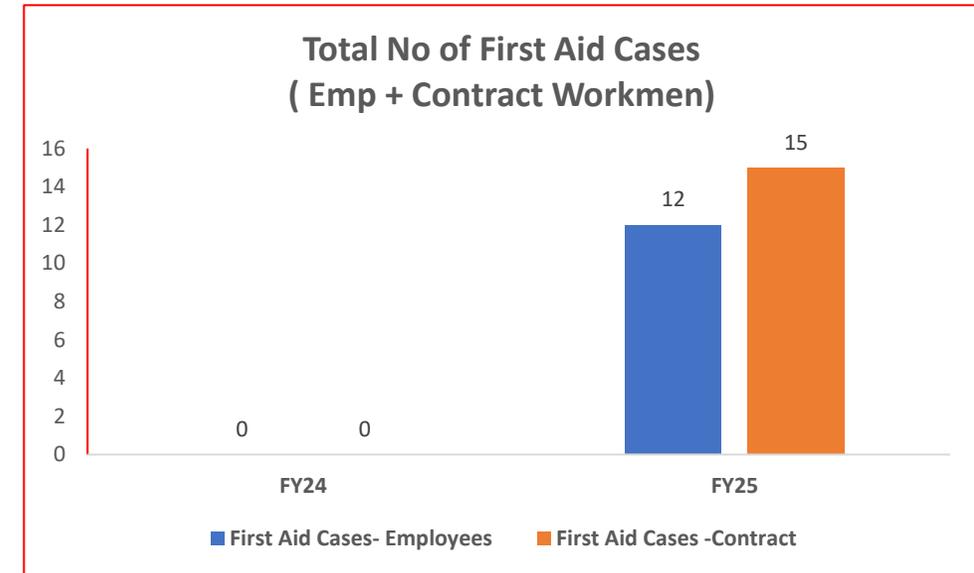
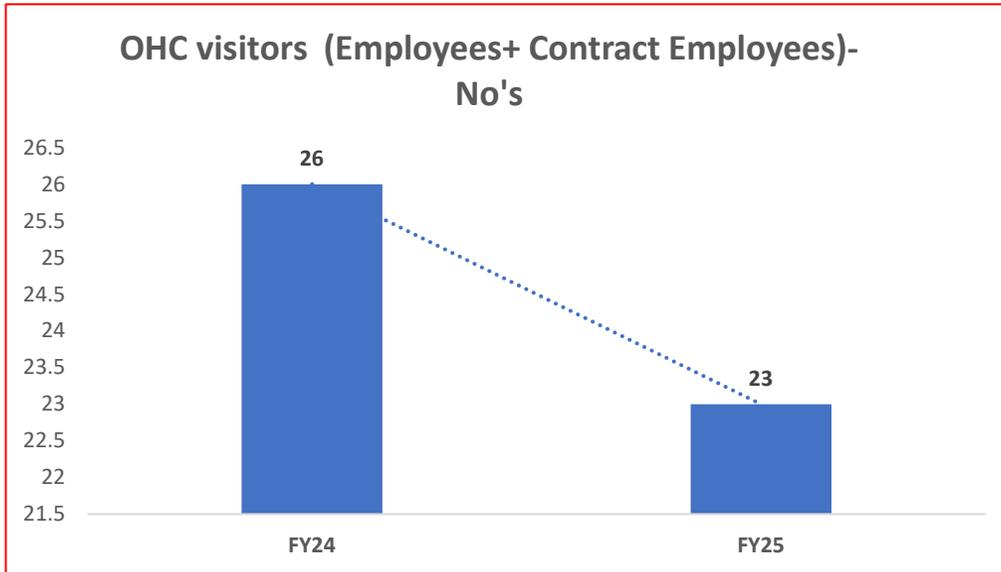
Rempex Labs Pvt Ltd, continues to demonstrate a strong commitment to occupational health and safety, with notable improvements and proactive safety practices during FY24 and YTD FY25. Key highlights of our safety performance include:

- **Zero Lost Time Injuries (LTIs)** were reported over the last two years (FY24 & YTD FY25), reflecting our robust safety culture and preventive controls.
- There were **zero man-days lost** due to work-related incidents during the same period.
- While **no near-miss incidents were reported**, efforts are underway to strengthen the reporting culture through awareness and training.
- In FY25, we introduced **Unsafe Act and Unsafe Condition reporting**, enabling early identification of risks and supporting a shift toward a more preventive safety approach.
- **Occupational Health Centre (OHC) visits by employees** declined by **11.5% in FY25**, indicating improved workplace well-being and reduced injury or illness occurrences.
- **Safety training hours** witnessed a substantial **114% increase** compared to the FY24 baseline, enhancing employee awareness and emergency preparedness.
- We initiated **six formal Risk Assessment studies** in FY25 to proactively identify workplace hazards across operations.
- The number of **work permits issued increased by 21.2%** over the base year, reflecting better compliance with safety procedures during maintenance and non-routine activities.

These safety milestones illustrate our ongoing commitment to fostering a safe and health-conscious work environment, while embedding safety as a core operational value across the organization.

# Rampex Labs Pvt Ltd – Occupational Health & Safety Performance





Based on the safety performance data of Rampex Labs for FY24 and YTD FY25, the following action plans are proposed to strengthen workplace safety, sustain improvements, and address areas of enhancement.

## 1. Strengthen Near-Miss Reporting Culture

- Conducting regular awareness sessions to promote near-miss reporting.
- Introducing anonymous reporting channels and employee recognition for proactive reporting.
- Establish monthly reporting targets at department levels.

## 2. Sustain Zero Lost Time Injury (LTI) Performance

- Continue behavior-based safety observations and toolbox talks.
- Including safety KPIs in individual and departmental goals.
- Conduct regular audits of PPE usage and job-specific hazard controls
- Digitizing the permit system to track usage, types, and compliance

## 3. Enhance Unsafe Act/Condition Closure Process

- Implementing a digital tracker for unsafe act/condition closure timelines.
  - Establish accountability for repeat violations and provide retraining where necessary.
  - Conduct weekly safety walkdowns and ensure timely follow-up.

## 4. Expand Risk Assessment Initiatives

- Undertake additional Hazard Identification and Risk Assessments (HIRA) and Job Safety Analyses (JSA).
  - Engage cross-functional teams for a holistic risk evaluation.
  - Revise Standard Operating Procedures (SOPs) based on new findings.

## 5. Maximize Impact of Safety Training Programs

- Shift focus from volume-based to outcome-based training (pre/post assessments).
- Incorporate scenario-based mock drills and periodic refresher training.
- Customize training for contract workforce and emergency responders.

## Rampex Labs Pvt Ltd – Environmental Sustainability

Rampex integrated **National Guidelines for Responsible Business Conduct, UNGC, and PSCI principles** into its business processes, aligning with its mission to **respect EHS & Compliance**. We followed a **systematic approach** based on **ISO 14001:2015** and **ISO 45001:2018** to strengthen our **Environmental, Health, and Safety (EHS) Management Systems**.

To support **Environmental and Social Sustainability** in line with the **Sustainable Development Goals (SDGs)**, Rampex has implemented several **initiatives** aimed at **promoting and supporting sustainability efforts**.

Adopted the NGRBC and UNGC Principles for EHS, Labor Rights, Human Rights, and Ethics.

Integrated NGRBC and UNGC Principles in its business decisions by implementing the following key processes.

- Environmental Risks and Opportunities
- Water & Wastewater Management
- Energy Conservation & GHG Emission Reduction
- Monitoring & Control of Environmental Parameters as mandated.
- Waste Management
- EHS KPIs, Objectives, Goals & Targets and Management Programs.
- Ensuring Compliance to all regulatory requirements applicable to Rampex.



Category	EHS Risks	Opportunities
Air Pollution & Emissions	<ul style="list-style-type: none"> <li>VOC, NOx, SOx emissions affecting air quality;</li> <li>Odour pollution; regulatory non-compliance</li> </ul>	<ul style="list-style-type: none"> <li>Use of scrubbers, bio-filters, and solvent recovery systems to minimize emissions</li> </ul>
Water Consumption & Wastewater Management	<ul style="list-style-type: none"> <li>High water usage leading to depletion;</li> <li>Effluent discharge exceeding permissible limits</li> </ul>	<ul style="list-style-type: none"> <li>Zero Liquid Discharge (ZLD) implementation; water recycling and rainwater harvesting</li> </ul>
Hazardous Waste Management	<ul style="list-style-type: none"> <li>Improper disposal of solvent waste &amp; chemicals; Risk of soil and water contamination</li> </ul>	<ul style="list-style-type: none"> <li>Waste minimization &amp; solvent recovery; co-processing in cement kilns</li> </ul>
Energy Consumption & Carbon Footprint	<ul style="list-style-type: none"> <li>High energy consumption; dependence on fossil fuels; rising electricity costs</li> </ul>	<ul style="list-style-type: none"> <li>Adoption of renewable energy; energy-efficient equipment &amp; carbon-neutral strategies</li> </ul>
Occupational Exposure to Hazardous Chemicals	<ul style="list-style-type: none"> <li>Inhalation &amp; skin exposure to hazardous chemicals; chronic illnesses &amp; safety violations</li> </ul>	<ul style="list-style-type: none"> <li>Closed-loop systems, PPE enforcement, regular health check-ups</li> </ul>
Fire & Explosion Hazards	<ul style="list-style-type: none"> <li>Storage &amp; handling of flammable solvents; risk of explosions &amp; fire hazards</li> </ul>	<ul style="list-style-type: none"> <li>Explosion-proof installations; fire suppression systems; emergency training</li> </ul>
Workplace Ergonomics & Safety	<ul style="list-style-type: none"> <li>Repetitive strain injuries; noise pollution; Manual handling risks</li> </ul>	<ul style="list-style-type: none"> <li>Ergonomic workstations; automation in material handling; noise control</li> </ul>
Compliance with Environmental & Industrial Regulations	<ul style="list-style-type: none"> <li>Strict regulatory enforcement; risk of penalties &amp; shutdowns due to non-compliance</li> </ul>	<ul style="list-style-type: none"> <li>ISO 14001 certification; third-party audits; digital compliance tracking</li> </ul>
Community & Social Risks	<ul style="list-style-type: none"> <li>Public concerns over pollution; community protests;</li> <li>social license to operate challenges</li> </ul>	<ul style="list-style-type: none"> <li>Community engagement via CSR initiatives; transparent grievance mechanisms</li> </ul>

# Environmental & Sustainability – Awareness

Rampex Labs Pvt Ltd is actively supporting the **Lifestyle for Environment (LiFE)** movement, launched by the **Government of India at COP26**, in collaboration with **local pollution control authorities (TGPCB) and other stakeholders.**

Rampex employees at all levels supporting this mass movement and committed towards an environmentally conscious lifestyle as Pro Planet People.

