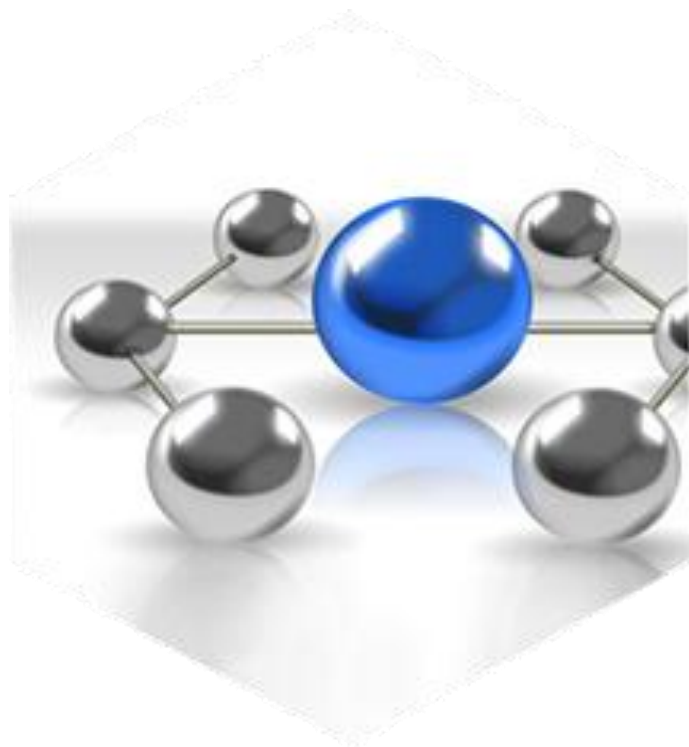




**FOCUS ON
SUSTAINABILITY**

SIMPLIFYING SYNTHESIS

SUSTAINABILITY REPORT FY 2025-26

by

RAMPEX LABS PRIVATE LIMITED

Rampex Labs Pvt Ltd, Sustainability Report FY 2025-26



S.no	Content	Slide No
1	Who are We	4
2	Rampex Labs Pvt Ltd Unit-I - Our Journey So Far	5
3	Rampex Labs Pvt Ltd Unit-II - Our Journey So Far	6
4	Products & Intermediates	7
5	Product Global Footprint	8
6	Rampex Labs Pvt Ltd Unit-I - Manufacturing Facilities	9
7	Rampex Labs Pvt Ltd Unit-II - Manufacturing Facilities	10
8	Rampex Labs Pvt Ltd - Regulatory Approvals & Certifications	11
9	Introduction –About This Report	12
10	About Independent Assurance Provider:	13
11	Message from our Chairman	14
12	Message from our Executive Director	15
13	Sustainability Framework Adopted at Rampex	16
14	Sustainability Committees & Governance at Rampex	17
15	Improving Sustainability Performance & Strengthening Governance	18
16	Management and Governance: Risk Assessment and Mitigation	19
17	Improving Management and Risk Assessment at Rampex	20
18	Rampex Labs Pvt Ltd Unit-I - Sustainability Journey	21
19	Rampex Labs Pvt Ltd Unit-II - Sustainability Journey	22
20	Materiality Assessment	23
21	Methodology for Materiality Assessment for Rampex	24
22	Actions for Monitoring Materiality Issues at Rampex Labs Pvt Ltd Unit-I	25
23	Actions for Monitoring Materiality Issues at Rampex Labs Pvt Ltd Unit-II	26
24	Proposed Materiality Issues	28
25	Rampex Labs Pvt Ltd Unit-I - Being a Good Neighbour	32
26	Rampex Labs Pvt Ltd Unit-II - Being a Good Neighbour	33
27	Ethics	34
28	Training on Business Conduct and Ethics at Rampex Labs Pvt Ltd Unit-I	35
29	Training on Business Conduct and Ethics at Rampex Labs Pvt Ltd Unit-II	36
30	Empowering a Diverse and Dynamic Workforce	37

S.no	Content	Slide No
31	Gender Diversity at Board Level & Employee Level	38
32	PMS Cycle & Pay Parity, Renumeration Policy, Nomination & Renumeration Committee, Board Performance Evaluation at Rampex	40
33	Employee, New Hires, Contract Workmen Demographics, Gender & POSH at Rampex Labs Pvt Ltd Unit-I	43
34	Employee, New Hires, Contract Workmen Demographics, Gender & POSH at Rampex Labs Pvt Ltd Unit-II	44
35	Rampex Labs Pvt Ltd, Employee Benefits & Health Coverage	45
36	Medical Examination for All employees including Contract Workmen at Rampex Labs Pvt Ltd Unit-I	46
37	Medical Examination for All employees including Contract Workmen at Rampex Labs Pvt Ltd Unit-II	47
38	Collective Knowledge, Skill Development- Safety & Sustainability	48
39	Empowering Employee Growth at Rampex	49
40	Nurturing Growth Through Feedback	50
41	Grievances Redressal & Remediation Mechanism	51
42	Employee Trainings at Rampex Labs Pvt Ltd Unit-I	52
43	Employee Trainings at Rampex Labs Pvt Ltd Unit-II	53
44	ISO Policies	54
45	Rampex Labs Pvt Ltd Unit-I - ISO Certificates	61
46	Rampex Labs Pvt Ltd Unit-II - ISO Certificates	63
47	Rampex Labs Pvt Ltd Unit-I - Economic Performance	65
48	Rampex Labs Pvt Ltd Unit-II - Economic Performance	66
49	Information & Cyber Security	67
50	Digitization in Information Technology	68
51	Employee Occupational Health & Safety	69
52	Rampex Labs Pvt Ltd Unit-I - Occupational Health & Safety Performance	70
53	Rampex Labs Pvt Ltd Unit-II - Occupational Health & Safety Performance	74
54	Environmental Sustainability	76
55	Environmental Risks & Opportunities	77
56	Environmental & Sustainability – Awareness at Rampex Labs Pvt Ltd Unit-I	78
57	Environmental & Sustainability – Awareness at Rampex Labs Pvt Ltd Unit-II	79
58	Environmental Sustainability – Commitment	80
59	Rampex Labs Pvt Ltd Unit-I - Environmental Sustainability – Water	81
60	Rampex Labs Pvt Ltd Unit-II - Environmental Sustainability – Water	83

Rampex Labs Pvt Ltd, Sustainability Report FY 2025-26



S.no	Content	Slide No
61	Zero Liquid Discharge Facility	84
62	Rampex Labs Pvt Ltd Unit-I - Environmental Sustainability – Wastewater	85
63	Rampex Labs Pvt Ltd Unit-II - Environmental Sustainability – Wastewater	87
64	Environmental Sustainability – Energy Consumption – Fuels & Grid	89
65	Environmental Sustainability – Energy Consumption – Fuels & Grid at Rampex Labs Pvt Ltd Unit-I	90
66	Environmental Sustainability – Energy Consumption – Fuels & Grid at Rampex Labs Pvt Ltd Unit-II	91
67	Environmental Sustainability – Scope 1 & Scope 2 Emissions	92
68	Rampex Labs Pvt Ltd Unit-I - Environmental Sustainability – Scope 1 & Scope 2 Emissions	93
69	Rampex Labs Pvt Ltd Unit-II - Environmental Sustainability – Scope 1 & Scope 2 Emissions	94
70	Environmental Sustainability – Scope 3 GHG Emissions	95
71	Rampex Labs Pvt Ltd Unit-I - Environmental Sustainability – Scope 3 GHG Emissions	96
72	Rampex Labs Pvt Ltd Unit-II - Environmental Sustainability – Scope 3 GHG Emissions	97
73	Environmental Sustainability – Air Emissions (Non-GHG)	99
74	Rampex Labs Pvt Ltd Unit-I - Environmental Sustainability – Air Emissions (Non-GHG)	100
75	Rampex Labs Pvt Ltd Unit-II - Environmental Sustainability – Air Emissions (Non-GHG)	101
76	Rampex Labs Pvt Ltd Unit-I - Environmental Sustainability –Total Hazardous Waste Generated, Disposed to TSDF & Co-Processed	102
77	Rampex Labs Pvt Ltd Unit-I - Environmental Sustainability –Total Hazardous Waste Generated, Disposed to Co-Processed	104
78	Assessment of the health and safety impacts of product and service categories, Labelling & Market Communication	105

S.no	Content	Slide No
79	Sustainable Procurement at Rampex	106
80	Sustainable Procurement – EHS & Social Assessment at Rampex	108
81	Sustainable Procurement – Initiatives at Rampex	109
82	Sustainable Procurement – Supplier Base & Local Suppliers at Rampex	110
83	Sustainable Procurement – Employee Capacity Building w.r.t Sustainable Procurement	111
84	Sustainable Procurement – Value Chain GHG Emissions	112
85	ESG Objectives & KPI's	113
86	Sustainability Targets Vs Achievements	117
87	Mapping ESG Objectives with GRI INDEX	118
88	Mapping ESG Objectives with GRI	119
89	Third Party Assurance Statement	121

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 Unit-I – Our Journey So Far

Publishing First Sustainability Report with Bureau Veritas, Limited Data Assurance , ISMS 27001 & ENMS 50001 Certified & achieved Eco Vadis commitment Badge with scored 59.

ISO 14001 & ISO 45001 Re Certified

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

2004

2008

2009

2014

2025

2023

2017

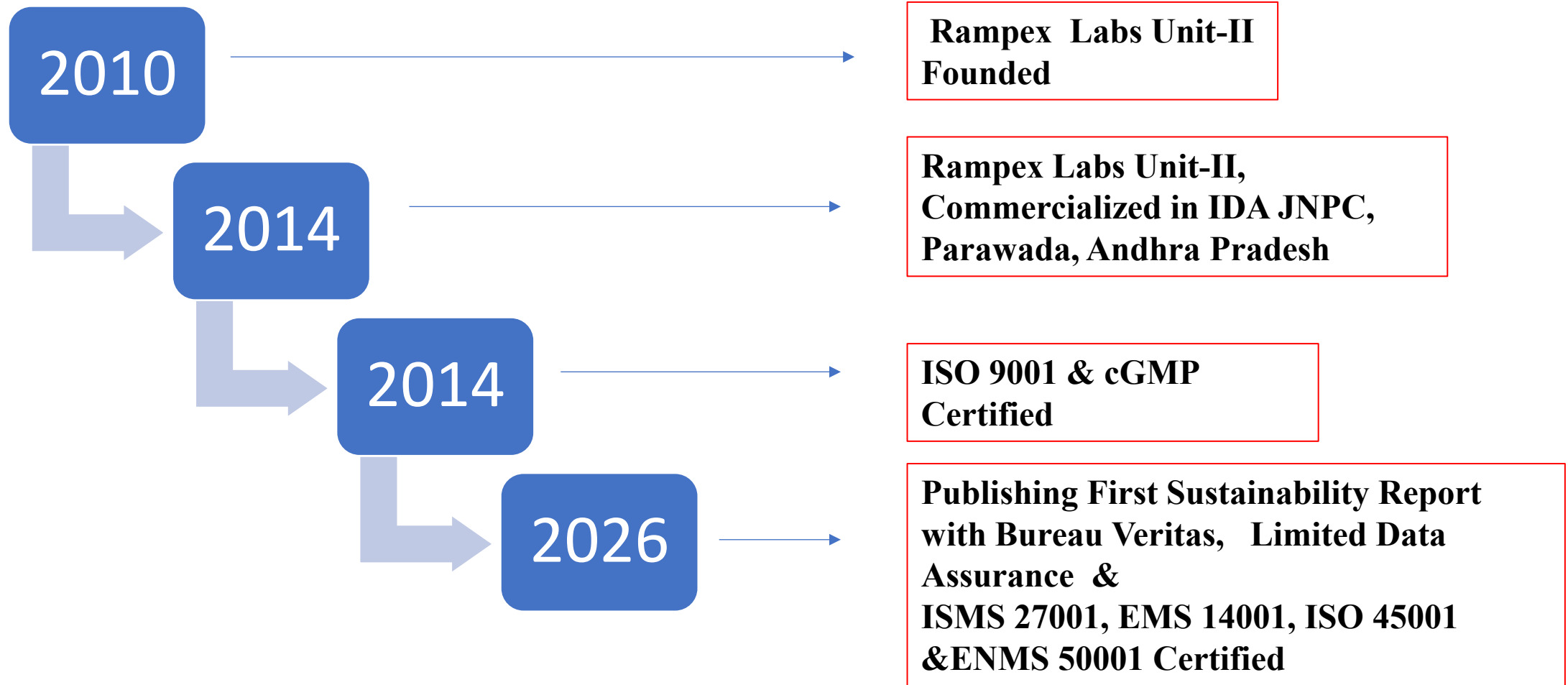
Rampex Labs Unit-I Founded

Rampex Labs Unit-I, Commercialized in IDA Bollaram, Telangana

ISO 9001 & cGMP Certified

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

Rampex Labs Pvt Ltd Unit – II – Our Journey So Far



Active Pharma Ingredients

- APIs are being manufactured In Rampex Labs Pvt Ltd,



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-I - Manufacturing Facilities



Rampex Labs Pvt Ltd Unit-II: Manufacturing Facilities



Unit-I

Rampex Labs Pvt Ltd, Unit-I, Approved

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

Unit-II

Rampex Labs Pvt Ltd, Unit-II, Approved

- FDA (Food & Drug Administration) –USA
- No 3010633689-, Audit Date : 17th - 21st October 2022.

Rampex Labs Pvt Ltd, Certifications for Unit-I

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

Rampex Labs Pvt Ltd, Certifications for Unit-II

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

Introduction –About This Report

This is Rampex Labs Pvt Ltd Sustainability Report for FY 25-26, 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: 1st April 2025 – 31st March 2026

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-I, Located in IDA Bollaram, Sangareddy and Rampex Labs Pvt Ltd, Unit-II, Located in IDA Parawada, Vishakhapatnam.

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 : FY 2025-2026
- 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 348 employees (Unit-I & Unit-II) 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 2025-26, 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 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, Customer safety, 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, 01 market complaints in unit-I and , 01 market complaints in unit-II were received, and these were resolved immediately with joint testing's 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.