All our employees are committed by taking an **oath to uphold LIFE principles** and actively participating in **community awareness and service programs** to protect the environment.

Also Rampex is engaged in planting native species within the facility to preserve Bio Diversity. **Dy. Chief Inspector of Factories** planted native trees is the testimony in this regard.



## Environmental Sustainability – Commitment

Rampex actively promotes Environmental Sustainability by organizing events throughout the year to raise awareness and encourage employee commitment. These events include activities such as oath-taking, training sessions, competitions (posters, quizzes, essay writing), exhibitions, demonstrations, and advocacy programs for both direct and indirect employees.



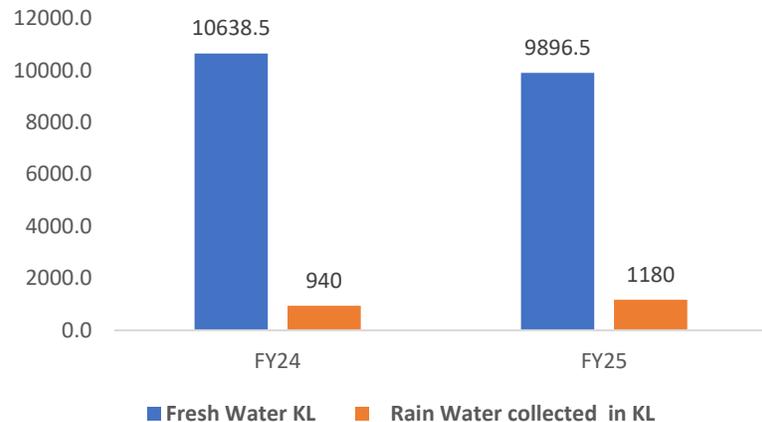
- National Road Safety Day (01-JAN-2025)
- National Safety Day (04-MAR-2025)
- International Women's Day (8<sup>th</sup> MAR-2025)
- World Day for Safety & Health at Work (28-APR- 2025)
- World Environment Day (05-JUN-2025)
- National Electrical Safety Day (26-JUN-2025)
- International Day for Preservation of Ozone Layer (16-SEP-2025)
- International Day of Climate Action (24-OCT-2025)

# Environmental Sustainability – Water & Wastewater

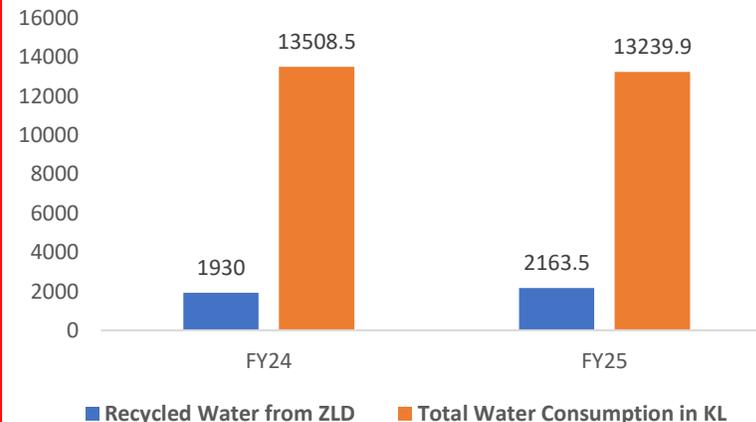
Rampex is dedicated to environmental protection through pollution prevention, resource conservation, waste reduction, and responsible wastewater management. In line with our EHS policy, we have implemented several initiatives in FY24 & FY25 to conserve water, reduce wastewater, and recycle treated water:

- Identifying areas/processes for water conservation and wastewater reduction.
- Training employees and raising awareness about water conservation and waste reduction.
- Exploring and adopting new initiatives for efficient water use.
- Monitoring water and waste data to identify trends and improve sustainability efforts.
- Started Collecting First Cut Runoff Rain Water with in the facility as mandated by TGPCB and reusing.

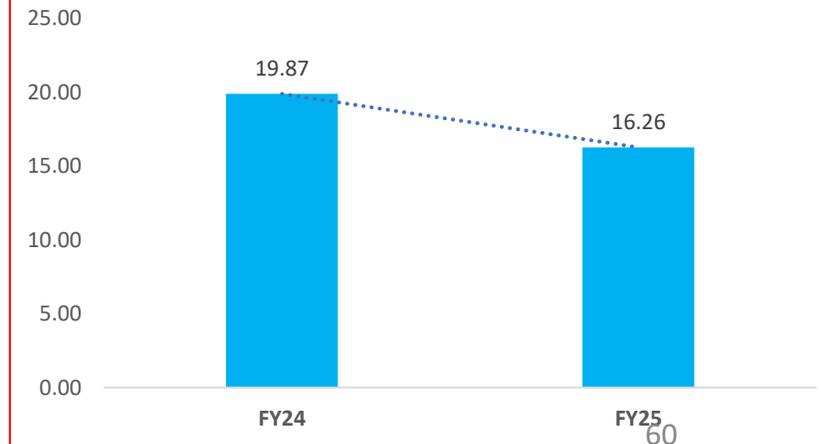
### Fresh Water & Rain Water Consumption in KL



### Total Water & Recycled Water Consumption in KL



### Total Water Consumption Intensity KL/Million



## Environmental Sustainability – Water & Wastewater

Rampex Labs Pvt Ltd continues to demonstrate strong commitment to sustainable water management through increased recycling, rainwater harvesting, and water use efficiency.

### Reduction in Freshwater Dependency

• **Freshwater consumption** decreased from **10,638.5 KL in FY24** to **9,896.5 KL in FY25**, reflecting a **7.0 % reduction**, attributed to process optimization and water-saving initiatives.

### Enhanced Rainwater Harvesting

• **Rainwater collection** nearly doubled from **940 KL in FY24** to **1180KL in FY25**, reducing dependency on external freshwater sources and enhancing on-site water resilience. During the reporting period, it was observed that there is 25.5% increase in rain water collection with in the facility.

### Improved Reuse via ZLD System

• Recycled water from the **Zero Liquid Discharge (ZLD)** system increased from **1930 KL (FY24)** to **2,163.5 KL (FY25)**, a **9.5 % rise**, demonstrating continuous improvement in wastewater recovery and reuse. Treated waste water is being recycled in CT Make Ups and Boiler Makeup's. in FY24 alone 14.3% of waste effluent generated is recycled. In FY25 the recycling 16.3% increase in recycling.

### Water Consumption Intensity Improvement

• **Total Water consumption intensity** significantly dropped from **19.87 KL/million revenue in FY24** to **16.26 KL/million in FY25**, reflecting enhanced operational efficiency and water conservation practices. During the reporting period, 22.2% of Total Water Consumption Intensity reduced.

### New Vendor Environment Assessment

In FY2024–25, the organization implemented a sustainable procurement framework for onboarding new suppliers. All new vendors (including raw material and waste management service providers) undergo environmental screening as part of the procurement due diligence process. QA team is actively involved in this process of evaluation. All the suppliers are shared with EHS evaluation questionnaire and being tracked by our QA dept.

Overall, Rampex's focus on circular water use, efficient rainwater capture, and reduced consumption intensity aligns with **SDG 6 (Clean Water and Sanitation)** and supports broader environmental sustainability goals.

# Environmental Sustainability – Zero Liquid Discharge Facility

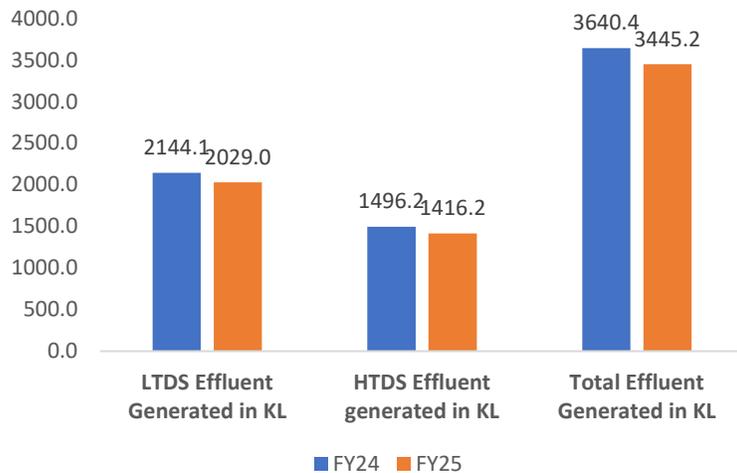


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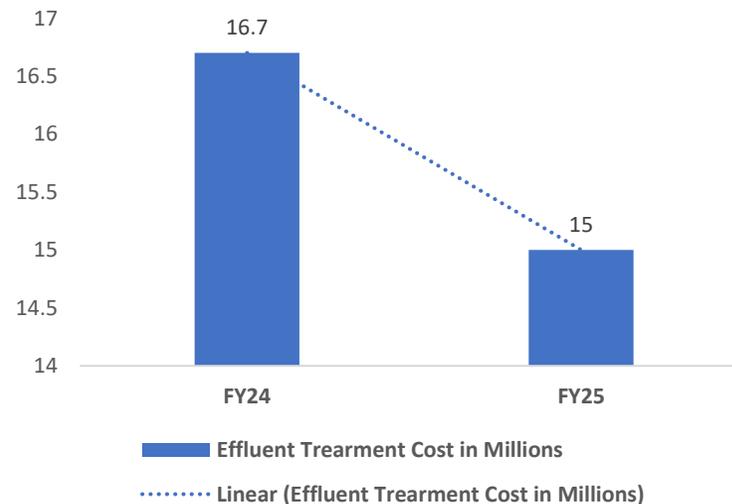
## Key actions taken for water and effluent reduction:

- Utilizing excess Zero Liquid Discharge (ZLD) RO-treated water for utilities like chillers and cooling towers. Recovering AHU condensate for reuse instead of draining it. Using acidic spent clean effluent as a neutralizing agent to correct pH. Bypassing the Thermo-Vapor Recompress or (TVR) in the MEE plant to prevent steam condensate from mixing with effluent. Reusing drinking water reject for washrooms. Close monitoring and reporting to ensure continuous improvements.

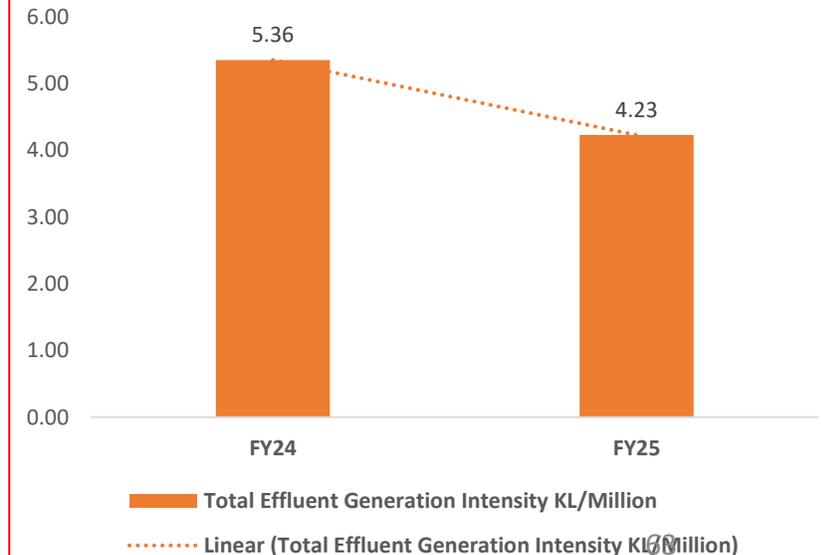
LTDS,HTDS & Total Effluent Genrated in KL



Total Effluent Treatment Cost in Millions



Effluent Generation Intensity KL/Millions



Rampex Labs has continued to improve its water stewardship and process efficiency by reducing effluent volumes, increasing recycling through ZLD systems, and managing treatment costs effectively.

### Effluent Categorization & Reduction

- **Low Total Dissolved Solids (LTDS) Effluent** reduced from **2144.1 KL in FY24** to **2028.9 KL in FY25** — a **5.4% reduction**.
- **High Total Dissolved Solids (HTDS) Effluent** decreased from **1496.24 KL to 1,416 KL** — a **5.4% reduction** as well.
- **Total effluent generation** declined from **3,640.4 KL to 3,445.1 KL**, achieving a **5.4% overall reduction** in wastewater load.

### ZLD Recycling Efficiency

- **Effluent treated and recycled** through the **Zero Liquid Discharge (ZLD)** system increased from **1930 KL in FY24** to **2,163.5 KL in FY25**, marking a **12.1% rise due to improvements made with in the facility**.
- This demonstrates significant progress toward water circularity and compliance with environmental discharge norms.

### Effluent Treatment Cost Optimization

- **Total treatment cost** reduced from **₹16.7 million in FY24** to **₹15 million in FY25**, reflecting a **10.2% cost saving** despite maintaining higher treatment volumes.
- This reflects improved efficiency and better operational management of the effluent treatment systems.

### Effluent Generation Intensity (KL/Million Revenue)

- **Effluent generation intensity** decreased from **5.36 KL/million in FY24** to **4.23 KL/million in FY25**, achieving a **21 % reduction**.
- This improvement showcases more water-efficient production processes and better effluent control per unit of economic output.

As this industry is regulatory driven, input raw materials are not recycled in the manufacturing process. However, as per GMP Solvents used in the process are being recycled and quantity recycled is 89.69% ( recycled solvent /total solvent purchased) in FY-24, FY-25.

These results align well with SDG 6 (Clean Water and Sanitation) and sustainability principles under GRI 303 and BRSR frameworks.

Rampex Labs continues to monitor and optimize its energy usage across fuel and electrical sources, with a clear focus on operational efficiency and reduction in energy intensity.

### Total Energy Consumption and Sources

- **Total energy consumption** increased from **73.02 TJ in FY24** to **79.19 TJ in FY25**, reflecting a **8.5% increase**, which may be linked to production scale-up or operational expansion.
- **Fuel-based energy (e.g., diesel, gas, thermal oils)** rose from **16.03 TJ to 15.83 TJ (0.63% increase)**, indicating a higher reliance on thermal processes.
- **Grid electricity consumption** remained stable, with a slight increase from **56.99 TJ in FY24** to **63.36 TJ in FY25**.

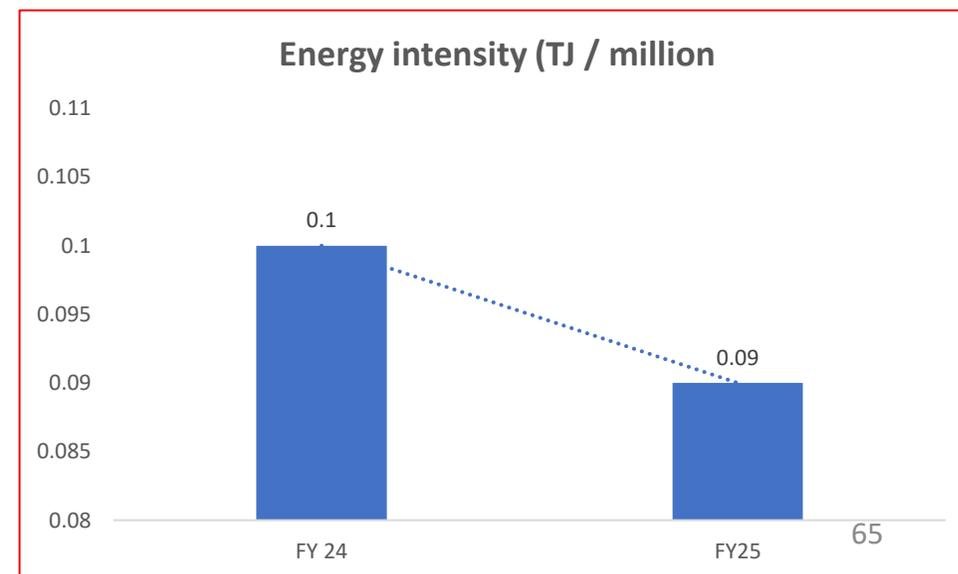
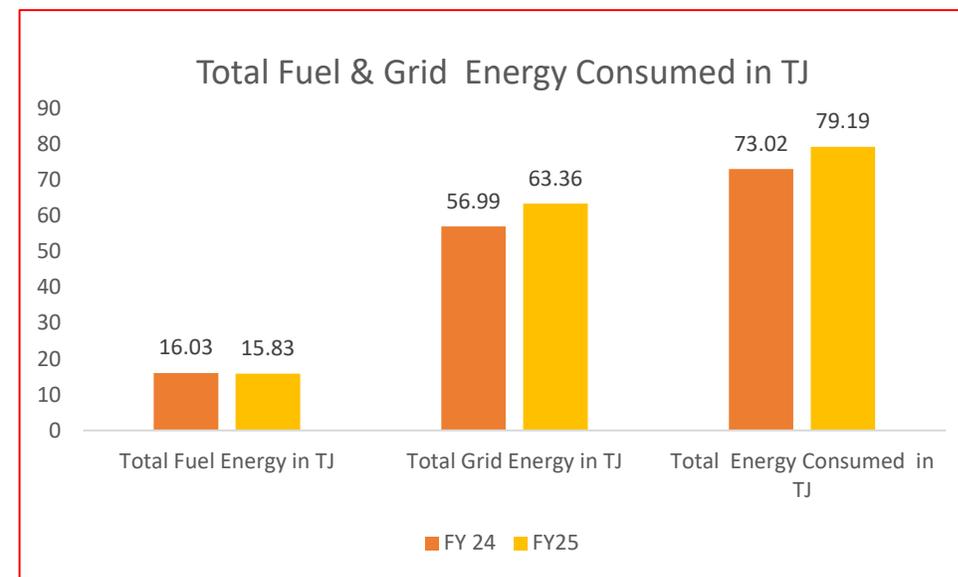
### Energy Intensity Reduction

- Despite the decrease in absolute energy use, **energy intensity (TJ per million revenue)** decreased from **0.10 in FY24** to **0.09 in FY25**.
- This trend reflects enhanced **process efficiency, energy conservation measures, and better yield per unit of energy input**.

Rampex Labs demonstrates commitment to sustainable energy practices by:

- Reducing energy intensity per revenue,
- Maintaining grid power efficiency, and
- Increasing operational efficiency despite a rise in energy needs.

These outcomes align with **GRI 302 (Energy)** and **SDG 7 – Affordable and Clean Energy**, showcasing improved performance in environmental stewardship.



## Environmental Sustainability – Energy Consumption – Fuels & Grid

Rampex is committed to **energy conservation and reducing Greenhouse Gas (GHG) emissions** across its operations and supply chain to help mitigate climate change, as outlined in our **EHS Policy**.

We continuously **assess climate risks** that may impact our business and collaborate with value chain partners to address these challenges. Our approach includes **climate risk assessments** and **GHG reduction initiatives**.

### Key Actions in FY 24 & 25 (Led by Utility & Engineering Teams)

- **Identifying areas** where energy can be conserved and GHG emissions reduced.
- **Training employees** on energy-saving methods and GHG reduction importance.
- **Exploring and adopting new initiatives** for energy efficiency and sustainability.
- **Tracking energy and GHG data** and reviewing trends in EHS Management Meetings.

### Major initiatives/Implemented/yet to implement:

- **Upgrading to energy-efficient pumps** with IE3 motors.
- **Improved power factor** by installing capacitor panels.
- **Established monitoring & review mechanisms** through management review meetings.
- **Optimized equipment operation** by running non-critical machines during non-peak hours without affecting production.
- **Reduced downtime** to enhance efficiency.
- **Implemented cycle time reduction & de-bottlenecking** to streamline operations.
- Also exploring to set up Rooftop Solar to reduce Scope-2 GHG Footprint.

These actions support **energy conservation, operational efficiency, and GHG reduction**, reinforcing Rampex commitment to sustainability.

## Environmental Sustainability – Scope 1 & Scope 2 Emissions

Rampex Labs remains committed to monitoring and reducing its carbon footprint through responsible energy use, emissions tracking, and process optimization. The emissions inventory has been assessed in accordance with the **GHG Protocol**, and covers both **Scope-1** (direct) and **Scope-2** (indirect) emissions.

Rampex Labs uses DEFRA 2024 emission factors for fuel-based GHG accounting: **Coal at 26.7 GJ/ton of energy factor with 2.4 kg CO<sub>2</sub>/kg**, and **HSD at 45.78 GJ/ton of energy factor with 2.66 kg CO<sub>2</sub>/litre**. For electricity, the **South India Grid emission factor (CEA)** is applied at **0.727 ton CO<sub>2</sub>/MWh**. These factors support accurate Scope-1 and Scope-2 GHG estimations.