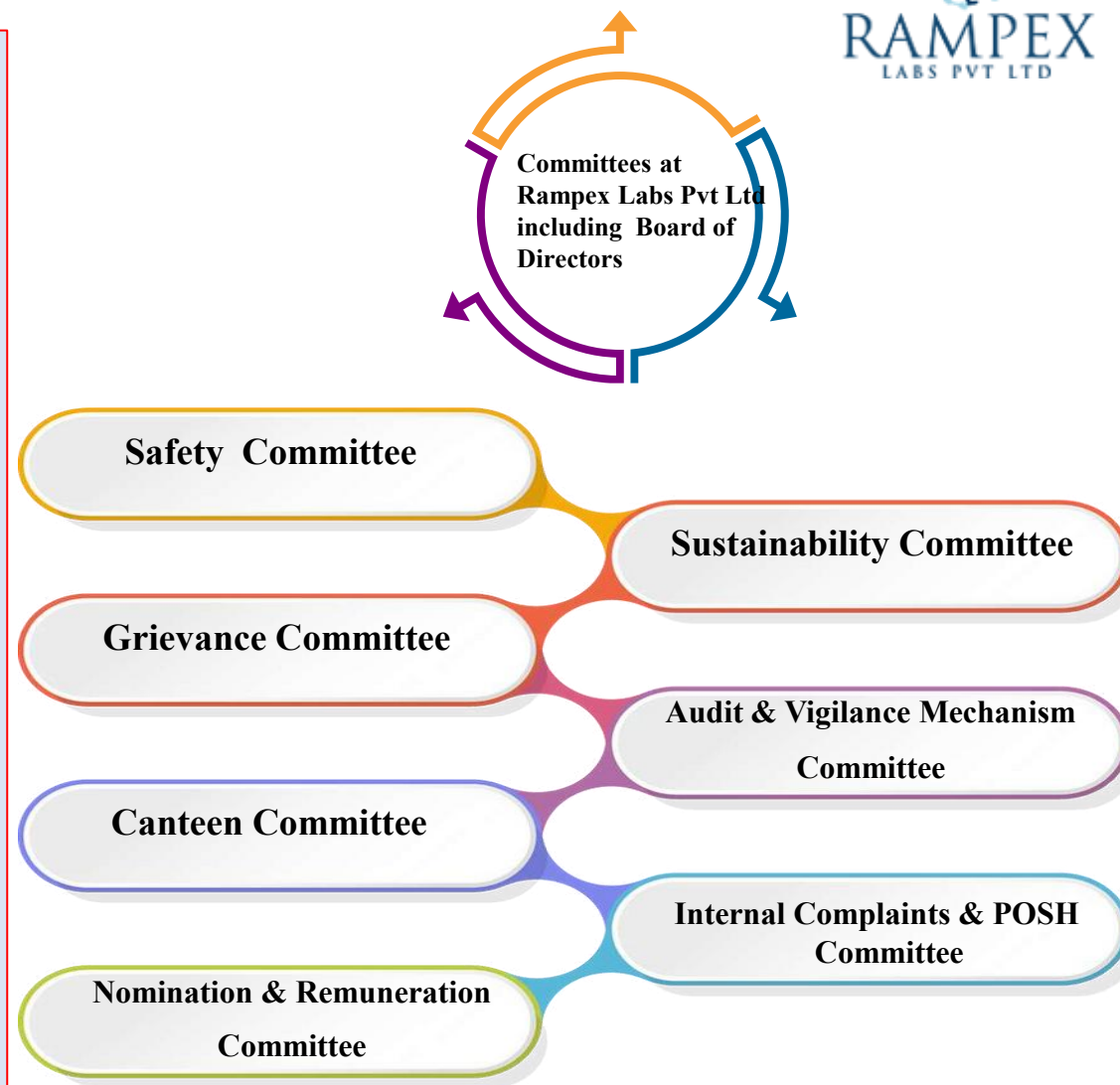
Rampex Labs integrates global best practices to uphold human rights, ethical governance, environmental sustainability, and inclusive growth. Through robust policies and engagement, we embed ESG values throughout our operations.

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.

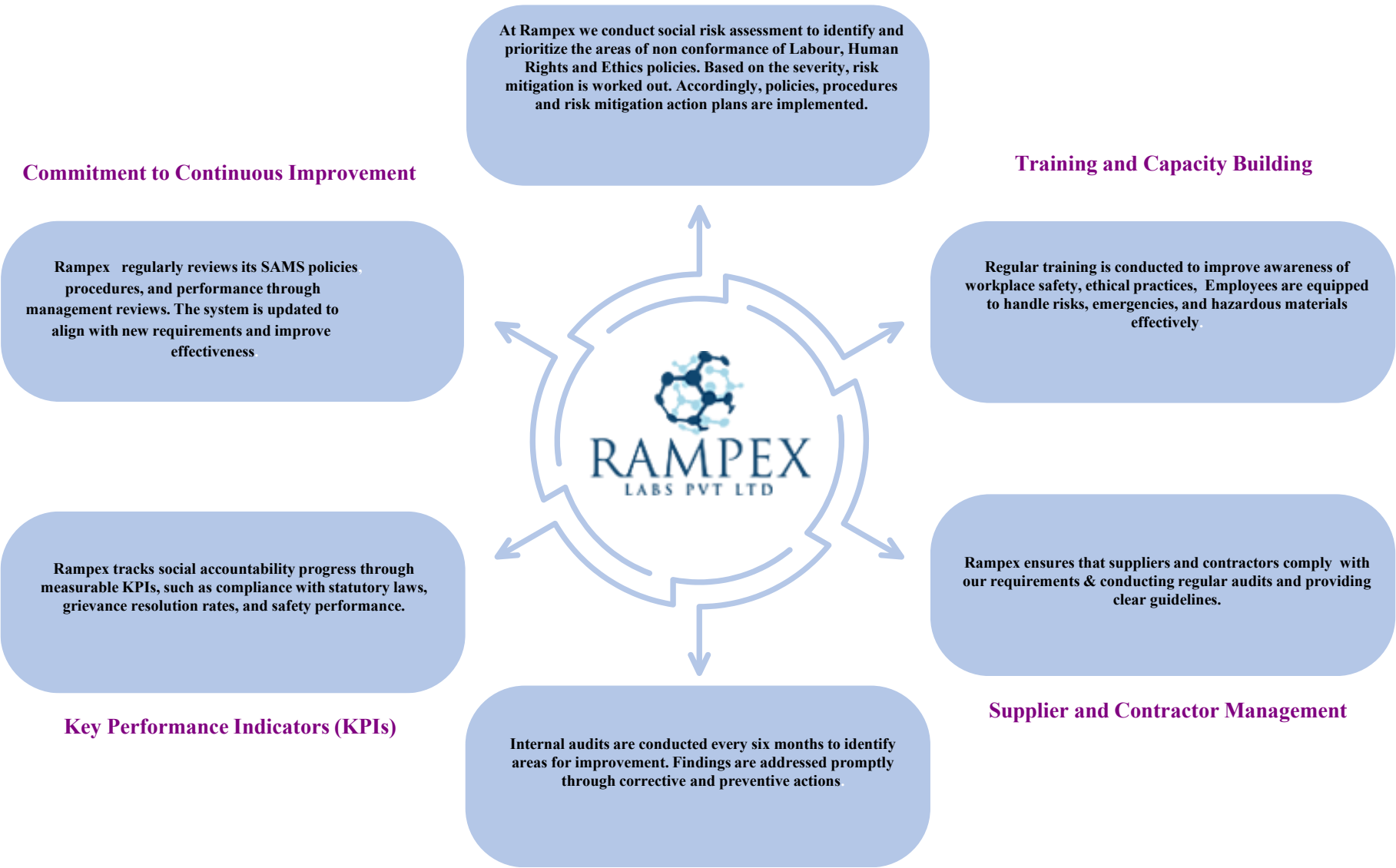
Sustainability Enhancement Actions:

- 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

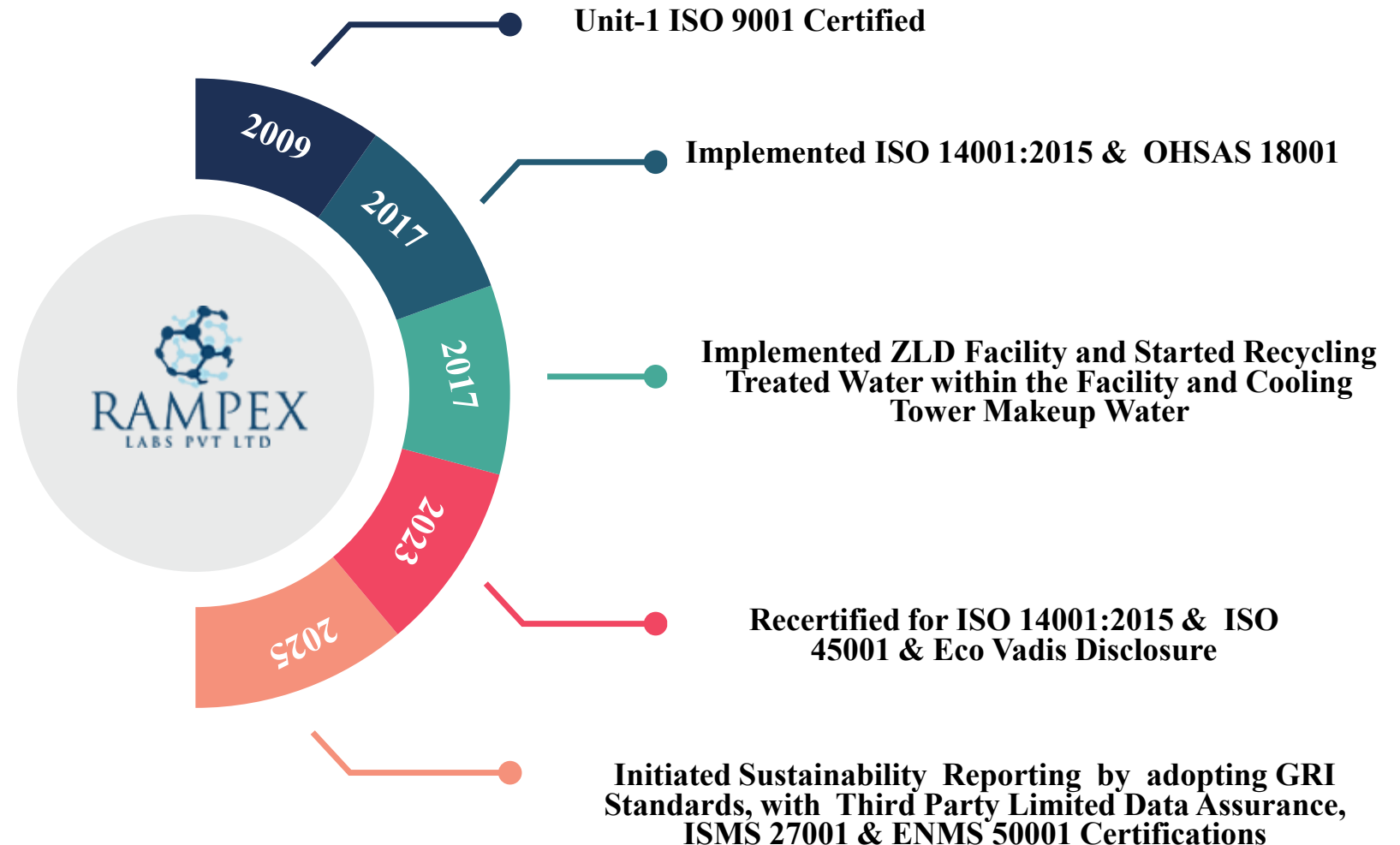
- Establish Risk Review Committee by Creating a cross-functional committee to periodically review enterprise risk profiles and escalate key risks to leadership.
- Integrate Risk Awareness into Training Programs by embedding risk identification and control topics into onboarding, leadership, and refresher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

Rampex Labs Pvt Ltd Unit-I - 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)



Rampex Labs Unit-II Sustainability Journey



2014

ISO 9001 & cGMP Certified

2024

Implemented Materiality issues for Sustainability Reporting

2026

Initiated Sustainability Reporting by adopting GRI Standards, with Third Party Limited Data Assurance, ISO 45001, ISO 14001, ISMS 27001 & ENMS 50001 Certifications

“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 Labs Pvt Ltd, Unit-I



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 & 3 emissions (tCO ₂ e), Energy Consumed in TJ	5% decrease by FY28	20.9 % increase in total GHG in FY26	Proposal for PV plant in FY28 is under consideration
Waste Management	Waste Minimization	Source segregation, recycling	Total waste Co-Processed %	5% increase in recycling by FY28	110.4 % increase in Recycling (Co-processing) in FY26 as against 30% in FY25	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 FY28	48% increased in fresh water consumption compared with FY25 Recycled water increase from 16.3% in FY25 to 105.1% in FY26	Close monitoring, new metering in FY26
			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 no shall be trained in Business Ethics & Anti Bribery, Anti Corruption.	POSH -0 Trainings Completed for 132 employees.	Achieved the Target w.r.t to the KPI's considered.

Actions for Monitoring Materiality Issues at Rampex Labs Pvt Ltd, Unit-II



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 & 3 emissions (tCO ₂ e), Energy Consumed in TJ	5% decrease by FY28	total GHG in FY26	Proposal for PV plant in FY28 is under consideration
Waste Management	Waste Minimization	Source segregation, recycling	Total waste Co-Processed %	5% increase in recycling by FY28	100 % increase in Recycling (Co-processing) in FY26	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	17283.09 KL fresh water consumption in FY26	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.

Understanding Materiality Assessment Map & Prioritization of Issues

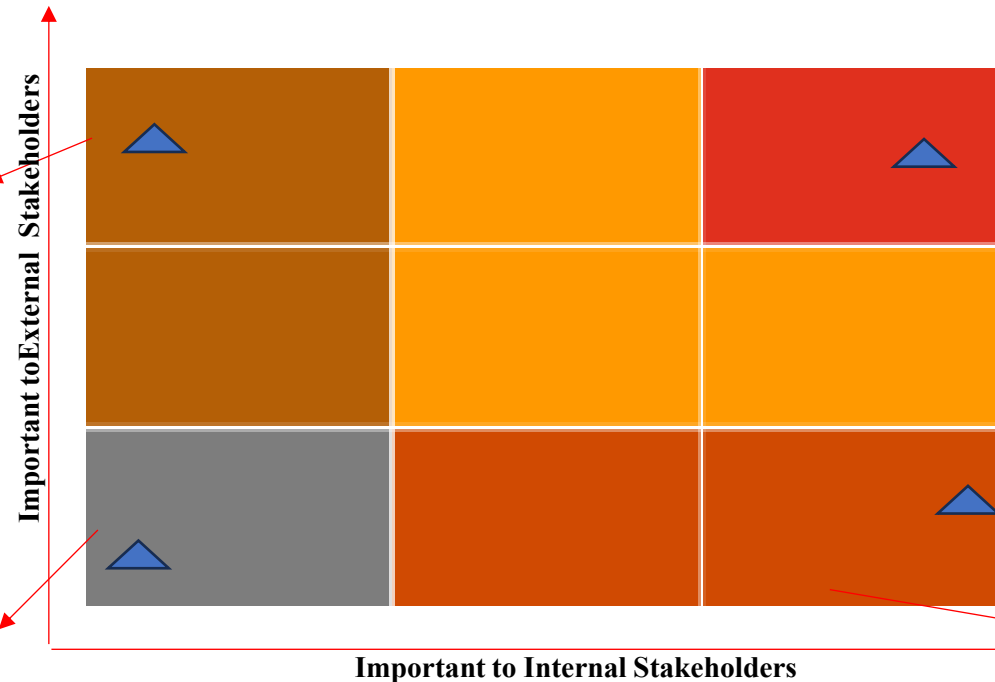
ESG issues are assigned to one of four categories on the materiality matrix which plots importance External & Internal Stakeholders



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



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	- Helps mitigate environmental risks & improve sustainability performance. - Drives cost savings through energy efficiency & waste reduction. - Supports regulatory compliance & ESG scoring for investment decisions - Enhances transparency & stakeholder trust (investors, regulators, customers).	1. Total Energy Consumption in KWh/MWh/TJ
2	Waste Water		2. Accounting for Scope 1 and 2 GHG Emissions in MT eCO2
3	Hazardous Waste		3. Total Fresh Water Consumption in KL
4	Rain Water		4. Total Rain water collected & reused in KL
5	Green House Gasses		5. Native Species introduced (at least 2 species/Annum) within or outside of the facility in No's.
6	Total Energy Consumed		6. Total weight of hazardous waste generated & disposed in MT
7	Renewable Energy Consumed		7. Total non-hazardous waste generated, recycled in MT & % recycled.
8	Bio Diversity & Impact		8. Total weight of Organic hazardous waste disposed to Cement Industry for Co-Processing in MT
9	Environmental Compliance		9. Customer Safety Incidents reported /Annum in No's.
10	Air Emissions & Controlling		10. No of Product Recalls Due to Environmental Safety Issues per Annum in No's
			11. No of Customer/Stakeholder Complaints received per annum in No's
			12. Percentage Corrective Actions implemented within 30 days for Non-Compliance reported/received.
			13. Monitoring other emissions under SDG(Sustainable Development Goals) on an annual basis i.e PM10, PM2.5, SOX and NOX in MT/Annum

Materiality Issues For Rampex Labs Pvt Ltd



S.No	Social	Importance	KPI's to Report
1	Talent Retention & Development	Aligns with global GRI reporting standards & SDGs	1. Total No of Medical Treatment Cases Reported per annum in No's.
2	Occupational Health & Safety		2. Total No of First Aid Cases Reported per annum in No's.
3	Protection of Human Rights		3. Total No of Lost Time Injuries (LTI's) Reported per annum in No's.
4	Employee Wellbeing	Reduces business risks & improves long-term sustainability.	4. Total no of Mandatory Health & Safety Trainings completed vs planned.
5	Diversity & Inclusion		5. No of new risk assessments completed and major risks mitigated within 30 days.
6	Employee Rewards & Recognitions	Enhances stakeholder relationships & investor confidence.	6. No of employees under company medical insurance scheme.
7	Fair Labour Practices -		7. Total no of Training Hours Completed /Annum
8	Training & Development	Strengthens corporate accountability & ethical leadership.	8. Conducting Annul Employee Feedback Survey & Disclosing satisfactory levels
9	Community Impact -CSR etc		9. Conducting one Labor audit/Annum w.r t Compliance to Labor Laws.
			10. Percentage of employees with access to mental health support services (e.g., counselling, stress management)
			11. No of Supplier Audits Conducted/Annum w.r.t Child & Forced Labor.
			12. Percentage of Female Employees in Senior Leadership Roles
			13. No of POSH Complaints Received/Annum & Resolved with in 30 Days.