Category	FY24 (MT CO <sub>2</sub> e)	FY25 (MT CO <sub>2</sub> e)	Change (%)
<b>Scope-1</b> (Direct emissions from fuel combustion)	4724.03	5257.97	↑ <b>11.3% increase</b>
<b>Scope-2</b> (Indirect emissions from grid electricity)	3236.61	3,195.89	↓ <b>1.26 % decrease</b>
<b>Total GHG Emissions</b>	7960.64	8453.86	↑ <b>6.20% increase</b>

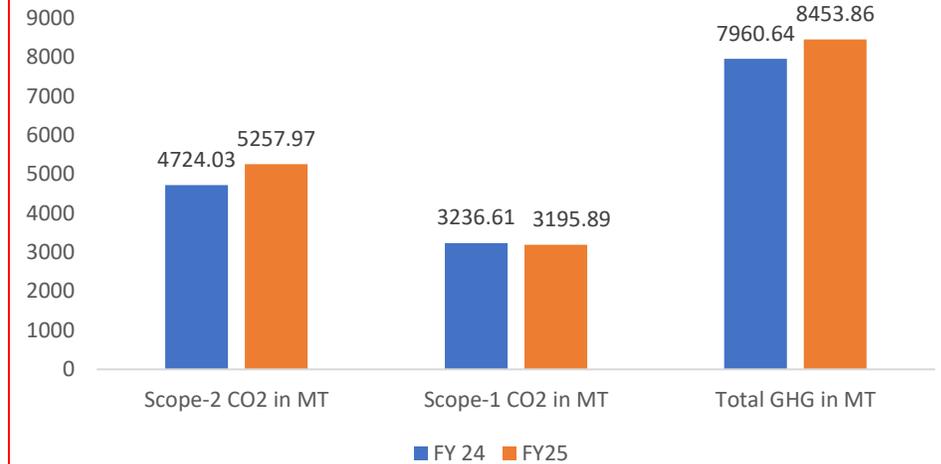
### Improvement in GHG Intensity

Despite a moderate increase in total emissions, **GHG intensity per million revenue** dropped from **11.71 MT CO<sub>2</sub>e** in FY24 to **10.38 MT CO<sub>2</sub>e** in FY25 — a **11.36% reduction** in carbon efficiency.

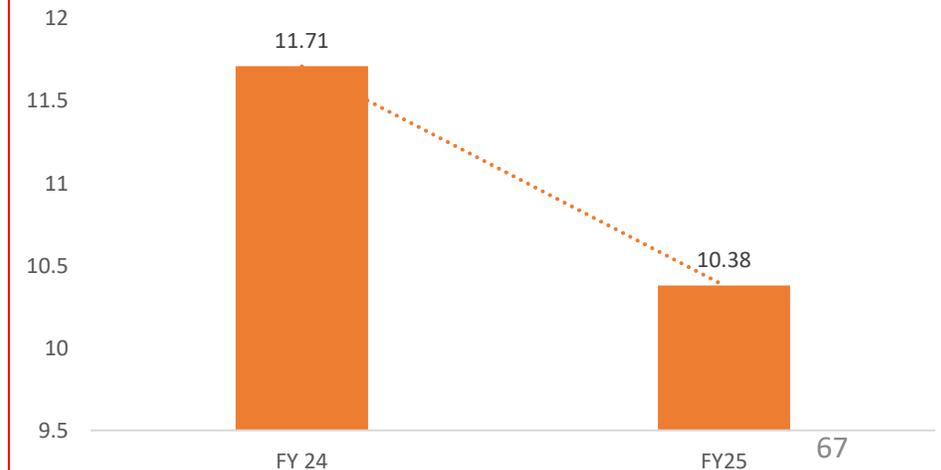
This indicates:

- **Higher production efficiency**
- **Stable grid usage with cleaner inputs**
- **Increased operational output with controlled emissions growth**

**Total GHG Emissions(Scope-1 & Scope-2) in MT**



**Energy Intensity in TJ/Million**



At Rampex, GHG emissions come from two main sources:

- **Scope 1 (Direct emissions)** – Fossil fuel use in **boilers (coal, furnace oil), diesel generators, and refrigeration units (ODS substances)**.
- **Scope 2 (Indirect emissions)** – Electricity purchased from the **grid**. Presently there is no contribution from Solar/Wind or any form of Renewable Energy.

We calculated **Scope 1 & Scope 2 emissions** based on globally recognized standards like **IPCC Guidelines, GHG Protocols, Indian Central Electricity Authority, India GHG Program, DEFRA, and USEPA**.

### **Key Initiatives for Emission Reduction (Led by Utility & Engineering Teams)**

- **Daily monitoring** to identify and eliminate abnormalities.
- **Increasing feed water temperature** using waste streams.
- **Maintaining consistent calorific value** of fuel for better efficiency.
- **Optimizing condensate recovery** from dryers and ATFDs.
- **Maintaining proper boiler draft** to improve combustion.
- **Optimizing blowdown quantities** based on TDS levels to reduce flash steam waste.

These efforts helped to **minimize emissions, improve energy efficiency, and support sustainability goals**.

## Environmental Sustainability – Scope 3 GHG Emissions

### Scope 3 GHG Emissions

Currently, **Rampex Labs Pvt Ltd** does not monitor **Scope 3 (Other Indirect GHG Emissions)** in the value chain. However, monitoring and disclosure will begin in the **next reporting cycle**.

Meanwhile, Rampex has identified key **Scope 3 emission categories** and **monitors limited Scope 3 emissions** through its **Sustainable Procurement process**. We also support suppliers by providing **capacity-building assistance** to promote climate action within our value chain.

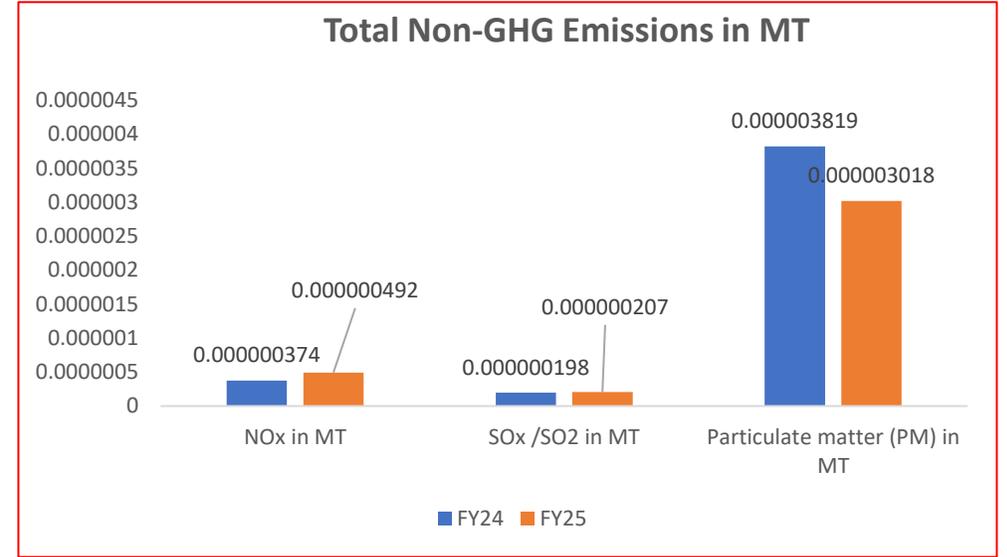
Scope-3 Emission Category	Relevant to Rampex	Currently Monitoring	Future Monitoring
Category-1 -Purchased Goods and Services	Yes	No	Yes
Category-2 - Capital Goods	Yes	No	Yes
Category -4 - Upstream Transportation & Distribution	Yes	No	Yes
Category-5 - Upstream Emissions- Waste Generated in Operations	Yes	No	Yes
Category-6 - Business Travel	Yes	No	Yes
Category -7 -Upstream Emissions- Employee Commute	Yes	No	Yes
Category-9- Downstream Emissions-Downstream Transportation & Distribution	Yes	No	Yes
Category-12- End of life Treatment of Sold Products	Yes	No	Yes



## Environmental Sustainability – Air Emissions (Non-GHG)

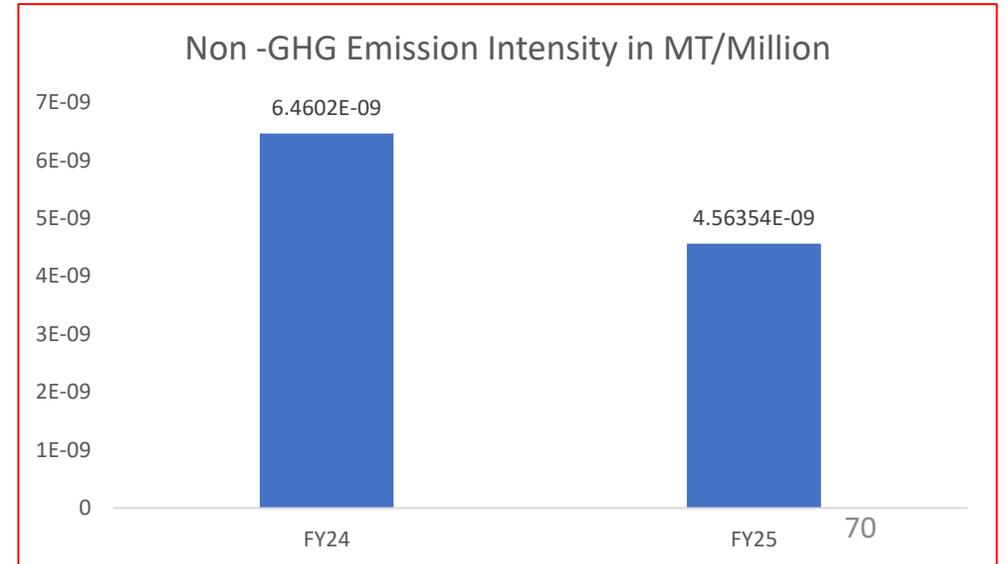
In line with its commitment to comprehensive air emissions monitoring, **Rampex Labs Pvt Ltd** has measured and reported key **non-greenhouse gas (non-GHG) emissions**, including **NOx, SOx/SO<sub>2</sub>, and Particulate Matter (PM)**. These emissions, though extremely low, are relevant for understanding localized air quality impact and regulatory compliance.

Emission Type	FY24	FY25	Trend
<b>Nitrogen Oxides (NOx)</b>	0.000000374 MT	0.000000492 MT	↑ Slight Increase (~32%)
<b>Sulfur Oxides (SOx / SO<sub>2</sub>)</b>	0.000000198 MT	0.000000207 MT	↑ Marginal Increase (~4.5%)
<b>Particulate Matter (PM)</b>	0.000003819 MT	0.000003018 MT	↓ Decrease (~21%)
<b>Total Non-GHG Emissions</b>	0.000004391 MT	0.000003717 MT	↓ Net Reduction (~15.3%)



### Emission Intensity Improvement

- **Non-GHG Emission Intensity** dropped from **6.40 × 10<sup>-9</sup> MT/million** in FY24 to **4.46 × 10<sup>-9</sup> MT/million** in FY25.
- This represents a **41.56% improvement** in air pollutant efficiency per unit of economic output. The improvement in intensity reflects **enhanced combustion efficiency, equipment maintenance, and process optimization**.
- These results align with **GRI 305-7 (Other Air Emissions)** and support **local air quality standards and sustainability goals**.