Materiality Issues For Rampex Labs Pvt Ltd



S.No	Governance	Importance	KPI's to Report
1	Economic Performance & Growth		1. Percentage of employees who complete mandatory ethics and anti-corruption training @ annually.
2	Business Ethics & Integrity	Enhances long-term business sustainability & ESG performance.	2. Number of confirmed incidents reported of bribery or corruption within the reporting
3	Data Privacy & Cyber Security		3. Number of confirmed incidents reported/annum, related to anti-competitive practices, such as price-fixing, bid-rigging, or market manipulation .
4	Responsible Procurement	Ensures regulatory compliance & minimizes legal risks.	4. Number of whistleblower incidents reported/annum related to potential anti-competitive behaviour.
5	Supplier Screening & Audits		5. Number of confirmed data breach incidents reported annually.
6	Innovation Management - Investment in R&D	Strengthens corporate reputation & ethical leadership.	6. Percentage of employees who complete annual training on data protection, privacy, and information security.
7	Partnerships & Industry Collaborations		7. Percentage of employees and contractors who submitted conflict of interest disclosures annually.
8	Product Safety -	Builds investor confidence & stakeholder trust.	8. No of legal/disciplinary actions initiated against employees/contractor/annum.
			9. Board Diversity, % of Independent Directors
			10. Supplier Compliance with respect to Code of Conduct
			11. External Endorsements like UNGC
			12. % of Suppliers screened for ESG Compliances
			13. Third Party Data Assurance for all the ESG Materiality Issues

Rampex Labs Pvt Ltd, Unit-I – 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 FY26 150 no's benefitted due to our CSR Activities.

CSR Spend at Rampex Labs Pvt Ltd

1. FY 21-22	INR 50.0 Lakhs
2. FY 25	INR. 5.50 Lakhs
3. FY 26	INR 1.50 Lakhs



Rampex Labs Pvt Ltd, Unit-II – 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 FY26 250 no's benefitted due to our CSR Activities.

CSR Spend at Rampex Labs Pvt Ltd

1. FY 25	INR. 5.05 Lakhs
2. FY 26	INR 13.16 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.

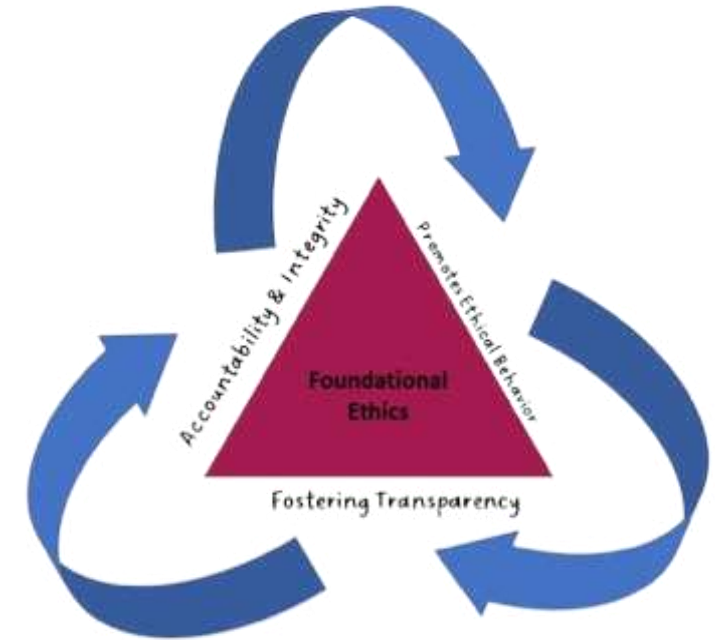
Whistleblower Mechanism:

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

• Complaint Submission:

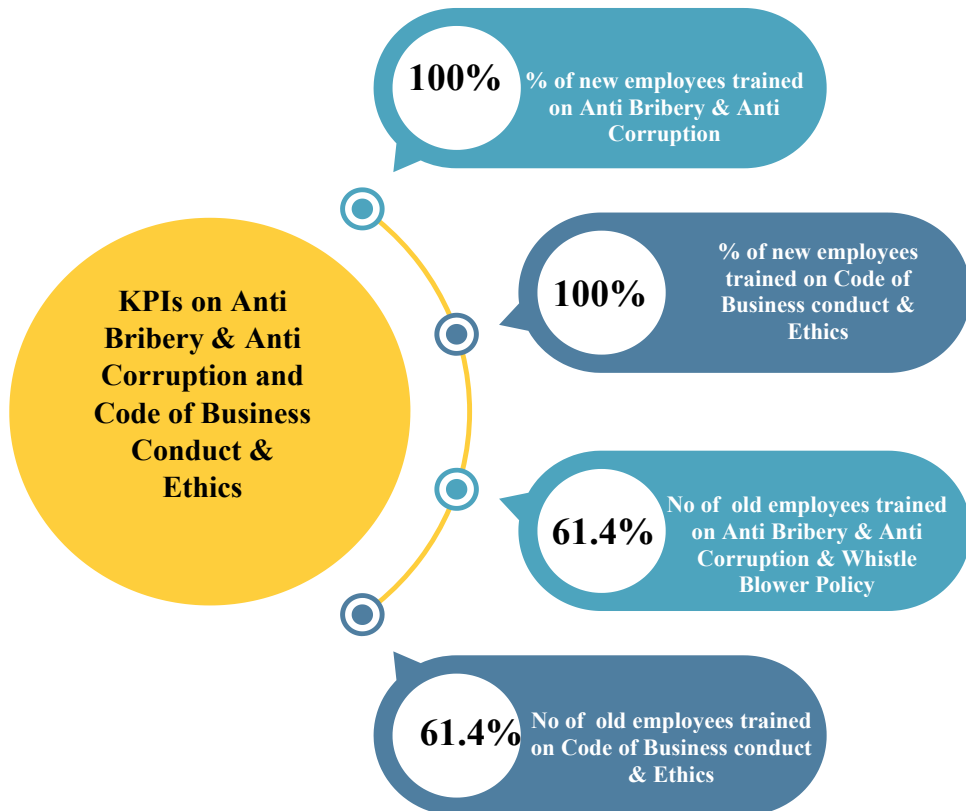
- Complaints must be submitted in a **sealed envelope** or via **email** labelled **“Protected Disclosure under the Whistleblower Policy.”**
- Complaints should be directed to **Mr. JSVN Sastry, Executive Director** at **jsvns@rampexlabs.com**.
- To maintain confidentiality, no acknowledgment will be 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 2025-26, 06 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.

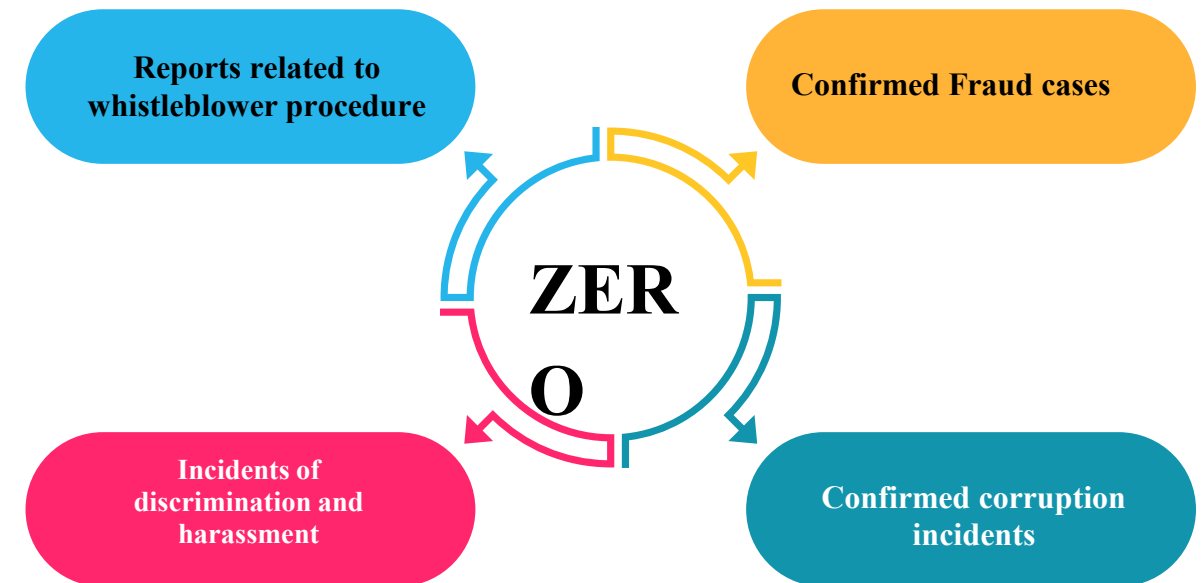


Training on Business Conduct and Ethics at Rampex Unit-I

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.

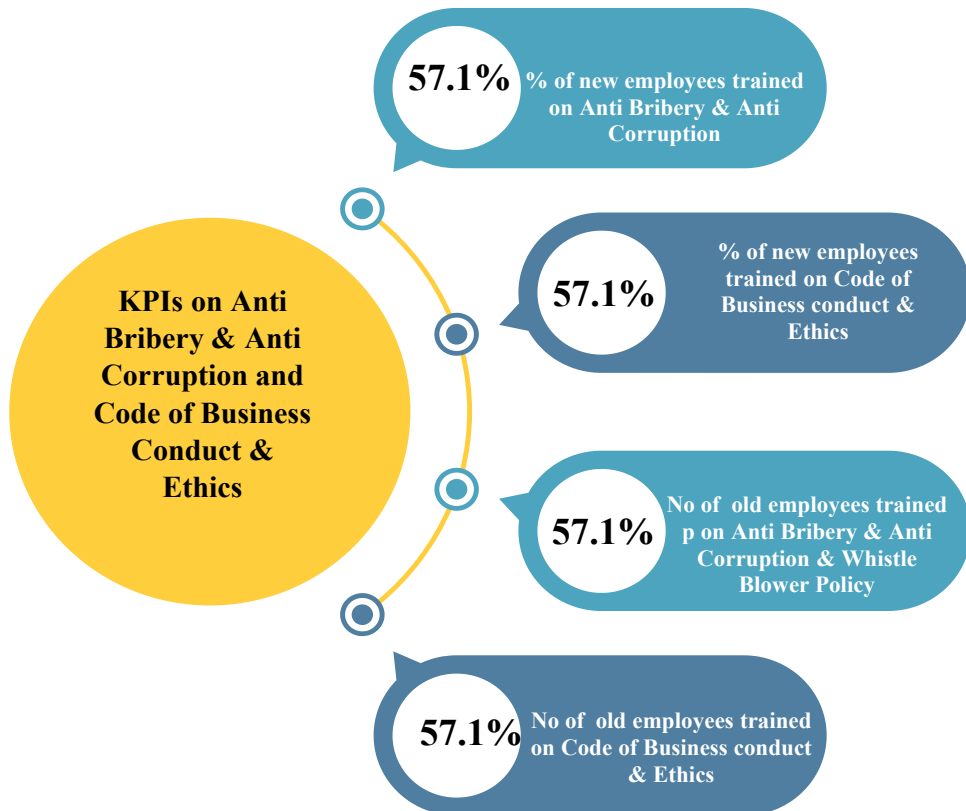


Reporting Breaches: We maintain transparency by consistently reporting incidents or violations in critical areas, including corruption, bribery, harassment, confidentiality breaches, conflicts of interest, and money laundering.

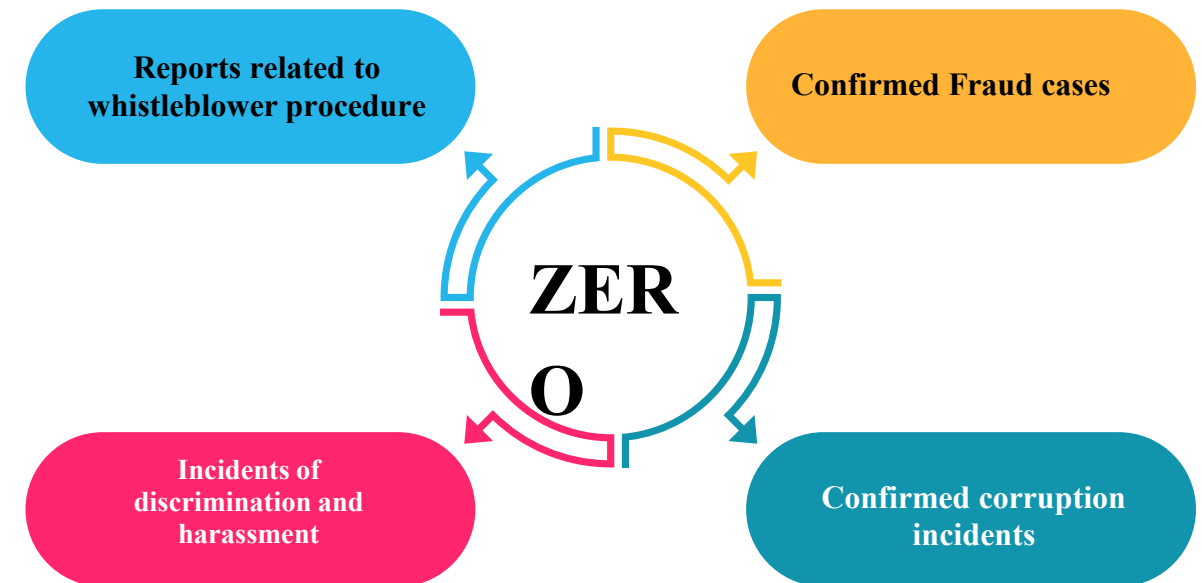


Training on Business Conduct and Ethics at Rampex Unit-II

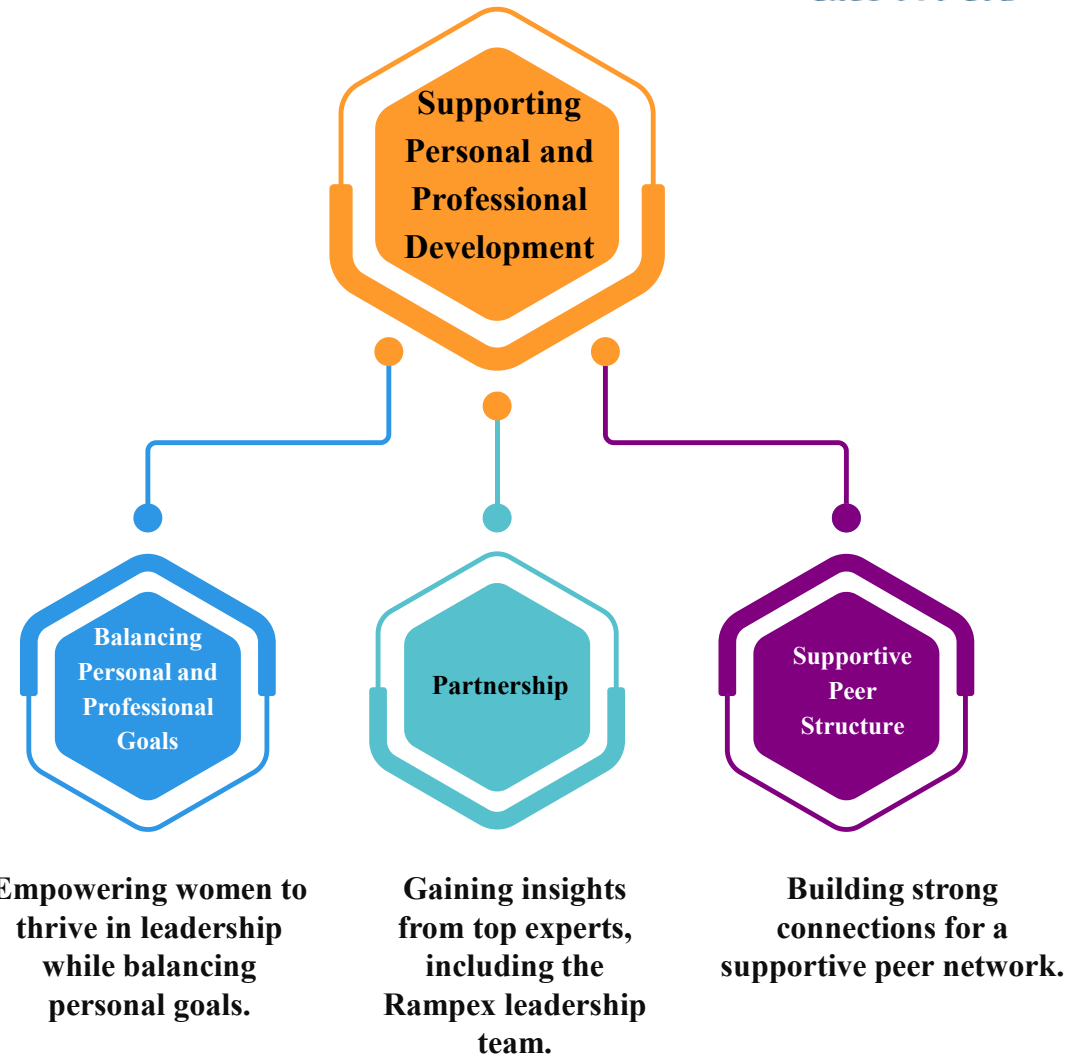
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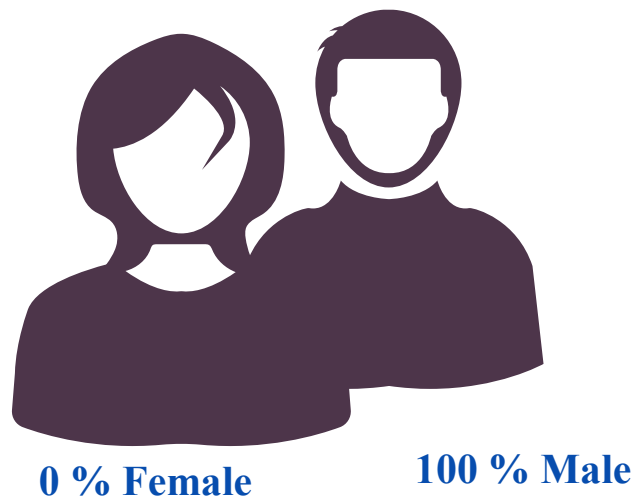


Empowering a Diverse and Dynamic Workforce

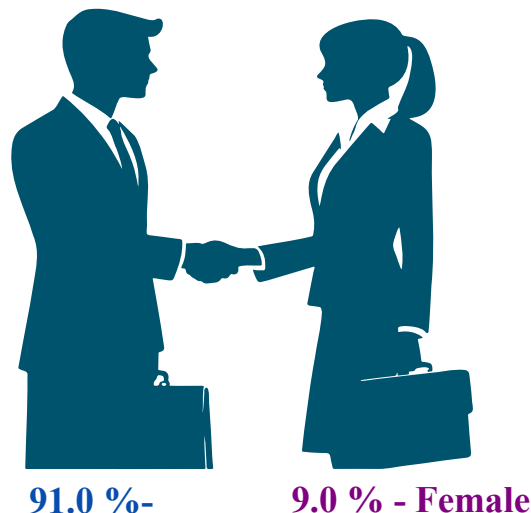


Gender Diversity at Board Level & Employee Level

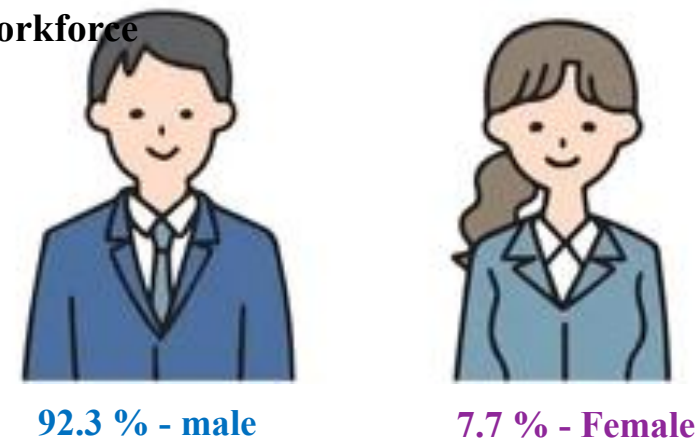
Gender Diversity- Board Directors/Partners



Gender Diversity- Employees



Gender Diversity- Employees and contract workforce



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:

- Among the total workforce with contract employees, **7.7 % are female employees**, while **92.3 % 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	51	Chairman & Director
2	JATIN SIDDHARTHBHAI SHAH	BSC	41	Director
3	JSVN SASTRY	B.Tech Chemical	42	Executive Director
4	MAGANTI MURALI	B.Tech	46	Director
5	LOKANATH BOLLENI	FCA	41	Director
6	GHATTAMANENI VENKATESWARA RAO	CA	42	Director
7	NISHANT TIWARY	MBA	26	Director

NRC Committee

S.No	Name	Education Qualification	Experience (years)	Designation
1	JSVN SASTRY	B.Tech Chemical	42	Executive Director
2	D. V. Rao	MSC-Chemistry	42	GM-Works
3	P.K. Sharma	BSC, MIRPM	35	DGM-HR
4	G.V. Rao	CA	40	Finance Director
5	P.V. Veerabhadra Rao	MSC-Environment	35	AGM-EHS

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



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 period. 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 7.4. 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), oversighted 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 2025, 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.

Key insights from the evaluation were discussed in the board meeting and translated into specific actions such as enhanced ESG training to Senior Leadership Team, Engagement of a Third Party Sustainability Consultant to handhold Rampex Team to improve Sustainability Performances.

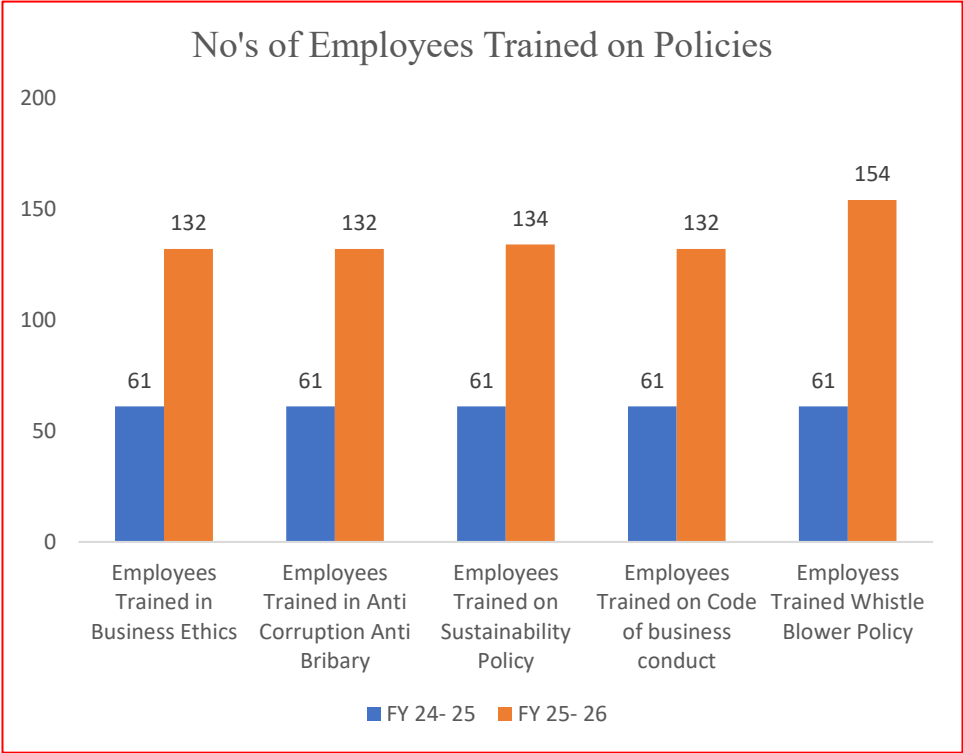
PMS Cycle & Pay Parity, Renumeration Policy, Nomination & Renumeration Committee, Board Performance Evaluation at Rampex Unit-I



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 FY25-26: 61.4% Employees were trained on all the existing Policies.

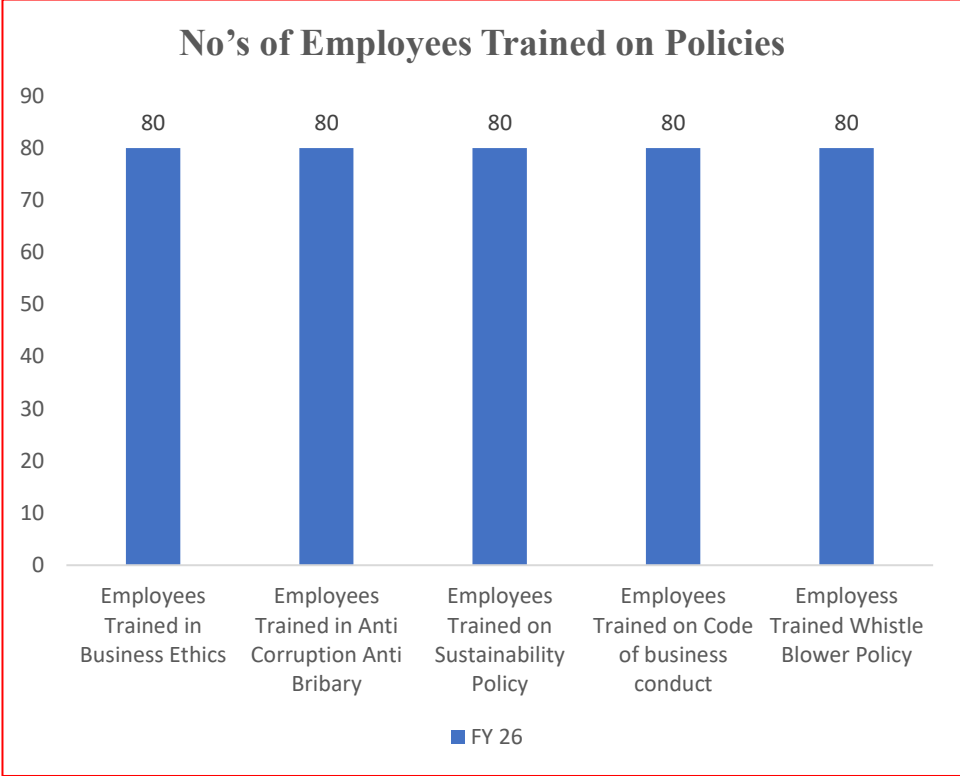
PMS Cycle & Pay Parity, Remuneration Policy, Nomination & Remuneration Committee, Board Performance Evaluation at Rampex Unit-II



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 FY26: 57.1 % Employees that is 140 employees were trained on all the existing Policies.

Employee, New Hires, Contract Workmen Demographics, Gender & POSH at Rampex Labs Pvt Ltd



Unit-I

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

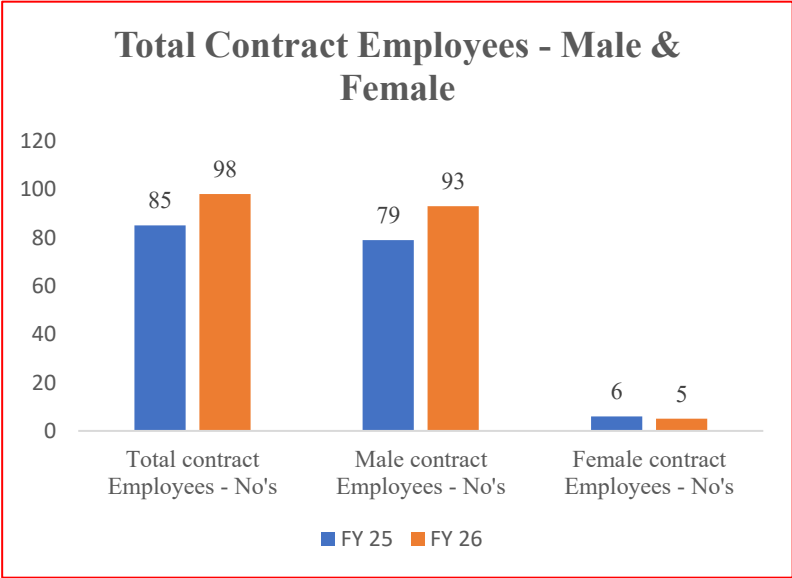
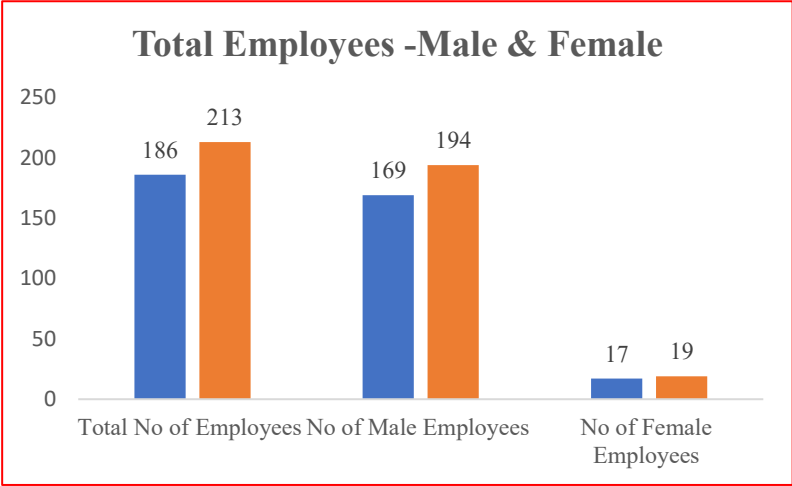
- In **FY24-25**, the total number of permanent employees stood at **186**, which slightly increased to **213** in **FY25-26**, reflecting optimization of core staffing.
- Of these, **Male employees** are increased **169 (FY24-25)** and **194 (FY25-26)**.
- Of these, **Female employees** are increased **17 (FY24-25)** and **19 (FY25-26)**..
- There is no representation of employees from East, West and North India, all the employees are from South India i.e **213** in FY25-26.
- New Hires –Freshers** : 8 were hired in FY25 and in FY26 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 **85** in FY25, which increased to **98** in FY26 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 **79 (FY25)** and **93 (FY26)**.
- There is no representation of Contract workmen from East, West and North India, all the employees are from South India i.e 85 & 98 in FY25 & FY26 respectively.

POSH Compliance

- No cases of sexual harassment (POSH cases)** were reported in FY 26, 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.