## Environmental Sustainability – Air Emissions (Non-GHG)

Rampex is committed to preventing air pollution by operating efficiently and using pollution control measures to minimize emissions.

### Sources & Control Measures

- **Boiler Emissions:** Reduced by **optimizing excess air, flue gas temperature, and combustion efficiency**. Boilers are equipped with **bag filters, and tall stacks** for proper dispersion.
- **Stand-by Diesel Generators (DG Sets):** Used **only during power failures** (which are rare). DG sets have **acoustic enclosures** to keep noise levels below **70 dB(A)**.
- **Process Emissions:** Controlled through **condensers and scrubbers** to capture pollutants before release.

These measures ensured **compliance with environmental standards** and support Rempex's commitment to sustainability. All air emission sources are regularly being monitored and reported.

## Environmental Sustainability – Total Hazardous Waste Generated, Disposed to TSDF & Co-Processed

Rampex Labs Pvt Ltd, has demonstrated continued progress in managing hazardous waste responsibly and sustainably. The total hazardous waste generated in **FY25** was **195.2 MT**, marking a **9.4% increased** compared to **178.4 MT in FY24**.

- **136.6 MT** was safely disposed to **TSDF (Treatment, Storage, and Disposal Facility)** in FY25, a 8.7% reduction from 150.3 MT in FY24.

- **Co-processing through cement industries**, a sustainable disposal route aligned with circular economy practices, accounted for **58.6 MT in FY25, doubled** from **28.1 MT in FY24**.

- Hazardous Waste Disposal cost reduced from INR 209.9 Millions in FY24 to INR 197.4 Millions in FY 25 with a 6.3% reduction. It was mainly achieved due to proper segregation and recycling.

- Hazardous Waste Generation Intensity reduced by 9.5 % from 0.26 MT/Million in FY24 to 0.24 MT/Million Sale in FY25.

- **Products and their packaging materials (HDPE/Polythene) reclaimed** (i.e., recovered, collected, reused, or recycled) at the end of their useful life is in place, during this reporting period of FY25, 10 MT of plastic waste is sent to authorised recyclers.

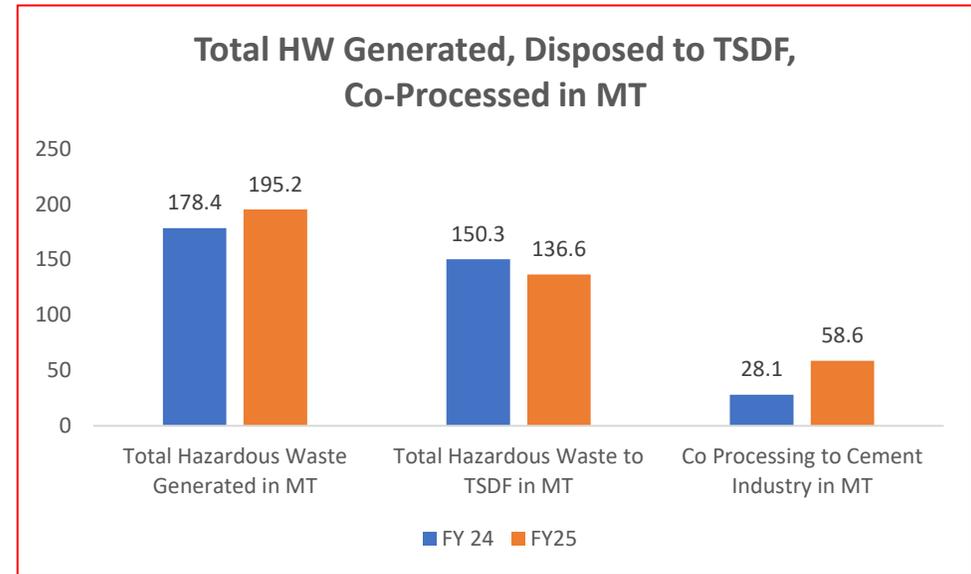
- The **initiatives or take-back systems** in place to facilitate reclamation for the fused Batteries

This approach reflects Rampex’s commitment to environmentally sound waste management practices by:

- Prioritizing **source reduction** and **resource recovery**,

- Ensuring **compliance with CPCB/SPCB norms**, and

- Increasing reliance on **co-processing**, which minimizes landfill burden and offsets fossil fuel use in the cement industry.



## Environmental Sustainability – Total Hazardous Waste Generated, Disposed to TSDF & Co-Processed

Rampex is committed to waste minimization as part of its environmental responsibility.

### Key Waste Management Initiatives:

- **Employee training on waste minimization and segregation** at the source.
- **Safe waste handling training** for staff managing waste (collection, storage, treatment, reuse, recycling, disposal).
- **Maintaining waste records** and conducting periodic reviews.
- **Tracking waste trends** for continuous improvement.

### Hazardous Waste Reduction Actions:

- **Monitoring and reviewing waste management** through **management review meetings**
- **Close tracking and reporting** for ongoing improvements.

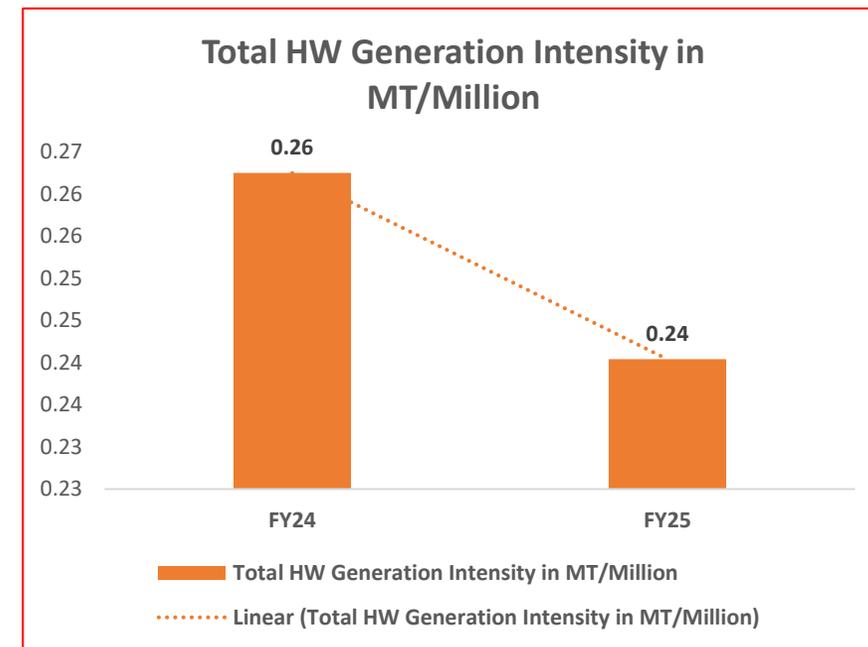
### Waste Segregation & Disposal:

- **Hazardous waste** – Sent for **reuse, recovery, or landfill**.
- **Non-hazardous waste** – Collected for **reuse and recycling**.

### Impact:

- **Reduced landfill waste**
- **Increased waste reuse and recycling**
- **Minimized total waste generation**

Rampex’s disciplined approach ensures effective and sustainable waste management.





The organization is committed to ensuring that all products and services are safe for human health and the environment throughout their life cycle.

In FY2024–25, 100% of product categories were assessed for health and safety impacts across various life cycle stages, including:

- Product development / R&D – Toxicological evaluation of raw materials and formulations
- Manufacturing – Safety Data Sheets (SDS), equipment risk assessments, process hazard analysis
- Distribution and storage – Packaging compatibility, transportation hazard classification (as per UN-GHS/ADR)
- Use – End-user safety guidance, labeling, and proper use instructions
- End-of-life disposal – Hazard classification and disposal instructions on SDS and labels
- All products are evaluated under our EHS and Quality Assurance (QA) protocols, in compliance with:
- Where required, product labels include hazard warnings, usage precautions, and first aid measures.
- No incidents of non-compliance with health and safety regulations were reported in FY 24 FY25.
- No Incidents of non-compliance concerning product and service information and labelling were reported in FY24 & FY25
- In FY2024–25, the organization did not encounter any confirmed incidents of non-compliance with:
- Local or national laws relating to marketing communications
- Voluntary advertising standards or industry codes

Rampex Labs Pvt Ltd is dedicated to **sustainable procurement**, ensuring positive impacts on the **organization, economy, environment, and society**. Our approach integrates responsible sourcing practices, ethical supplier partnerships, and resource efficiency.

### Key Policies & Commitments

- **Sustainability Procurement Policy** – Outlines our commitment to sourcing materials and services in an environmentally and socially responsible manner.
- **Suppliers Code of Conduct** – Ensures that our suppliers adhere to ethical business practices, labour rights, environmental protection, and sustainability standards.

### Sustainable Procurement Initiatives

To strengthen our procurement processes, Rampex has implemented the following initiatives:

#### 1. Supplier Sustainability Assessment

- Started evaluating suppliers based on environmental, social, and governance (ESG) criteria.
- Encouraging suppliers to adopt sustainable practices, including waste reduction and energy efficiency.

#### 2. Ethical Sourcing & Fair Trade

- Partnering with vendors who comply with **labour laws, fair wages, and safe working conditions**.
- Ensuring raw materials are sourced responsibly, minimizing environmental harm.

## 3. Green Procurement Practices

- Prioritizing eco-friendly materials and products with lower carbon footprints.
- Reducing reliance on single-use plastics and hazardous substances.

## 4. Waste & Resource Optimization

- Implementing waste reduction strategies within the supply chain by
- Encouraging circular economy practices like recycling and repurposing materials.

## 5. Supplier Training & Engagement

- Conducting workshops and training sessions to help suppliers align with sustainability goals.
- Providing support for capacity-building initiatives to improve sustainability performance.

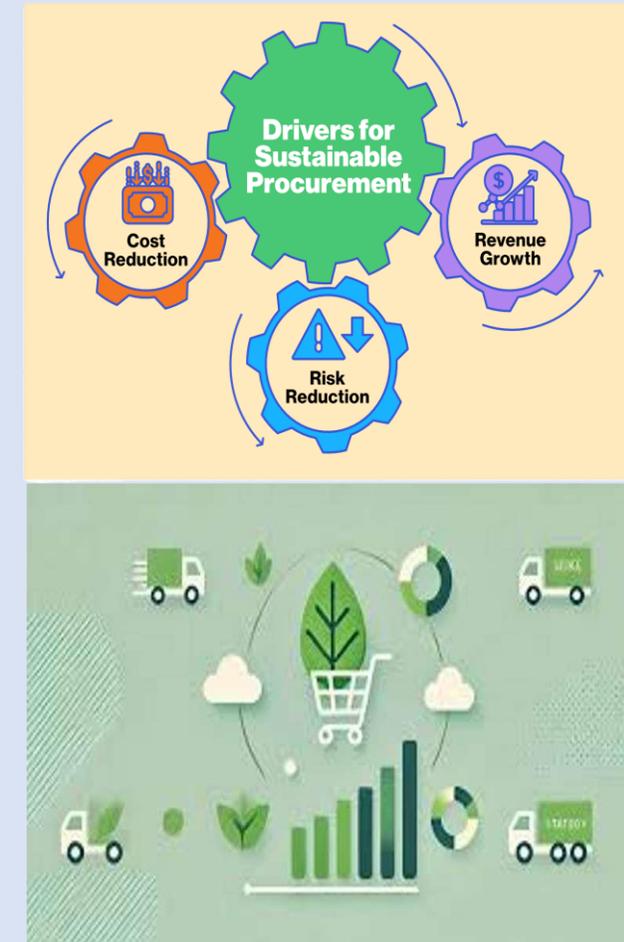
## 6. Carbon Footprint Reduction

- Promoting **local sourcing** to reduce transportation emissions.
- Encouraging suppliers to adopt **renewable energy and energy-efficient processes**.

## Impact of Sustainable Procurement at Rampex:

- **Enhanced supply chain transparency & accountability**
- **Reduced environmental footprint** through responsible sourcing
- **Strengthened supplier relationships** with shared sustainability goals
- **Contribution to global sustainability initiatives** aligned with ESG principles

Rampex remains committed to integrating **sustainability into procurement**, ensuring a **positive impact on people, the planet, and business growth**.



At Rampex, we prioritize **environmental and social responsibility** in our supply chain. To ensure compliance with our **sustainability requirements, 100% of total purchase value suppliers** will undergo **EHS and Social Assessment completed by QA in FY26.**

**A separate EHS self questionnaire is provided to 40 Major Supplier for their evaluation. However, during this reporting period we have received 6 responses, constituting 15% of Major supplier base. Our EHS teams are following up with these suppliers for their responses.**

**Strategic Suppliers & Service Providers (SSSPs), Rampex has a supplier base of 547no, out of which 414 supplier are located in Andhra & Telangana States constituting 75.6% of supplier base.**

These suppliers are classified as **Strategic Suppliers & Service Providers (SSSPs)** and check for the following.

- **Raw Material Suppliers** – Providing essential inputs for production while adhering to environmental and ethical sourcing standards.
- **Waste Management Service Providers** – Handling waste disposal, recycling, and sustainability initiatives in compliance with environmental regulations.

### 1. Environmental Responsibility

- Compliance with environmental laws and regulations.
- Adoption of sustainable resource management practices.
- Implementation of waste reduction, recycling, and pollution control measures.

### 2. Social & Ethical Compliance

- Fair labour practices, safe working conditions, and employee well-being.
- No child labour, forced labour, or human rights violations.
- Fair wages and adherence to ethical business practices.

## Sustainable Procurement – Initiatives at Rampex

### 3. Sustainability Performance Monitoring

- Periodic evaluations to track improvements in environmental and social compliance.
- Supplier engagement programs to encourage continuous sustainability enhancements.

### 4. Risk Management & Compliance

- Identifying potential supply chain risks related to environmental or social factors.
- Implementing corrective actions where needed to maintain high standards.

### Impact of Supplier Assessments:

- Ensures responsible sourcing and ethical procurement practices.
- Strengthens sustainability across the supply chain.
- Reduces environmental impact and enhances supplier accountability.
- Supports global sustainability goals and ESG (Environmental, Social, and Governance) initiatives.

Rampex remains committed to **working closely with suppliers** to drive sustainability and responsible business practices across the value chain.

Rampex has integrated the NGRBC & UNGC Principles in its procurement process by:

The organization is committed to zero tolerance toward bribery and corruption. Our Anti-Corruption Policy and Code of Conduct are part of our core compliance framework and are communicated across all levels of the organization and with external stakeholders.

In FY24 & FY25:

- All members of the Board of Directors and senior management completed a refresher training on ethical conduct and anti-corruption, facilitated by the HR Dept
- Key suppliers and contractors were issued our Supplier Code of Conduct, and 100% of critical vendors signed an acknowledgment of the policy
- The QA Team monitors completion rates, tracks exceptions, and integrates feedback for continual improvement.

- No confirmed incidents of corruption were reported or identified during FY24– FY25. The company continues to enforce its zero-tolerance policy through regular training, robust internal controls, and grievance redressal systems.
- All the suppliers were screened for Social Aspects and Negative Impacts by our QA Team and none of our suppliers were found to have violated any of Social issues (Child Labor) and no negative impact has been created.
- Total Supplier based in FY25 is 547 No's, 414 suppliers are local and 47 new suppliers added in this reporting year and screened for EHS & other compliances

## Sustainable Procurement – Employee Capacity Building w.r.t Sustainable Procurement

**Annual training on Sustainable Procurement** is conducted for the **procurement team** or whenever new members join.

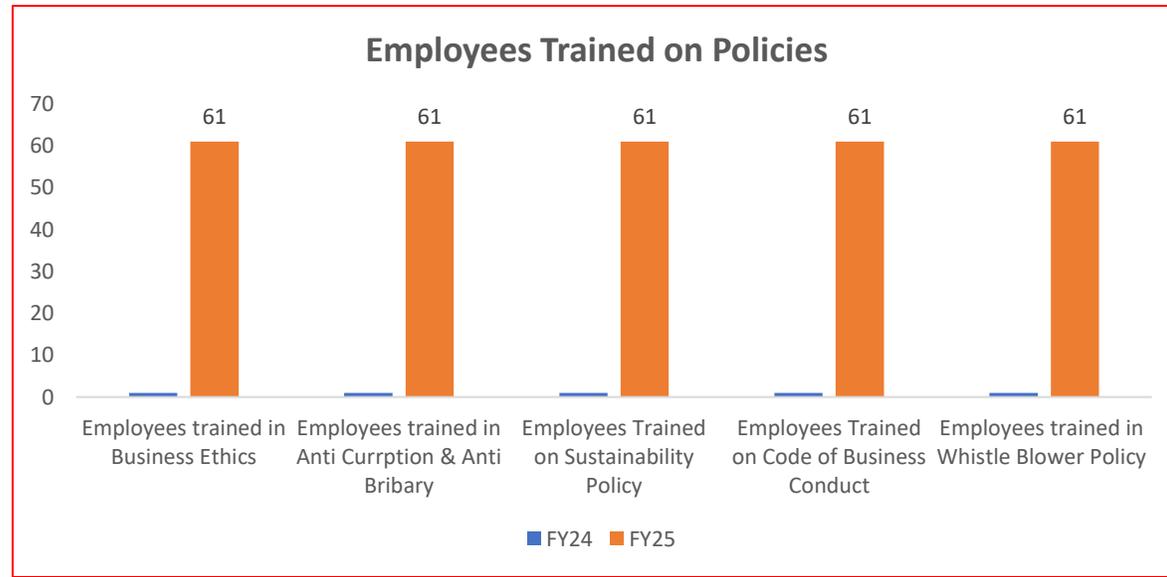
- **100% of buyer team members** have completed this training.
- **Discussions with Strategic Suppliers & Service Providers (SSSPs)** on Rampex’s sustainable procurement practices are held **once a year since 2024**.
- **All key suppliers(66 No’s)** have been communicated w.r.t Sustainability Policy & Supplier Code of Conduct.

### Key Actions & Impact (FY 24 & FY25 ):

A **significant portion of suppliers** are local, supporting regional economies.

**Supplier social assessments** encourage key suppliers to promote **DEI initiatives** in their workforce.

Rampex remains committed to **advancing supplier diversity both locally and globally**.



# Sustainable Procurement – Value Chain GHG Emissions



Rampex collaborates with **key suppliers** to **reduce GHG emissions** in the supply chain, aligning with company policy on **climate change mitigation**. This is an **ongoing effort** to lower emission intensity and promote sustainability.

Rampex engaged **key suppliers** in virtual meetings to discuss **Scope 3 GHG emissions** in the value chain. The relevant **upstream Scope 3 emissions** for **FY 24 & FY 25** include:

- Category 1 – Purchased good and Services.
- Category 2 – Capital Goods.
- Category 4 – Transportation and Distribution
- Category 5 – Waste generation in operations. Category 6 – Business travel
- Category 7 – Employee commuting

The relevant Scope 3 downstream GHG emissions for Rampex during FY 24 & FY25 are:

- Category 9 – Transportation and Distribution
- Category 12 – End-of-life treatment of sold product

Engaged key suppliers include:

100% of raw material suppliers 100% of packing material suppliers and 100% of service providers including waste management handlers are communicated with our Sustainable Supplier Code of Conduct.

Rampex during this reporting period has taken conscious decision to start reporting applicable Scope -3 emissions i.e Value Chain GHG emissions from next reporting cycle.