Unit-II

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

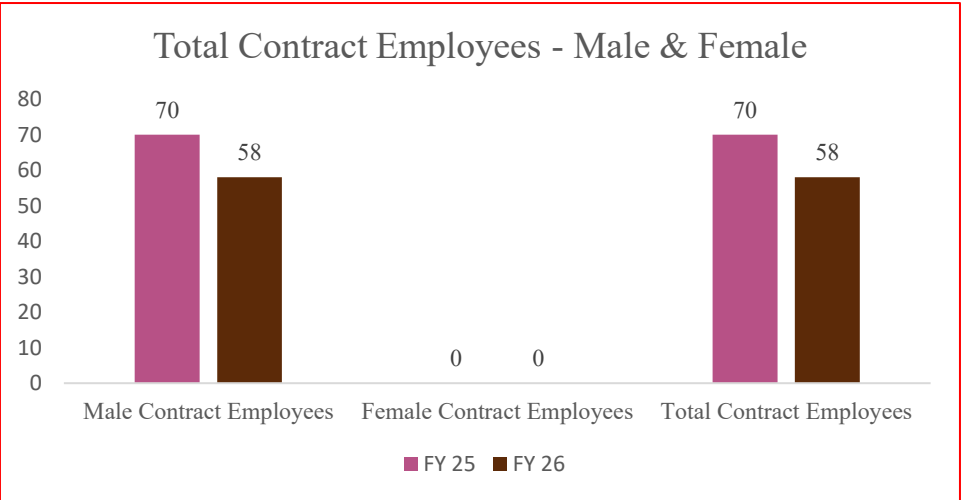
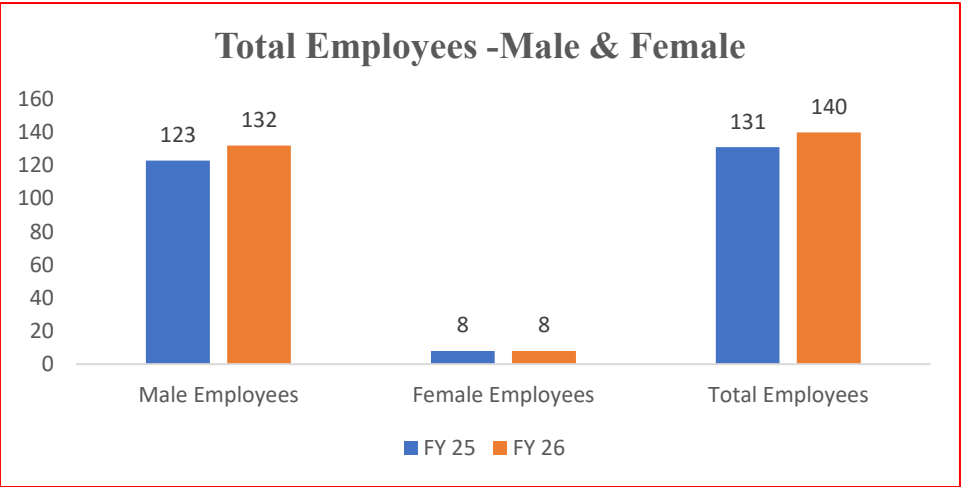
- In **FY24-25**, the total number of permanent employees stood at **131**, which slightly increased to **140** in **FY25-26**, reflecting optimization of core staffing.
- Of these, **Male employees** are increased **123 (FY24-25)** and **132 (FY25-26)**.
- Of these, **Female employees** are **8 (FY24-25)** and **8 (FY25-26)**..
- There is no representation of employees from East, West and North India, all the employees are from South India i.e **140** in FY25-26.
- New Hires –Freshers** : 7 were hired in FY26 and All the freshers hired are from South India.

Contract Workmen

- The number of **contract employees** was **70** in FY25, which decreased to **58** in FY26 due to operational efficiency are employed in Plant Operations., Apart from above, Security Persons (07 No’s). Rampex Provides fair treatment to all its contract workmen by complying all regulatory requirements.
- Of these, **male contract workers** numbered **58 (FY26)**
- There is no representation of Contract workmen from East, West and North India, all the employees are from South India i.e 58 in FY26 respectively.

POSH Compliance

- No cases of sexual harassment (POSH cases)** were reported in either FY26, 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



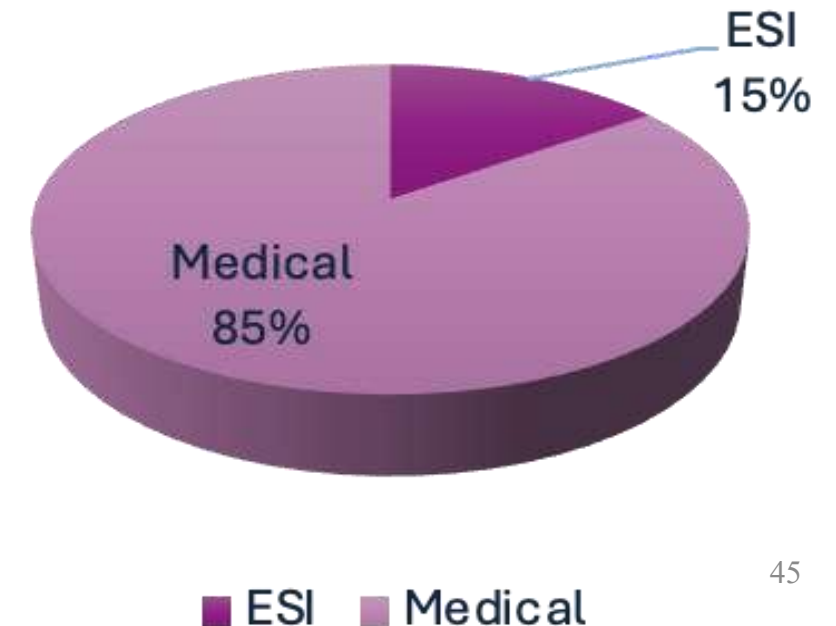
Rampex Labs Pvt Ltd, prioritizes the health and well-being of its workforce by ensuring comprehensive medical coverage for all employees. The company adopts a dual approach to health security through statutory and voluntary programs:

- 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.
- Maternity



Medical Examination for All employees including Contract Workmen at Rampex Labs Pvt Ltd Unit-I

**Total No of
Employees**

FY24-25: 186

FY25-26: 213

**Annul Medical Checks
Completed**

FY24-25: 186

FY25-26: 203

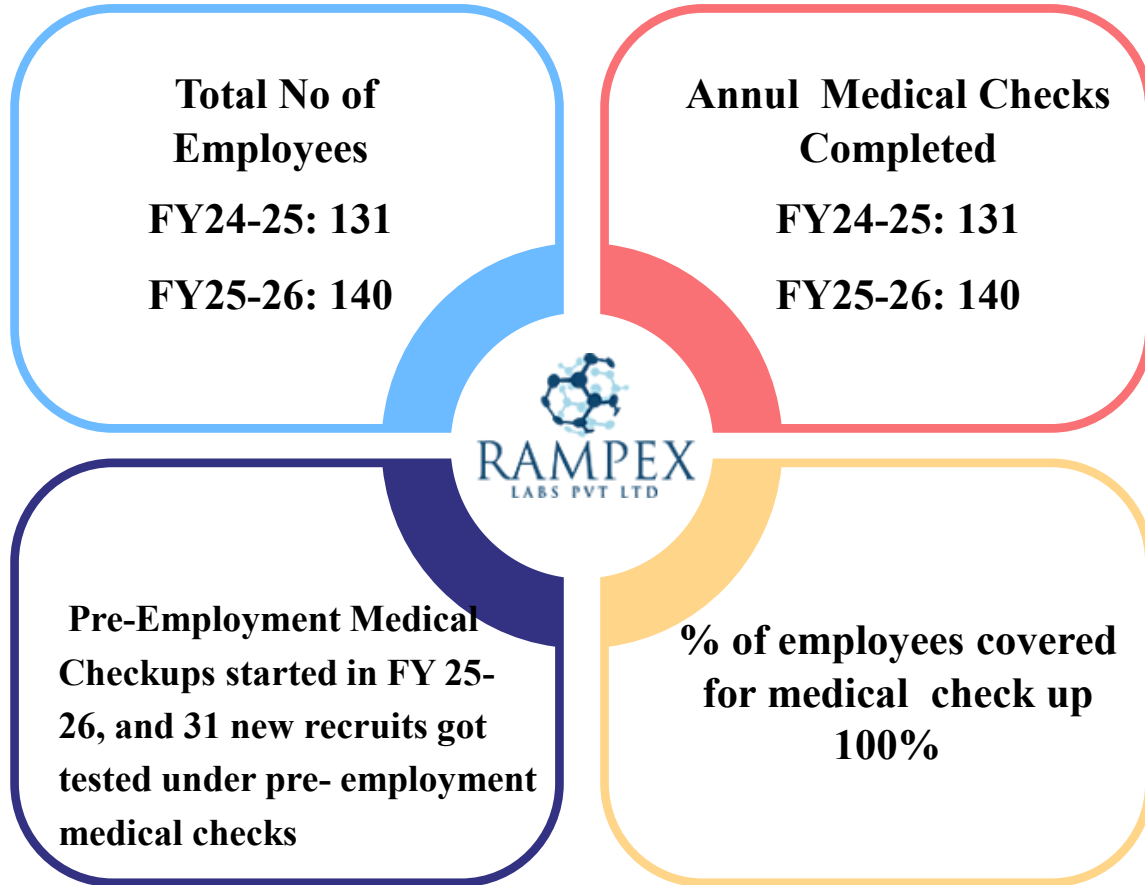


**Pre-Employment Medical
Checkups started in FY 25-
26, and 57 new recruits got
tested under pre- employment
medical checks**

**% of employees covered
for medical check up
95.3%**



Medical Examination for All employees including Contract Workmen at Rampex Labs Pvt Ltd Unit-II



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. This is second sustainability report by Rampex Labs Pvt Ltd.,

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.

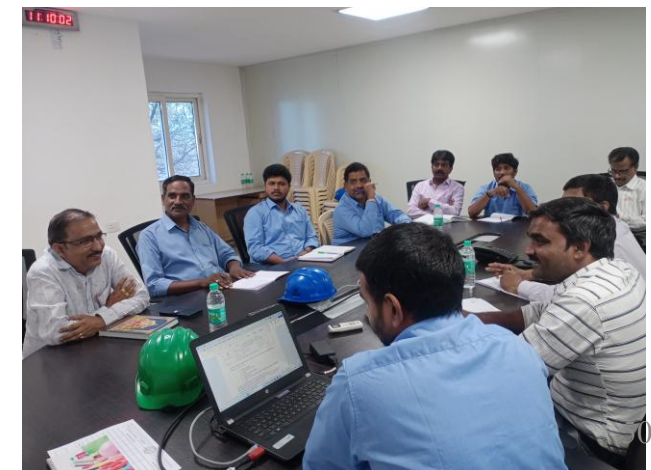


Nurturing Growth Through Feedback

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 FY25-26, **Zero safety-related grievances** from contractors.

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 at Rampex Labs Pvt Ltd, Unit-I

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

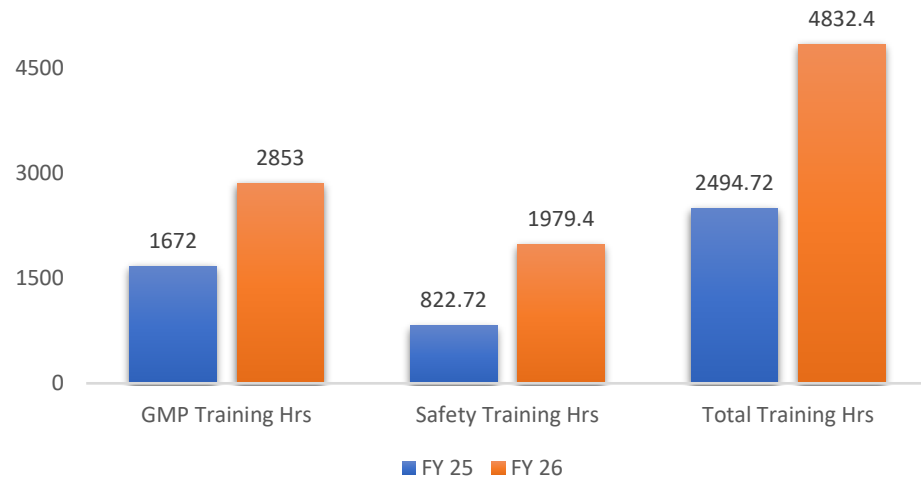
Key Training Initiatives:

- **Job-specific training** for all employees and **Regular sessions on Behavioural Skills, Leadership, Management Functions, and Team Building** for mid and senior-level managers.
- **4468.2 training hours** completed in **FY26** and **2494.7 training hours** completed in **FY25**
- **2853 GMP training hours** completed in **FY26** and **1672 GMP training hours** completed in **FY25**
- **1979.4 Safety training hours** completed in **FY26** and **822.72 Safety training hours** completed in **FY25**
- **424 and 130.5 contract workmen Safety training hours** completed in **FY26** and **FY 25**
- In **FY26** average training Hrs per person (Employees) is **22.7 hours**
- In **FY26** average training hrs per person (Employees + Contract Workmen) is **16.9 hours**
- In **FY26** all Security Personnel were trained in Human Rights by HR Team.
- During this reporting period, it was observed that there is an increase of **83.5 %** rise in training hrs per person.

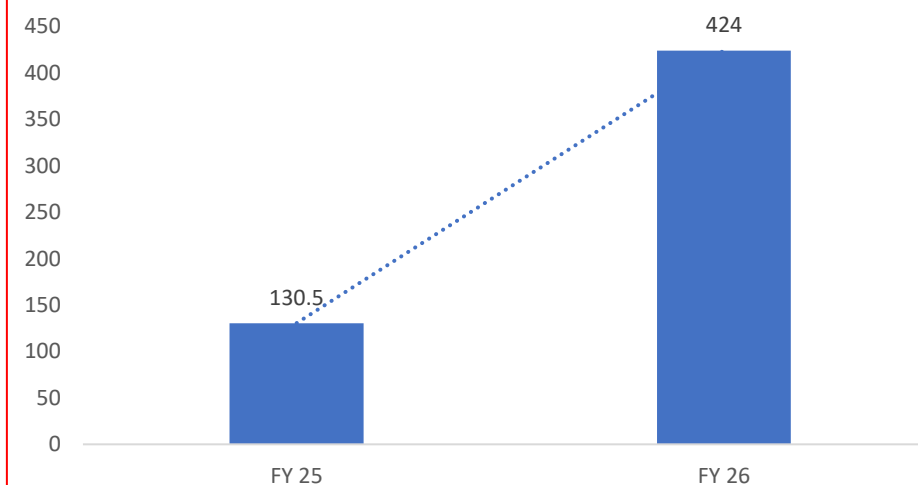
These programs ensure continuous learning and professional development.



Employee Total Training Hours



Contract Workmen Training Hrs



Employee Trainings at Rampex Labs Pvt Ltd, Unit-II

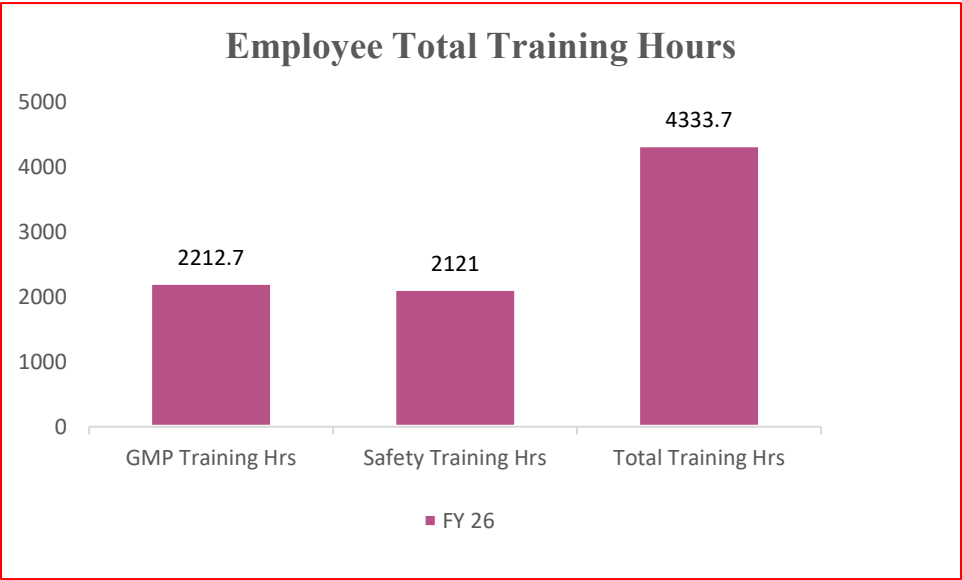


Rampex offers various training programs to enhance employee skills, knowledge, and performance, supporting both job efficiency and career growth.