# Rampex Labs Pvt Ltd – ESG Objectives & KPI's



Rampex Labs Pvt Ltd, Goals & Targets				
S.No	Objectives	Short Term Targets FY<2027	Medium Term targets FY<2030	Long Term Targets FY>2030
1	<b>Environment</b>			
	<b>Water Management</b>	Disclose Complete Water Balance for all sites	Increase Treated Water Recycling by 50%	Water Neutral by 2030
		Conduct Third Party Water Audit	Conduct Water Risk Assessment	
		Reduce Water Consumption by 5% Year-on -Year		
	<b>Waste Management</b>	Increase Hazardous Waste Recycling by 5% Y-O-Y	50% Reduction of Landfill Waste Disposal	Zero Waste to Landfill
		Decrease Non-Hazardous Waste Generation by 5% Y-O-Y		
	<b>GHG Emissions &amp; Climate Change</b>	Reduce Scope-1+Scope-2 Emissions by 5% Y-O-Y	Reduce 50% Scope-1+Scop-2 Emissions by 2030	Net Zero by 2050
		Account for Applicable Scope-3 Categories by 2027	Reduce 30% Scope-3 Emissions	
		Implement ISO 50001 & EnMS Certification		
2	<b>Social</b>			
	<b>Occupational Health &amp; Safety</b>	Increase Near Miss Reporting by 100%		Zero Incidents
		Increase Reporting Unsafe Acts & Conditions by 200%		
		Investigate all Incidents by adopting Root cause Analysis		
		Increase Reporting all First Aid Cases		
	<b>Human Capital Development</b>	Increase no of training hrs per employees by 50%		
		Increase no of training hrs per contract employees by 100%		
	<b>Diversity &amp; Inclusion</b>	Increase Women Employees Strength by 1% Y-O-Y	Increase Women Employee Representaion at Board Level to 25%	
	<b>LTIFR</b>	LTIFR < 0.5		
	<b>CSR</b>	Conduct CSR Assessment	Increase CSR beneficieries number to 5000 by 2030	
3	<b>Governance</b>			
	<b>Business Ethics</b>	100 Compliance to Code of Business Conduct by all suppliers		ISO 37001 Certified( Anti Bribery)
		Zero Tolerance to Code of Business Conduct Violations		
	<b>Information Security &amp; Cyber Security</b>	ISMS Certified (ISO 27001)		
		Ensure Zero Breaches in Information & Cyber Security		
	<b>Innovation , R&amp;D</b>	Ensure that one toxic chemical in use is replaced		
		Train all R&D Employees in Green Chemistry		
	<b>Sustainability Governence</b>	Become UNGC Signatory	Improve Eco Vadis Sustainability Rating	
		Constitute Board Level Sustainability Committee		
		Publish First Sustainability Report by May 2025		

# Rampex Labs Pvt Ltd – ESG Objectives & KPI's



S.No	Category	Key Performance Indicator	Uimit of Measurement	FY24	FY25
1	Environment, Health & Safety	Total Water Consumption	KL	13508.5	13239.9
2		Water Consumption Intensity	KL/Million Revenue	19.87	16.26
3		Total Wastewater Generated	KL	3640.4	3445.1
4		Total Treated Water Recycled	KL	1930	2163.5
5		Total Energy Consumed	TJ	69.9	75.7
6		Total Fuel Energy Consumed	TJ	15.8	15.9
7		Total Grid Energy Consumed	TJ	53.1	59.9
8		Total Energy Intensity	TJ/Million Revenue	11.71	10.38
9		Total Scope-1 GHG Emissions	MT CO2e	4724.03	5257.97
10		Total Scope-2 GHG Emissions	MT CO2e	3236.61	3195.89
11		Total Scope-1 + Scope-2 GHG Emissions	MT CO2e	7960.64	8453.86
12		Total GHG Emission Intensity	MT CO2e/Million Revenue	11.71	10.38
13		Total Ozone Depletion Substances Consumed (Non CFC's)	MT	240	120
14		Total Production	MT	93.4	99.1
15		Total Production Intensity	MT/Million Revenue	0.14	0.12
16		Total Hazardous Waste Generated	MT	178.4	195.2
17		Hazardous Waste Disposed to Landfill	MT	150.3	136.6
18		Hazardous Waste Recycled/Co-Processed	MT	28.1	58.6
19		Hazardous Waste Incinerated	MT	0	0
20		Hazardous Waste generation Intensity	MT/Million Revenue	0.26	0.24
21		Total Non GHG Emissions	MT	0.000004391	0.000003717
22		Total Non GHG Emission Intensity	MT/Million Revenue	6.46E-09	4.56E-09
23		Total Unsafe Acts Identified	No's	0	9
24		Total Unsafe Conditions Identified	No's	0	3
25		Total Near Miss Reported	No's	0	0

# Rampex Labs Pvt Ltd – ESG Objectives & KPI's



S.No	Category	Key Performance Indicator	Uimit of Measurement	FY24	FY25
26	Environment , Health & Safety	Total First Aid Cases Reported (Employee + Contract)	No's	0	27
27		Total Medical Treatment Cases Reported	No's	0	0
28		Lost Time Injuries Reported	No's	0	0
29		Fatal Incidents Reported	No's	0	0
30		No of Employees Visited OHC	No's	26	23
31		Man-days Lost due to LTI's & Fatal Incidents(Employees & Casual Workers)	No's	0	0
32		Environmental Incidents Reported	No's	0	0
33		Fire Incidents Reported	No's	0	0
34		Total Work Permits Issued	No's	118	143
35		Total No of Risk Assessments (RA)Carried Out	No's	6	6
36		No of Recommendations from these RA's	No's	21	35
37		Total GMP Training Hours Completed for Employees	No's	1107	1672
38		Total Safety Training Hours Completed for Employees	No's	119.5	822.7
39		Total Safety Training Hours Completed for Casuals	No's	0	130.5
40	Labour, Human Rights & Ethics	No of Employees Trained on Business Ethics	No's	0	61
41		No of Grievances Received under Business Ethics	No's	0	0
42		% No of Business Ethics Grievances Resolves	%	0	0
43		No of Employees Trained in Anti Bribery, Anti-Corruption	No's	0	61
44		No of Bribery Violations Reported	No's	0	0
45		No of Employees Trained in Whistle Blower Policy	No's	0	61
46		No of whistle blower policy violations reported	No's	0	0
47		Total Employees	No's	192	186
48		Total Male Employees	%	175	169
49		Total Female Employees	%	17	17
50		Total Contract Employees	No's	99	85

# Rampex Labs Pvt Ltd – ESG Objectives & KPI's



S.No	Category	Key Performance Indicator	Uimit of Measurement	FY24	FY25
51	Labour, Human Rights & Ethics	Total Male Contract Employees	%	93	79
52		Total Female contract Employees	%	6	6
53		No of POSH Cases Reported	No's	0	0
54		No of POSH Cases Resolved	%	0	0
55		No of Women in Management Positions(In Board)	%	0	0
56		No of Women in Senior & Middle Management Positions	%	0	0
57		Total Employees from other than India	No's	0	0
58		% no of employees signed on Non-Disclosure Agreements	%	100	100
59		No of Employees + New Joines Trained under POSH	No's	100	100
60		% of Units Rolled out ISMS Policy	%	0	100
61		Units Implemented Information Security Management System	No's	0	1
62		% of units covered under Inter Audits of ISMS	%	0	50
63		% No of units performed Information Security Risk Assessment	%	0	50
64		% No of units covered under third party ISMS audits & Certifications	%	0	50
65		No of Confirmed Information Security Breaches Reported	%	0	0
66	Sustainable Procurement	No of Awareness Trainings Completed on Sustainable Procurement Practices to Customers	No's	0	1
67		% of Customers communicated with Sustainable Procurement Policy	No's	0	66
68		% of Customers communicated with Supplier Code of conduct	No's	0	66
69		% of Suppliers assessed on ESG performance	%	0	9.1
70		% of Suppliers & Customers Signed on the Supplier Code of Conduct	%	0	100
71		No of customer Audits w.r.t Quality completed	No's	1	1
72		No of Third-Party Social Audits Completed w.r.t Sustainable Procurement Practices	No's	0	1
73	EHS	LTIFR (Lost Time Incident Frequency Rate) per Million Man Hours	No of Injuries Per Million Manhours	0	0
74	EHS	Hazardous waste disposal cost	Millions	1.35	1.26
75	Economic	Revenue	Millions	679.7	814.5

# Sustainability Targets Vs Achievements



Material Topic	Policy / Commitment	Actions Taken	Tracking KPIs	Target	FY Result	Evaluation
Energy & GHG Emissions	EHS Policy,	IE3 Motors, Solar, Energy Audits	Scope 1 & 2 emissions (tCO <sub>2</sub> e), Energy Consumed in TJ	5% decrease by FY25	6.2 % increase in total GHG in FY25	Proposal for PV plant in FY25 is under consideration
Waste Management	Waste Minimization	Source segregation, recycling	Total waste Co-Processed %	5% increase in recycling by FY25	90.5 % increase in Recycling (Co-processing) in FY25 as against 15.75% in FY24	Improved awareness & vendor tie-ups
Water Conservation	Water Conservation Commitment	Metering & Monitoring of Water Consumption	Fresh Water Consumption in KL Total Water Consumption in KL Water Intensity in KL/Million Recycling Treated Water in KL	5% decrease in Fresh Water consumption by FY25	7% reduced in fresh water consumption compared with FY24 Recycled water increase from 14.3% in FY24 to 16.3 in FY25	Close monitoring, new metering in FY25
Occupational Health & Safety	OH&S Policy, Zero Harm Vision	PPE provision, safety drills, training	LTIFR, Near misses, Compliance reports	LTIFR < 0.5	LTIFR = 0	High-risk areas reviewed, additional training imparted
Social – Human Rights, Ethics	Human Rights, Ethic, Information Security Policy	Trainings	Reported POSH Cases, No of Employees Trained in Business Ethics, No of Employees Trained in Anti Bribery & Anti Corruption.	Zero Posh Cases At least 50 no shall be trained in Business Ethics & Anti Bribery, Anti Corruption.	POSH -0 Trainings Completed for 61 employees.	Achieved the Target w.r.t to the KPI's considered.

# Rampex Labs Pvt Ltd – Mapping ESG Objectives with NGRBC, UNGC, SDG & GRI INDEX



S.No	Material Issue	Objectives	NGRBC Reference	UNGC Reference	SDG's Reference	GRI Reference	Reference Slide No's
1	Water	Reducing Water Consumption	Principle-2	Principle-7	SDG-6	GRI-303-1	21, 60, 61 & 63
			Principle-6	Principle-8	SDG-14	GRI-303-2	
			Principle-7	Principle-9		GRI-303-3	
			Principle-8			GRI-303-4	
2	Energy & GHG Emissions	Reducing Total Energy Consumption	Principle-2	Principle-7	SDG-7	GRI-302-1	65
		Reducing Energy Intensity	Principle-6	Principle-8	SDG-13	GRI-302-2	
		Reducing Scope-1 GHG Emissions	Principle-7	Principle-9		GRI-302-3	67
		Reducing Scope-1 GHG Emissions Intensity	Principle-8			GRI-305-1	
		Reducing Scope-2 GHG Emissions				GRI-305-2	
		Reducing Scope-2 GHG Emissions Intensity				GRI-305-4	
3	Materials, Chemicals & Waste	Reducing Hazardous Waste Disposed to Landfill	Principle-2	Principle-7	SDG-15	GRI-301-1	72,73
		Reducing Hazardous Waste Disposed to Lanfill Intensity	Principle-6	Principle-8		GRI-301-2	
		Increasing Reuse , Recycling of Hazardous & Non-Hazardous Waste	Principle-7	Principle-9		GRI-301-3	
		Increasing Reuse, Recycling of Hazardous & Nonhazardous Waste Intensity	Principle-8				
4	Air Pollution	Reducing Air Pollution Load	Principle-2				70
		Reducing Air Pollution Load intensity	Principle-6	Principle-7			
			Principle-7	Principle-8			
			Principle-8	Principle-9			
5	Product Use	Product Quality Information	Principle-2	Principle-7		GRI-417-1	12
		Resolving Product Quality Related Customer Compliants	Principle-6	Principle-8	SDG-12	GRI-417-2	
			Principle-9	Principle-9			
6	Product End of Life	Market Returned Goods(API's & Intermediates)	Principle-2	Principle-7			69
		Disposal of Market Returned Goods(API's & Intermediates)	Principle-6	Principle-8	SDG-12	GRI-417-1	
			Principle-9	Principle-9			