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.
- **4333.7 training hours** completed in FY26.
- **2212.7 GMP training hours** completed in FY26.
- **2121 Safety training hours** completed in FY26.
- **864 contract workmen Safety training hours** completed in FY26
- **In FY26 average training Hrs per person (Emp) is 30.9 hrs**
- **In FY26 average training hrs per person (Emp + Contract Workmen) is 26.2 hrs**
- **In FY26 all Security Personnel were trained in Human Rights by HR Team.**

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 community.

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

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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 process:.
- ❖ 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

ANAB ACCREDITED
IAF

Business Ethics Policy

RAMPEX LABS PVT LTD

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Business Ethics Policy

11th 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.

ANAB ACCREDITED
IAF

Information Security Policy

ENMS Policy

CSR Policy



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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





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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





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CORPORATE SOCIAL RESPONSIBILITY POLICY

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

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

OBJECTIVES:
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 measures:
The CSR activities shall be undertaken by Rampex, as stated in this Policy, as projects or programs 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.

Page 1 of 3



ORGANISATIONAL MECHANISM AND RESPONSIBILITIES:
1) Mr. J.S.V.N Sasthy,
2) Mr. P. K. Sarma
Management Commitment:
Our Board of Directors, our Management and all of our employees subscribe to the philosophy of corporate social responsibility. We believe in and act on values 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.

Page 2 of 3



J.S.V.N SASTHY
EXECUTIVE DIRECTOR



Rampex Labs Pvt Ltd – other Social Policies



Sustainable Procurement Policy

Labor and Human Rights Policy

Diversity, Equity & Inclusion Policy



Rampex Labs Pvt Ltd

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Sustainable Procurement Policy

1st November 2024

1. Introduction:
At Rampex Labs Pvt Ltd, we believe that our responsibility extends beyond its 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 practice that prioritizes 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 enhance our overall commitment to corporate responsibility and support a healthier planet.

- UN Global Compact (UNGC) Principles
- Pharmaceutical Supply Chain Initiative (PSCI) Frameworks
- IFC Conventions
- The Science Based Targets initiative (SBTi) Principles
- Global Reporting Initiative framework (GRI)
- United Nations Sustainable Development Goals (SDGs)
- ISO 14001: Environmental Management Systems (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.





B. 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.



Name & Signature of Senior Leadership

*** Obtain Signatory on Rampex Labs Pvt Ltd Supplier Code of Conduct covering 85% of Supply value by FY 2025**

5. KPYS to Monitor:

Sustainable Procurement

- No of suppliers who met 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/annum 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), BRHS Report, Eco Vadis and CDP Disclosures. We will share our data through platforms such as SEDEx, M2030 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.

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Labor & Human Rights Policy

11th 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 well-being 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 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 (UNSDGs)
- (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 procedures, we actively protect and promote human rights, aligning with international standards and fostering a culture of integrity and respect.

• Health & Safe Workplace:

We prioritize health and safety through continuous risk assessments, stringent safety protocols, employee training, and proactive incident prevention measures, fostering a culture of safety and well-being across all operations.

• Fair Work Conditions:

We ensure compliance with labor laws, fair wages, reasonable working hours, and benefits, while promoting open communication on workplace issues. Our commitment fosters a respectful, supportive, and inclusive work environment that values employee well-being.

• Child and Forced Labor:

Rampex is firmly committed to eradicating child and forced labor across all operations and our supply chain. We strictly adhere to international labor standards and laws, ensuring ethical employment practices. Through rigorous monitoring and partnerships, we work to prevent and eliminate all forms of exploitation, promoting human rights and dignity.

• Freedom of Association:

Rampex is committed to upholding the freedom of association for all employees, recognizing their right to join or form trade unions and engage in collective bargaining. We support an open and inclusive workplace where employees can freely express their views and collaborate to promote their interests and well-being.

• Diversity, Equity & Inclusion:

Rampex is committed to creating a workplace where all individuals, regardless of gender, ethnicity, or background, are valued and empowered. By promoting equal opportunities and eliminating bias, we ensure an inclusive environment that drives innovation and growth.

• Non-Discrimination:

Rampex, in addition to fostering a diverse and inclusive workplace free from discrimination. We are committed to treating all employees with respect and fairness, regardless of their race, gender, age, religion, sexual orientation, or any other characteristic. Our goal is to promote equal opportunities and create a supportive environment for everyone.

• Career Development:

Rampex is committed to supporting career development for all employees. We provide access to training, mentorship, and growth opportunities to enhance skills and advance careers. By fostering a culture of continuous learning and professional development, we empower our workforce to achieve their full potential and contribute to the company's success.

• Customer Health & Safety:

Rampex is committed to ensuring the highest standards of customer health and safety in all our products and services. We prioritize quality and compliance with regulatory requirements, conducting thorough testing and risk assessments. By fostering transparency

and open communication, we aim to build trust and provide safe, effective solutions for our customers.

• Corporate social responsibility (CSR):

Rampex is committed to corporate social responsibility (CSR) by actively contributing to the well-being of the communities we serve. We prioritize sustainable practices, support local initiatives, and foster partnerships that drive positive social impact. Through our CSR efforts, we aim to create shared value for both society and our business.

4. Our Targets:

- Rampex Labs is committed to zero harm on CSR category P72350 & Foster a safety-first culture and target zero workplace fatalities.
- 100% No-Y's reduction in the Last Time Buyer (LTB) Return Rate (LTBR).
- Achieve gender pay parity by FY2020.
- All plans to be made accessible for physically disabled people.
- Ensure equal opportunity in selection and promotion.
- Identify mandatory training and ensure 100% compliance.
- Provide training and career growth opportunities to all employees, with a focus on skill development and leadership capability building.

5. KPI's to Monitor & Frequency:

- Total No. of Unsafe Conditions: Types, Action, responsibility
- Total No. of Near Misses/Incidents
- Total No. of Medical Treatment Cases Reported per annum in No's.
- Total No. of First Aid Cases Reported per annum in No's.
- Total No. of Lost Time Injury (LTI) Reported per annum in No's.
- Total No. of Mandatory Health & Safety Trainings completed or 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/annum
- Conducting Annual Employee Feedback Survey & Discharging statutory duties.
- No. of third-party Labor and contractors/Annexure 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/Annual Conducted/Annexure w.r.t. Child & Forced Labor.
- Percentage of Female Employees in Senior Leadership Roles across the organization.
- No. of POCIT Complaints Received/Annexure as Resolved within 30 Days.
- Total amount in INR spent/annum on CSR activities in the impact area of the operating unit.

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, Towards and COP 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 every 2 years or as and when required, to ensure alignment with evolving sustainability standards and goals.

Rampex Labs Pvt. Ltd.
Name & Signature: 
Ravi Kumar

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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.

Page 1 of 2

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.

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

Thakur
J.S.V.N SASTRY
EXECUTIVE DIRECTOR



Organizational Change Policy



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ORGANISATIONAL CHANGE POLICY

DATE: 25/12/2024

Introduction

An Organizational policy is set of rules, responsibilities, processes and timelines that govern the behaviour of various entities connected with an organisation like the employees, management, partners suppliers etc.. It is sometimes necessary for the Rampex Labs Pvt Ltd to make changes in the way work, job roles or the Company structure and need can arise from changes in work priorities, planned or unplanned changes to funding and/or the need to ensure that work is organised in the most effective way possible to meet the strategic and operational needs of the organisation. There will also be other legitimate circumstances that lead to organisational changes being considered.

Scope of the Policy

Organisational change is defined as planned structural changes that may lead to any significant change in job content, work location, team structures and/or number and grade of posts. Any scenario in which redundancies and/or the down-grade of posts are a possibility should be managed in accordance with this policy. This policy applies to organisational change affecting any groups and across organisational functions.

Minor changes, e.g. the move of a role from one unit within a larger Division to another entailing a change in line management only, but where the role remains the same, formally fall outside the scope of this policy, though managers may wish to refer to the policy principles nonetheless to ensure staff feel such changes have been handled positively. Such changes may, however, be dealt with on a much more informal basis and typically within shorter timeframes. Whilst this policy may include all staff in its scope, the procedures that are followed in relation to redundancy and/or redeployment will vary according to staff grouping and individual circumstances, wherever relevant.

Aim of the policy

This policy aims to set a framework for the way in which change is managed, whilst acknowledging that each restructuring case will be different and a flexible approach that can be tailored to the circumstances is more beneficial for both staff and the organisation.



Executive Director



Supplier Security Policy



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Supplier Security Policy

DATE: 25/12/2024

This policy aims to ensure that third-party Suppliers maintain appropriate security standards when handling an organization's information assets. It may include:

- Criteria for selecting and evaluating Suppliers (e.g., security certifications, financial stability, past performance).
- Requirements for Suppliers (e.g., security clauses, confidentiality agreements, data ownership).
- Suppliers risk assessments and audits (e.g., reviewing security policies, testing security controls).
- Procedures for monitoring vendor compliance and performance (e.g., regular reporting, incident response coordination).
- Guidelines for terminating Supplier relationships (e.g., secure data return or destruction, revoking access to systems, handling contractual obligations and penalties, post-contract reviews and lessons learned).



Executive Director



Threat Intelligence Policy



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THREAT INTELLIGENCE POLICY

DATE: 02/01/2025

1. Purpose:

The purpose of this policy is to set the requirements for proper facilitation and operation of the Rampex Labs Pvt Ltd intelligence program. The development of a threat intelligence program will support the continuous improvement of the overall network security, as well as offering the opportunity to engage in co-ship collective, analysis and categorization of indicators of Compromise (IOC) while providing visibility into our immediate threat landscape to identify the red flags before they turn into full blown issues.

2. Scope:

This threat intelligence policy applies to all business processes, data, information systems and components, personnel and physical assets of Rampex Labs Pvt Ltd.

3. Policy:

The Threat Intelligence Policy will adhere to the scope of Planning, Collection, Analysis, Communication and Collaboration & Feedback.

3.1 Planning

3.1.1 The Threat Intelligence Program will be established and governed with roles and responsibilities.

3.1.2 The Threat Intelligence Team will combine the following responsibilities:

- a. Malware Analysis
- b. Reverse Engineering
- c. Forensics and e-discovery
- d. Management of threat intelligence
- e. Intelligence gathering, analysis and distribution of Threat Information
- f. Threat Assessment
- g. Collaboration of all information security teams within the organization

3.1.3 A threat collaboration environment will be established to align different different aspects of the organization, while filling the gaps of other roles.

3.1.4 The Threat collaboration environment will be composed of teams including Threat Intelligence, Vulnerability Management, Incident Management and Security.

3.1.5 An analytical methodology will be decided upon and adhered to ensure the organization is proactively mitigate advanced threats.

3.2 Collection

3.2.1 A threat intelligence strategy will be established will be and maintained on a regular basis annually.

3.2.2 Internal & external sources will be used for intelligence gathering. Sources must be relevant, timely and reliable. These feeds will be analyzed daily for the most up-to-date, relevant intelligence gathering.

3.2.3 Industry recommended standards for formatting and exchange of threat data will be used during collection.

3.3 Intelligence Analysis

3.3.1 A formalized process for analysis must be established, educated and updated.

3.3.2 A Threat Evaluation Process (TEP) will be established for critical intelligence evaluation procedures.

3.3.3 The Diamond Model will be used for carrying out threat analysis based on hypothesis generation and testing.

3.3.4 Threat analysis software will be used, subject to organizational vendor risk assessment and procurement procedures.

3.3.5 A threat intel portal or central knowledge base will be established and utilized. Run books will be established, distributed and followed to handle specific security incidents.



Executive Director





Access and Remote-Control Policy

Environmental Policy

Environmental Policy



Regd. Office & Factory:
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www.rampexlabs.com
CIN No.: U24239TG2004PTC043271
Email : admin@rampexlabs.com

ACCESS AND REMOTE CONTROL POLICY

DATE: 25/12/2024

This policy defines how access to information assets is granted, managed, and monitored. It may include:

- User authentication methods (e.g., passwords, multi-factor authentication, biometrics).
- Role-based access control (RBAC) or attribute-based access control (ABAC) models.
- Procedures for granting, modifying, and revoking access rights (e.g., approval workflows, regular access reviews).
- Password management guidelines (e.g., password complexity requirements, expiration periods, storage best practices).
- Logging and monitoring of user activities (e.g., tracking login attempts, auditing access to sensitive data).

REMOTE ACCESS:

This policy sets the rules for employees and contractors who access the organization's network and resources remotely. It may include:

- Approved remote access technologies (e.g., VPNs, remote desktop applications).
- Authentication and encryption requirements for remote connections.
- Device security guidelines (e.g., antivirus software, system updates, device encryption).
- Restrictions on remote access locations and networks (e.g., prohibiting public Wi-Fi connections).
- Procedures for revoking remote access privileges (e.g., when an employee leaves the organization).



Executive Director





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Environmental Policy

10th November 2024

1. Introduction:

Rampex Labs Pvt Ltd, is committed to embedding sustainability into the core of its operations, upholding the highest standards in environmental stewardship, this policy outlines our commitments across the key pillars of Environment & Climate Change, we aim to drive sustainable growth while ensuring our responsibilities remain at the forefront of our operations. Through innovation, collaboration, and continuous improvement, we strive to contribute to a healthier planet for our future generations.

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, legal and regulatory requirements, as well as our voluntary commitments, including the

- 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 Systems (EMS).

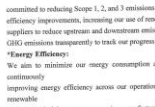
- **Environment & Climate Change:**

Rampex is dedicated to minimizing its environmental impact and actively contributing to global climate action. We recognize the importance of protecting natural resources and reducing our ecological footprint through sustainable practices.

- **Climate Action:**

Rampex Labs is committed to achieving net-zero greenhouse gas (GHG) emissions by 2070, aligned with the Science Based Targets initiative (SBTi) and the 1.5°C pathway outlined in the Paris Agreement. Our approach involves setting interim emission reduction targets, focusing on decarbonizing our operations, supply chain, and product lifecycle. We are





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Environmental Policy

committed to reducing Scope 1, 2, and 3 emissions through a combination of energy efficiency improvements, increasing our use of renewable energy, and partnering with suppliers to reduce upstream and downstream emissions. We will monitor and report our GHG emissions transparently to track our progress towards our emission reduction goals.

***Energy Efficiency:**

We aim to minimize our energy consumption and reduce greenhouse gas emissions by continuously improving energy efficiency across our operations. Our focus is on increasing the use of renewable energy, optimizing energy use in manufacturing processes, and adopting innovative technologies to reduce our environmental impact.

***Water Stewardship:**

We are dedicated to conserving and efficiently managing water resources by applying the principles of Reduce, Reuse, Recycle, and Recharge (RRR). Our focus is to minimize water consumption, invest in advanced recycling and reuse systems, and implement water-saving technologies across our operations, reducing our dependence on freshwater sources.

***Wastewater Recycling:**

We are dedicated to treating and recycling wastewater generated from our operations to minimize the discharge of pollutants into the environment. Our goal is to implement advanced wastewater treatment technologies and processes to ensure the quality of discharged water meets or exceeds regulatory standards.

***Rainwater Harvesting:**

We understand the value of rainwater as a precious resource. We promote rainwater harvesting initiatives across our facilities to capture and utilize rainwater for non-potable purposes such as landscaping, cooling systems, and toilet flushing. By harvesting rainwater, we aim to reduce pressure on local water sources and enhance water resilience.

***Waste Management:**

We are committed to reducing waste generation, promoting recycling, and minimizing the disposal of waste to landfills. Through waste reduction initiatives, resource recovery, and waste segregation programs, we strive to minimize our environmental footprint and promote the circular economy principles.

***Biodiversity Protection:**

We are committed to minimizing our impact on biodiversity through responsible land management practices, habitat preservation, and conservation initiatives. We will work

collaboratively with local communities, conservation organizations, and regulatory authorities to protect and enhance biodiversity in areas where we operate.