# Rampex Labs Pvt Ltd – Mapping ESG Objectives with NGRBC, UNGC, SDG & GRI



S.No	Material Issue	Objectives	NGRBC Reference	UNGC Reference	SDG's Reference	GRI Reference	Reference Slide No's
7	Employee Health & Safety	Total Safety Trainings Completed	Principle-2	Principle-3	SDG-3	GRI-403-5	42
			Principle-3	Principle-4	SDG-8	GRI-403-7	
8	Employee Health & Safety	Lost Time Incident Frequency Rate(LTIFR) Per Million Manhours	Principle-5	Principle-5			21
		Total no of Risk Assessments Completed	Principle-2	Principle-1	SDG-3	GRI 403-2	52
		Effective Implementation of Risk Control Measures	Principle-3	Principle-7	SDG-8		
9	Employee Health & Safety	Effective Implementation of Work Permit System for Non-Routine Activities	Principle-2				52,53
		Effective Implementation of Management of Change	Principle-3	Principle-1			53
			Principle-5	Principle-7	SDG-3	GRI 403-2	
			Principle-6	Principle-10	SDG-8		
Principle-8							
10	Customer Health & Safety	Potential Health & Safety Risks of Products Mentioned in MSDS & Shared with Customers	Principle-2	Principle-1			12
			Principle-3	Principle-7	SDG-3	GRI 403-5	
			Principle-5	Principle-10	SDG-8	GRI 403-7	
11	Career Management & Training	No of Employees Trained in Business Ethics	Principle-3	Principle-3			34
		(No of Employees Trained in Business Ethics/Total No of Employees *100	Principle-3	Principle-4		GRI 403	
		No of Employees Trained in Anti Bribery Anti Corruptions	Principle-3	Principle-5			
		No of Roles with job description (JD)	Principle-3	Principle-6			
		Average Training Hours Per Employee Per Year	Principle-3	Principle-3,4,5,6		GRI-403	
		% of New Employees Signed on Non-Disclosure Agreement	Principle-1	Principle-10	SGD-16	GRI-205	88 84

# Rampex Labs Pvt Ltd – Mapping ESG Objectives with NGRBC, UNGC, SDG & GRI



S.No	Material Issue	Objectives	NGRBC Reference	UNGC Reference	SDG's Reference	GRI Reference	Reference Slide No's
12	Corruption	No of Business Grievances Received	Principle-1	Principle-10	SDG-16	GRI-205	29
		No of Bribery Policy Violations	Principle-1	Principle-10	SDG-16	GRI-205	
		No of Whistleblower Grievances received	Principle-1	Principle-10	SDG-16	GRI-205	
		% of Actions Pending on the whistle blower grievances	Principle-1	Principle-10	SDG-16	GRI-205	
		No of observations raised during internal audits	Principle-1	Principle-10	SDG-16	GRI-205	16
13	Working Conditions	Total No of Employees Undergone Medical Checkup's	Principle-3,7,8	Principle-3,4,5,6	SDG-3,5,6,8,10	GRI-401,402,405,406,407	37
		No of Employees accumulated leaves	Principle-3,7,8	Principle-3,4,5,6	SDG-3,5,6,8,10	GRI-401,402,405,406,407	
14	Child Labour, Forced Labour & Human Trafficking	No of Child Labor Employed	Principle-3	Principle -4,5	SDG's 1,2,3,4	GRI 401-1, 409-1	77
15	Diversity, Equity & Inclusion	No of Cases on Discrimination & harassment	Principle-3	Principle-6	SDG-8	GRI 405	29
		Women Employees %	Principle-3	Principle-6	SDG-8	GRI405	31
		Women % in Management Positions	Principle-3	Principle-6	SDG-8	GRI405	
		Women % in Senior & Middle Management Positions	Principle-3	Principle-6	SDG-8	GRI405	
16	Information Security	% of units performed information security risk assessments	Principle-9	Principle-10	SDG-16	GRI 205	49
		% of units carried out internal audits on information Security Management System	Principle-9	Principle-10	SDG-16	GRI-205	
		No of confirmed information security breach incidents reported	Principle-9	Principle-10	SDG-16	GRI-205	
17	Supplier Environmental & Social Practices	Awareness Trainings Conducted on Sustainable Practices to Buyers	Principle-1 to 9	Principle-1 to 10	SDG-1	GRI-405,407	79 & 80
		Communication of the requirements of Sustainable procurement practices to all suppliers through purchase orders	Principle-1 to 9	Principle-1 to 10	SDG-2	GRI-405,408	
		Communicate the supplier code of conduct to all suppliers	Principle-1 to 9	Principle-1 to 10	SDG-10-12	GRI-405,408	
		% of Suppliers assessed for ESG practices	Principle-1 to 9	Principle-1 to 10	SDG-10-16	GRI-405,408	

# Rampex Labs Pvt Ltd – Third Party Assurance Statement by Bureau Veritas



## INDEPENDENT ASSURANCE STATEMENT



To  
The Management of Rampex Labs Private Limited

### Introduction and objectives of work

The Management of **Rampex Labs Private Limited** (hereafter stated as "Rampex Labs" or the "Company") have engaged us to undertake an Independent Assurance of the company's Sustainability report for the financial year ended **31<sup>st</sup> March 2024** and **31<sup>st</sup> March 2025** (i.e., **Rampex Labs Private Limited (FY 24 & FY 25)**) and provide Limited Assurance Statement on the aforesaid report. Rampex Labs has prepared the Sustainability Report with reference to Global Reporting Initiative (GRI) Standards, 2021 with stated parameters (Annexure 1) for the reporting period FY 24 & FY 25, based on which this overall assessment has been carried out. This Assurance Statement applies to the related information included within the scope of work described below.

### Intended User

The intended user of this assurance statement is Rampex Labs. We disclaim any liability or responsibility to a third party for decisions, whether investment or otherwise, based on this assurance Statement. Bureau Veritas planned and performed the work to obtain the evidence, considered necessary to provide a basis for our assurance opinion. The assurance engagement considers an uncertainty of  $\pm 5\%$  based on materiality threshold for estimation / measurement errors and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

### Scope of Work

We have performed the Limited Assurance for Sustainability report verification engagement in accordance with ISAE 3000 (Revised) methodology and in line with the requirements of Bureau Veritas's standard procedures and guidelines for External Assurance of Sustainability Report, based on current best practice in independent assurance for the reporting period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024, 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025. The selected GRI disclosures referred to in Appendix – 1 for this statement.

The reporting boundaries considered for this reporting period are as follows.

Site Name/ Location	Site Address
Rampex Labs Private Limited Unit 1	IDA Bollaram, Sangareddy District, Telangana - 502325

As part of its Independent Assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes used to collect, analyse and review the information reported. In this process, we undertook the following activities:

Assessment was conducted by means of physical site visits at Unit 1, IDA Bollaram, Telangana.



Bureau Veritas interviewed personnel of Company including HR & Admin, EHS, Engineering & Maintenance, SCM, Finance & Accounts, Quality Assurance & Quality Control, Legal & Compliance, Information Technology and other relevant departments and review of Company's data & information systems for collection, aggregation, analysis and review.

Data on various GRI disclosures were assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the Sustainability Report FY 24 & FY 25.

### Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the Sustainability report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of Sustainability Report. Our sole responsibility is to provide Independent Assurance on the Sustainability report for the financial year ended 31<sup>st</sup> March 2024, 31<sup>st</sup> March 2025.

### Our findings

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the GRI disclosures are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures with reference to GRI.
- The Sustainability Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

### Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by the Company and statements of future commitment).
- Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of the Company outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.



Our assurance on economic and financial performance data or information of the Company is based only on the annual audited statement of accounts of the Company for the Financial Year 2023-24 and our conclusions rest solely upon that audited report.

Our assurance on economic and financial performance data or information of the Company is based only on the internal audited statement of accounts of the Company by Director (Finance) for the Financial Year 2024-25 and our conclusions rest solely upon that audited report.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

### Conclusion

The Sustainability Report prepared by Rampex Labs Private Limited determined to fairly represent GRI disclosures, with no material inaccuracies detected for the reporting period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024, 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025.

### Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 196 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Rampex Labs Private Limited.

### Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.



# Rampex Labs Pvt Ltd – Third Party Assurance Statement by Bureau Veritas



## Restriction on use of Our Report

Our Limited Assurance report for Sustainability Report have been prepared and addressed to the Management of Rampex Labs Private Limited at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

**Ahamed Mohiuddin SYED**  
Lead Assuror  
Bureau Veritas (India) Private Limited  
Hyderabad, India  
Dt: 14.07.2025

**Munji Rama Mohan RAO**  
Technical Reviewer  
Bureau Veritas (India) Private Limited  
Mumbai, India  
Dt: 17.07.2025



## Appendix - 1

GRI Standard	Disclosure
<b>General disclosures</b>	
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details
	2-2 Entities included in the organization's sustainability reporting
	2-3 Reporting period, frequency and contact point
	2-5 External assurance
<b>Energy</b>	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization
	302-3 Energy intensity
<b>Emissions</b>	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions
	305-4 GHG emissions intensity
<b>Water and Effluents</b>	
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource
	303-3 Water withdrawal
	303-4 Water discharge
	303-5 Water consumption
<b>Waste</b>	
<b>GRI 306: Waste 2020</b>	306-3 Waste generated
	306-4 Waste diverted from disposal
	306-5 Waste directed to disposal
<b>Occupational Health and Safety</b>	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system
	403-2 Hazard identification, risk assessment, and incident investigation
<b>Employment</b>	
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover
<b>Training and Education</b>	
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee
	404-2 Programs for upgrading employee skills and transition assistance programs
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees



Have any

**QUERY?**

Share with us



 P. V. Veera Bhadra Rao

 AGM-EHS

 [ehs@rampexlabs.com](mailto:ehs@rampexlabs.com)

 7032227932

**“Thank You”**