*** Air Pollution Control:**

We are committed to minimizing air pollution emissions from our operations through the use of advanced pollution control technologies, regular maintenance of equipment, and adherence to regulatory requirements. We strive to reduce emissions of particulate matter, volatile organic compounds (VOCs), and other air pollutants to safeguard air quality and public health.

***Circular Economy:**

Promote product design and innovation that reduce environmental impacts, encourage recycling, and minimize waste at the product end-of-life.

4. Goals & Targets:

Energy:

- Rampex Labs is committed to increase the active annual sourcing of renewable electricity from 0% in FY2024 to 1% by FY2026.
- 10% Reduction in Energy intensity by FY 27.

Water:

- Rampex Labs is committed to account for scope 1 and 2 GHG emissions by 2025.
- Rampex Labs is committed to account for all applicable scope 3 GHG emissions from purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets, downstream transportation and distribution, processing of sold products and end-of-life treatment of sold products by FY2026.
- Rampex Labs is committed to reduce absolute scope 1 and 2 GHG emissions by 30% by FY2030 from FY2024 base year.
- Rampex Labs is committed to roll out decarbonization strategy to reduce scope 1 and scope 2 emissions by 2025 which is aligned to Net Zero Commitment by 2050.

Waste:

Rampex Labs is committed to,

- Achieve Zero waste to landfill by FY 25.
- Increase capturing of organic waste to 30% by FY 27 considering 2024 as base year.
- 25% reduction in waste disposed to landfill by FY 27.

5. KPI's to Monitor & Frequency:

Rampex Labs is committed to monitor below KPI's w.r.t

Energy:

- Total Energy Consumption in KWh/MWh on monthly basis.
- Total Renewable Energy Consumption in KWh/MWh on monthly basis.
- Accounting for Scope 1 and Scope 2 GHG emissions on a quarterly basis.
- Accounting & Scope 3 GHG Emissions for Rampex Labs on quarterly basis and also tracking top 10% of key suppliers for reporting Scope 3 emissions on annual basis.

Water:

- Total Fresh Water Consumption in KL, monitoring on a monthly basis.
- Water with shared by Source Surface Water, Ground Water with in Firm, Third Party Water Supply) in KL, monitoring on a monthly basis.
- Total Rain Water Collected & Reused in KL, monitoring on a monthly basis.

Waste:

- Total weight of hazardous waste generated & disposed in MT, monitoring on a monthly basis.
- Total weight of non-hazardous waste generated, recycled in MT & recycled % monitoring on a monthly basis.
- Total weight of Organic hazardous waste disposed to Co-Processing in MT, monitoring on a monthly basis.

Biodiversity Management:

- Native Species Reintroduction: Reintroduce at least two native species per year in partnership with local environmental organizations within or outside the Unit-1 Location.

Air Pollution:

- Total Weight of PM10, PM2.5 in MT/Annun, monitoring on a monthly basis.

6. Transparency:

We are committed to monitoring and achieving our Environmental 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, Eco Value and CSR Disclosures. We will share our data through platforms as requested by our key customers.

7. Commitment:

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.

Rampex Labs Pvt Ltd is committed to sustainable business practices and to continuously improving our environmental impact through innovative solutions, efficient resource use, and responsible production. By working together, we can reduce our environmental footprint and contribute positively to a more sustainable future.



Chairman & Managing Director

Rampex Labs Pvt Ltd – other Social Policies

Mission, Vision & Values Policy



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MISSION, VISION AND VALUES

Mission:

To strengthen foothold in the API & Intermediates industry and thrive to achieve and expand domestic presence of its products.

To manufacture value added products while upholding its quality, affordability, and commitments to society.

To meet and align with our customers changing needs.

To execute innovative ways during production at each stage of product development...

Vision:

Work consistently in reducing environmental stress with sustainable development strategies to achieve long term goal to reduce water and waste across our manufacturing units.

Continuously upgrade systems, technology, knowledge for productivity and quality.

Values:

Transparency: We are honest with our clients as we examine the needs of the market in order to meet all of customers' needs. Provide the highest levels of quality for the company's services.

Integrity: We have a high level of ethics and integrity in everything we do from work to promoting the principles and work ethic among employees of the company.

Quality: We have a passion for excellent quality products and services in every aspect of our business, innovation and new features creating value to customers and employees.

Respect: We have a good feeling of pride and a high respect for all employees and customers attracting top talent and maintaining continuity.

Teamwork: We encourage cooperation, suggestion/advice and promote the spirit of teamwork. The employees of the company are familiar with the policy of total commitment to quality which reflect the spirit and commitment while going about are doing business.

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



J.S.V.N SASTRY
EXECUTIVE DIRECTOR



Sustainability Policy



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SUSTAINABILITY POLICY

Rampex Labs Private Limited and its subsidiaries are committed to sustainability and consider environmental protection, accountability, transparency, and inclusiveness as the facets to Sustainable Development.

As a responsible corporate citizen, the company is constantly engaged in delivering value to its stakeholders through its promise of Caring, Sharing & Growing.

Our approach to sustainability is based on three pillars i.e. Planet, People, Performance.

The nature of our activities defines resource efficiency, environmental protection, occupational health, safety and transportation safety as significant components for long term sustainability of our business, and we stand committed to these.

We are part of society and acknowledge our responsibility as good corporate citizens. We endeavour to have an open dialogue with all our stakeholders and adopt structured plans to bring progressive social Change through strategic multi stakeholder partnerships.

We intend to be a noteworthy force in integrating Sustainability across our business.

Effective Date: 13/12/2024
Rev No: 01



J.S.V.N SASTRY
EXECUTIVE DIRECTOR



Whistle Blower Mechanism Policy



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POLICY ON VIGIL MECHANISM/WHISTLE-BLOWER MECHANISM POLICY

Introduction

Rampex Labs Private Limited ("Rampex") believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting the highest standards of professionalism, honesty, integrity, and ethical behaviour, in pursuit of the same. The company encourages its employees to raise genuine concern about any malpractices in the workplace without fear of retaliation and will protect them from victimisation or dismissal, Rampex is committed to maintaining the highest standards of ethical moral and professional standards and conduct its business in accordance with applicable laws, regulations and rules with full and accurate disclosures.

- The company has adopted a code of conduct which lays the principle and standard which shall govern the action of the directors, Employees and Marketing agents of the company as prevalent from time to time.
- The vigil mechanism aims to provide a channel to the directors and employees to report genuine concerns about unethical behaviour of any employee of the company who shall promptly report to the management of the company when he/she becomes aware of any actual possible violation or an event of misconduct, fraud or act not in company's interest.
- The mechanism provides for adequate safeguards against the victimisation of directors and employees to avail the mechanism and provides for direct access to the vigilance & integrity officer of the company in all cases.

Effective Date: 13/12/2024
Rev No: 01



J.S.V.N SASTRY
EXECUTIVE DIRECTOR



Rampex Labs Pvt Ltd – other Social Policies



Energy Management System Policy



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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:

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

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

For Rampex labs pvt ltd



Executive Director



HR Policy (GDP)



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HR POLICY (GDP)

Introduction

Rampex Labs Pvt Ltd, emphasizes Rampex commitment to basic human rights as a core component of how Rampex Labs Pvt Ltd conducts General Data Protection or (GDP) with its employees. This policy directly supports Rampex mission of producing the highest quality product in a way that provides social, environmental, and economic benefits to the people and communities in which we do business. This policy applies to all Rampex Labs Pvt Ltd employees and suppliers.

Rampex Labs Pvt Ltd Committed to:

- Any confidential or proprietary technical, financial, marketing, manufacturing, distribution or other technical or business information or trade secrets, including without limitation, concepts, techniques, processes, methods, systems, designs, circuits, cost data, computer programs, formulae, development or experimental work, work-in-progress, customers and suppliers.
- Any information received from others which is obligated to treat as confidential or proprietary.
- Any confidential or proprietary information which is circulated within its internal electronic mail system, inter net or otherwise.
- Return of materials. At the time of leaving the employment of Rampex labs (p) LTD, employee will return to Rampex labs (p) LTD all papers, drawings, notes, memoranda, manuals, specifications, designs, devices, documents, diskettes, CDs, DVD's. Tapes. DAT Drives and any other material on any media containing or disclosing any confidential or proprietary technical or business information. Employee will also return any keys, pass cards, ID cards or other property belonging to Rampex labs (P) LTD.

Effective Date: 20/12/2024
Rev No: 01

For Rampex labs pvt ltd



J.S.V.N SASTRY
EXECUTIVE DIRECTOR



Supply Chain Due Diligence Policy



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

SUPPLY CHAIN DUE DILIGENCE POLICY

Introduction:
Rampex Labs Pvt Ltd is committed to conducting its business responsibly and sustainably. Our supply chain is a critical part of our operations, and we recognize the importance of ethical practices, environmental responsibility, and transparency. This policy establishes our approach to supply chain due diligence, combining clear principles with measurable targets to ensure accountability and continuous improvement.

Scope:
This policy applies to all suppliers, vendors, subcontractors, third-party partners, and all departments involved in procurement and supply chain management, ensuring responsible practices throughout our operations.

Principles:
Supply chain due diligence is based on ethical conduct, legal compliance, transparency, and environmental responsibility. It follows a risk-based approach to identify and manage social, environmental, and governance risks, promote accountability through clear roles and monitoring, and encourages continuous improvement through corrective actions and supplier engagement.

Qualitative Objectives (Principles & Standards):

- Ethical Conduct:** All suppliers must respect human rights, follow fair labor practices, and maintain high ethical standards.
- Environmental Responsibility:** Suppliers should minimize environmental impact, including emissions, waste, and resource use.
- Transparency:** Suppliers must provide clear information about sourcing, production processes, and risks.

Page no 1 of 3

Area	Target	Measurement
Supplier Risk Assessment	100% of key suppliers assessed for social, environmental, and ethical risks	Risk questionnaires and audits
Corrective Actions	90% of high-risk suppliers implement corrective actions within 12 months	Audit follow-up reports
Supplier Training	80% of strategic suppliers complete ethical sourcing and sustainability training	Training records
Environmental Reporting	70% of suppliers report on emissions, waste, and resource use	Supplier self-reporting and verification
Transparency	100% of critical suppliers disclose sourcing and production details	Supplier disclosure forms

Implementation:

- Governance & Responsibility:** The Procurement and Compliance teams are responsible for supplier due diligence, monitoring, and reporting, clear roles and responsibilities are assigned across departments involved in supply chain management.
- Supplier Onboarding & Risk Assessment:** All new suppliers undergo due diligence screening prior to engagement. Suppliers are evaluated for ethical, social, environmental, and legal risks using standardized questionnaires and risk-rating tools, and are classified as low, medium, or high risk to determine the appropriate level of monitoring and oversight. Maintain accountability within the organization for monitoring supply chain compliance.

Page no 2 of 3

Supplier Code of Conduct: All suppliers are required to comply with Rampex Labs Pvt Ltd's Supplier Code of Conduct. Compliance with the Code is a mandatory requirement and is formally incorporated into supplier contracts and purchase agreements.

Training & Capacity Building: Internal teams involved in procurement receive regular training on supply chain due diligence requirements. Suppliers are supported through resources, mentorship, and practical guidance to strengthen compliance and improve overall performance.

Effective Date: 19/01/2025
Rev No: 01

For Rampex labs pvt ltd



J.S.V.N SASTRY
EXECUTIVE DIRECTOR



Rampex Labs Pvt Ltd Unit-I – ISO Certificates

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
Latest Revision Date: 2023-06-04

Effective Date: 2023-06-05
Expiry Date: 2026-06-04

Page: 1 of 1

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Printed copies can be validated at 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
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A Member of the BSI Group of Companies.

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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
Latest Revision Date: 2023-06-04

Effective Date: 2023-06-05
Expiry Date: 2026-06-04

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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
Latest Revision Date: 2023-06-04

Effective Date: 2023-06-05
Expiry Date: 2026-06-04

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Rampex Labs Pvt Ltd Unit-I – ISO Certificates

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 & www.iafcertsearch.org

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




Pragyesh Singh, Director
TNV Certification Pvt. Ltd.
(LEI No: 335800HPF7ZH8AORCF93)

Accreditation Board: United Accreditation Foundation Inc, 400 North Center Dr Ste 202, Norfolk, Va 23502, USA
Certification Body Add: H.O.: TNV House, B-1/19/69, Sector-R, Aliganj, Lucknow - 226004 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 or write to info@isoindia.org CIN number of the TNV Certification Pvt. Ltd is
U74900UP2011PTC046719



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 & www.iafcertsearch.org

Certificate Number	250212089101	Initial Registration Date	12 th Feb. 2025
Current Issue Date	12 th Feb. 2025	Validity of this Certificate	11 th Feb. 2028
1 st Surveillance Date	12 th Jan. 2026	Recertification due on	11 th Feb. 2028
2 nd Surveillance Date	12 th Jan. 2027	Revision No./Date	00




Pragyesh Singh, Director
TNV Certification Pvt. Ltd.
(LEI No: 335800HPF7ZH8AORCF93)

Accreditation Board: United Accreditation Foundation Inc, 400 North Center Dr Ste 202, Norfolk, Va 23502, USA
Certification Body Add: H.O.: TNV House, B-1/19/69, Sector-R, Aliganj, Lucknow - 226004 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 or write to info@isoindia.org CIN number of the TNV Certification Pvt. Ltd is
U74900UP2011PTC046719

Rampex Labs Pvt Ltd Unit-II – ISO Certificates

ISO 9001

ISO 14001

ISO 45001

bsi.



Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

Rampexlabs Pvt. Ltd.
Unit-2
Plot No. 34-C, JN Pharma City
Parawada Mandal
Anakapalli District 531 019
Andhra Pradesh
India

Holds Certificate No:

FM 592416

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

The Manufacture and Supply of Active Pharmaceutical Ingredients and Intermediates.

For and on behalf of BSI:

Theuns Kotze, Managing Director Assurance - IMETA

Original Registration Date: 2013-01-30
Latest Revision Date: 2024-07-28

Effective Date: 2024-09-14
Expiry Date: 2027-09-13

Page: 1 of 1



...making excellence a habit.™

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](https://www.bsi-global.com/ClientDirectory).
Printed copies can be validated at 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, Kilnmark 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.



Certificate of Registration

This is to certify that the Environmental Management System of

RAMPEX LABS PRIVATE LIMITED-

Unit 2, Plot No. 34-C, J.N Pharma City, Parawada Mandal, Anakapalli District, Andhra Pradesh – 531019 India

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

ISO 14001:2015

(Environmental Management System)

For the following Scope

Design, development and manufacture of Active Pharmaceutical Ingredients (APIs), key starting materials and advanced intermediates.

TUV is accredited by United Accreditation Foundation (UAF), Status of Certificate can be verified on www.isoindia.org & www.iafcertsearch.org

Certificate Number	2BI9ITCU20260204INDEV1P6	Initial Registration Date	04/02/2026
Current Issue Date	04/02/2026	Validity of this Certificate	03/02/2029
1st Surveillance Date	04/01/2027	Recertification due on	03/02/2029
2nd Surveillance Date	04/01/2028	Revision No./Date	00
Issue No.	01	IAF code	13



Pragyesh Singh, Director
TNV Global Limited
(LEI No: 335800HPF7ZH8AORCP93)

Accreditation Board: United Accreditation Foundation Inc, 1060 Laskin Road, Suite 10B/10B, Virginia Beach VA 23451, USA
Certification Body Add: H.O: TNV House, B-1/19/69, Sector-8, Aligarh, Lucknow - 226004 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 organization. This certificate remains property of the TNV and must be returned on request. For surveillance details, please visit at www.isoindia.org or write to info@isoindia.org CN number of the TNV Global Limited is U74900UP2011PLC046719



Certificate of Registration

This is to certify that the Occupational Health and Safety Management System of

RAMPEX LABS PRIVATE LIMITED-

Unit 2, Plot No. 34-C, J.N Pharma City, Parawada Mandal, Anakapalli District, Andhra Pradesh – 531019 India

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

ISO 45001:2018

(Occupational Health and Safety Management System)

For the following Scope

Design, development and manufacture of Active Pharmaceutical Ingredients (APIs), key starting materials and advanced intermediates.

TUV is accredited by United Accreditation Foundation (UAF), Status of Certificate can be verified on www.isoindia.org & www.iafcertsearch.org

Certificate Number	2BI9ITCU20260204INDOH19N	Initial Registration Date	04/02/2026
Current Issue Date	04/02/2026	Validity of this Certificate	03/02/2029
1st Surveillance Date	04/01/2027	Recertification due on	03/02/2029
2nd Surveillance Date	04/01/2028	Revision No./Date	00
Issue No.	01	IAF code	13



Pragyesh Singh, Director
TNV Global Limited
(LEI No: 335800HPF7ZH8AORCP93)

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Rampex Labs Pvt Ltd Unit-II – ISO Certificates

ISO 27001

ISO 50001



Certificate of Registration

This is to certify that the Information Security Management System of

RAMPEX LABS PRIVATE LIMITED-

Unit 2, Plot No. 34-C, J.N Pharma City, Parawada Mandal, Anakapalli District, Andhra Pradesh - 531019 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

Information Security Management System covering information assets, information systems, and related processes supporting the design, development, and manufacture of Active Pharmaceutical Ingredients (APIs), key starting materials, and advanced intermediates, including quality control and analytical testing activities.

TNV is accredited by United Accreditation Foundation (UAF). Status of Certificate can be verified on www.isoindia.org & www.infacertsearch.org

Certificate Number	2B19ITCU20260204INDIS14T	Initial Registration Date	04/02/2026
Current Issue Date	04/02/2026	Validity of this Certificate	03/02/2029
1st Surveillance Date	04/01/2027	Recertification due on	03/02/2029
2nd Surveillance Date	04/01/2028	Revision No./Date	00
Issue No.	01	SOA Version & Date	1.0, 27-01-2025





Pragyesh Singh, Director
TNV Global Limited
(LEI No: 335800HPF7ZH8AORCF93)

Accreditation Board: United Accreditation Foundation Inc, 1000 Laskin Road, Suite 12B/12B, Virginia Beach VA 23451, USA
Certification Body Add: H.O: TNV House, B-1/19/69, Sector-K, Alligari, Lucknow - 226004 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 or write to info@isoindia.org CIN number of the TNV Global Limited is U74600UP2011PLC046719.



Certificate of Registration

This is to certify that the Energy Management System of

RAMPEX LABS PRIVATE LIMITED-

Unit 2, Plot No. 34-C, J.N Pharma City, Parawada Mandal, Anakapalli District, Andhra Pradesh - 531019 India

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

ISO 50001:2018

(Energy Management System)

For the following Scope

Energy Management System covering energy use, consumption, and efficiency related to the design, development, and manufacture of Active Pharmaceutical Ingredients (APIs), key starting materials, and advanced intermediates, including associated quality control and analytical testing activities, at the Unit-2 manufacturing facility.

TNV is accredited by United Accreditation Foundation (UAF). Status of Certificate can be verified on www.isoindia.org & www.infacertsearch.org

Certificate Number	2B19ITCU20260204INDEM13T	Initial Registration Date	04/02/2026
Current Issue Date	04/02/2026	Validity of this Certificate	03/02/2029
1st Surveillance Date	04/01/2027	Recertification due on	03/02/2029
2nd Surveillance Date	04/01/2028	Revision No./Date	00
Issue No.	01		





Pragyesh Singh, Director
TNV Global Limited
(LEI No: 335800HPF7ZH8AORCF93)

Accreditation Board: United Accreditation Foundation Inc, 1000 Laskin Road, Suite 12B/12B, Virginia Beach VA 23451, USA
Certification Body Add: H.O: TNV House, B-1/19/69, Sector-K, Alligari, Lucknow - 226004 UP (India)
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Rampex Labs Pvt Ltd, Unit-I – Economic Performance

Rampex Labs Pvt Ltd has shown strong financial and operational growth between FY25 and FY26, reflecting strategic efficiency and market performance.

- **Total revenue** increased significantly from **₹814.5 million in FY25** to **₹818.6 million in FY26**, marking a **0.5 % growth** in top-line performance.

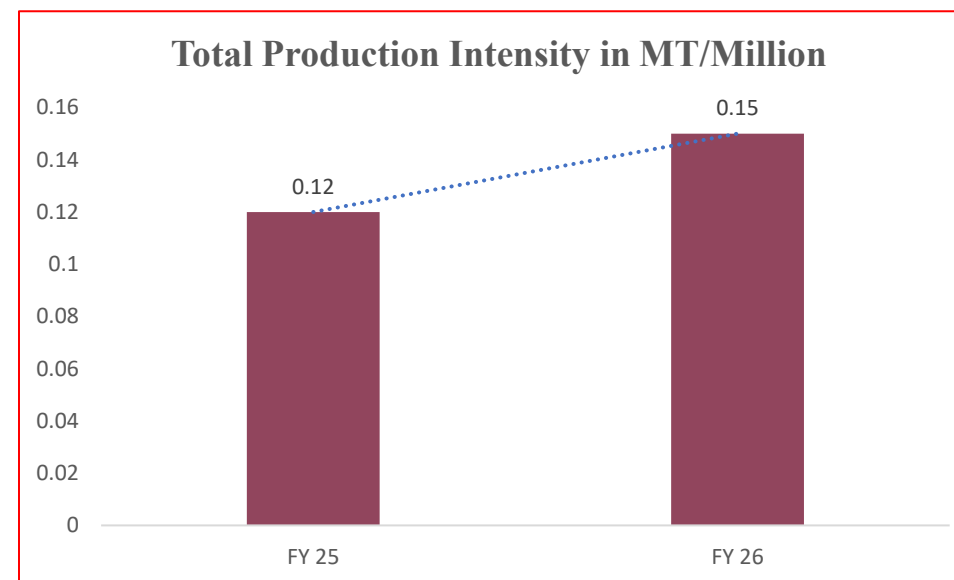
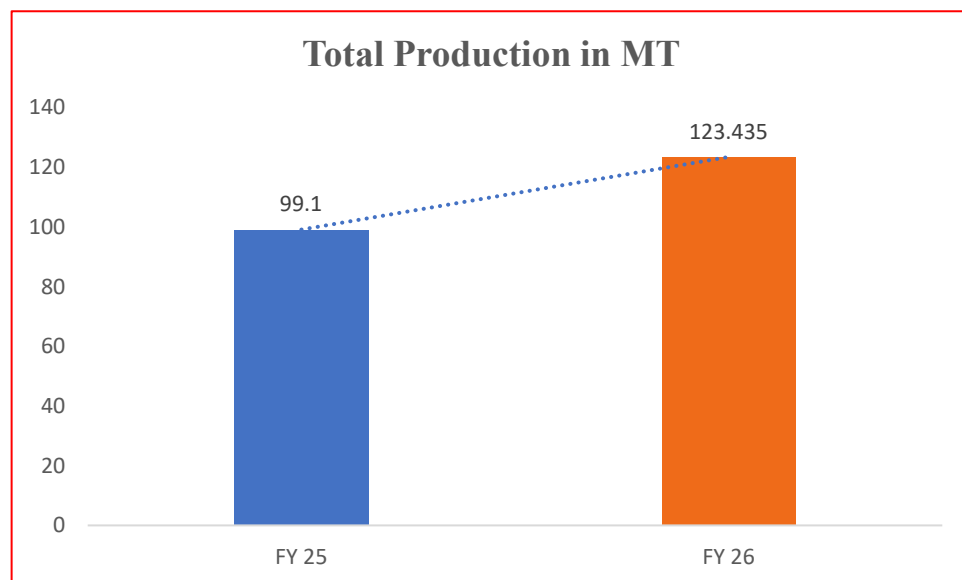
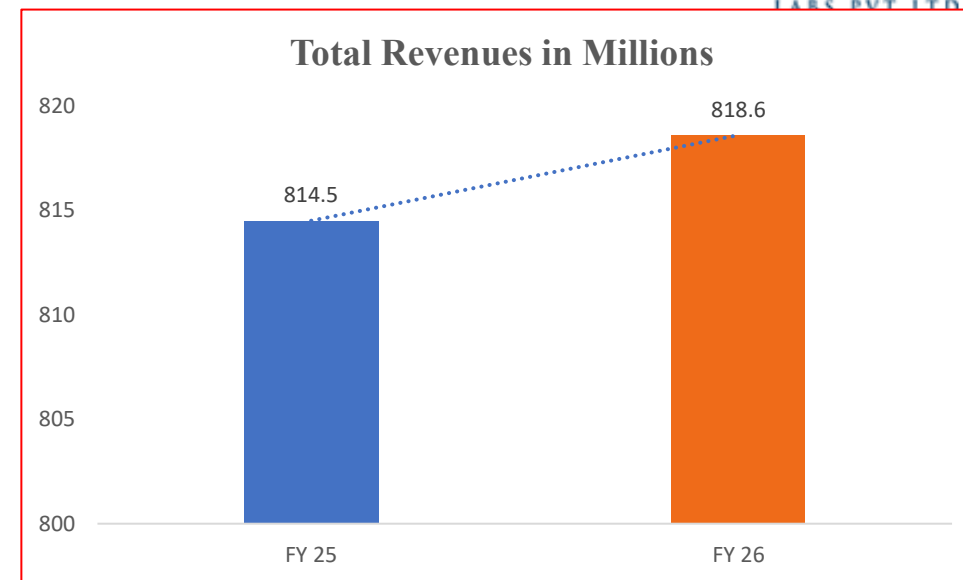
- **Production output** rose from **99.1 MT to 123.435 MT**, a **24.5 % increase**, demonstrating improved capacity utilization and product demand.

Improvement in Production Intensity

- **Production intensity (MT/million revenue)** improved from **0.12 in FY25** to **0.15 in FY26**, a **25% increase**.

- 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 has shown strong financial and operational growth between FY24 and FY25, reflecting strategic efficiency and market performance.

- **Total revenue** increased significantly **₹839.3 million in FY26.**

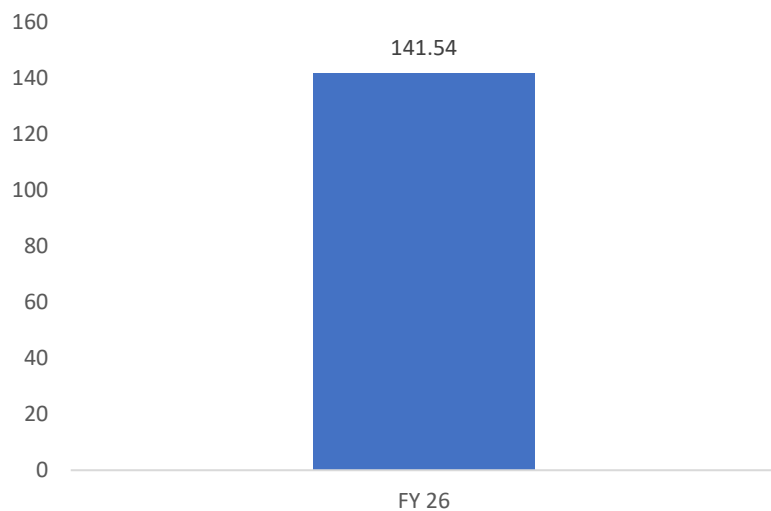
- **Production output** rose **141.54 MT.**

- **Production intensity (MT/million revenue)** is **0.17 in FY26,**

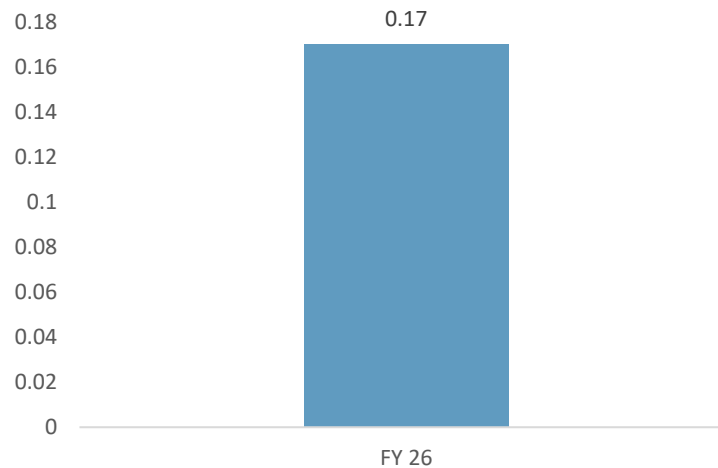
- This indicates **higher revenue generation per unit of production**, reflecting enhanced value creation, cost optimization, and operational efficiency.

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

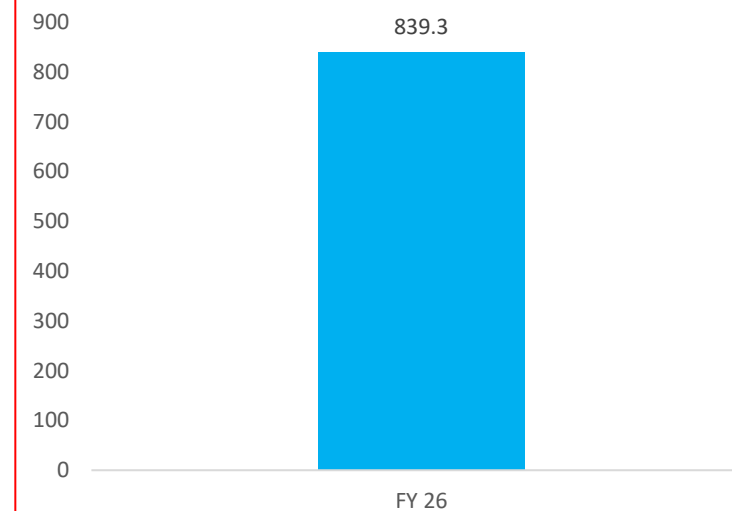
Total Production in MT



Total Production Intensity in MT/Million



Total Revenues in Millions





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 group 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 Labs Pvt Ltd., located in Bollaram and Vishakhapatnam 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**.



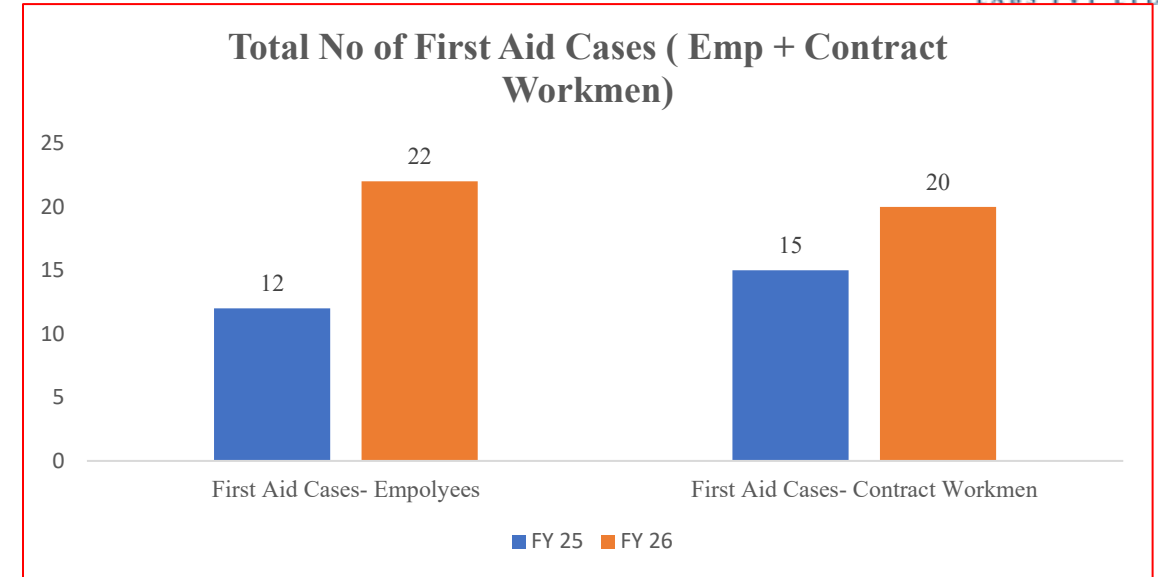
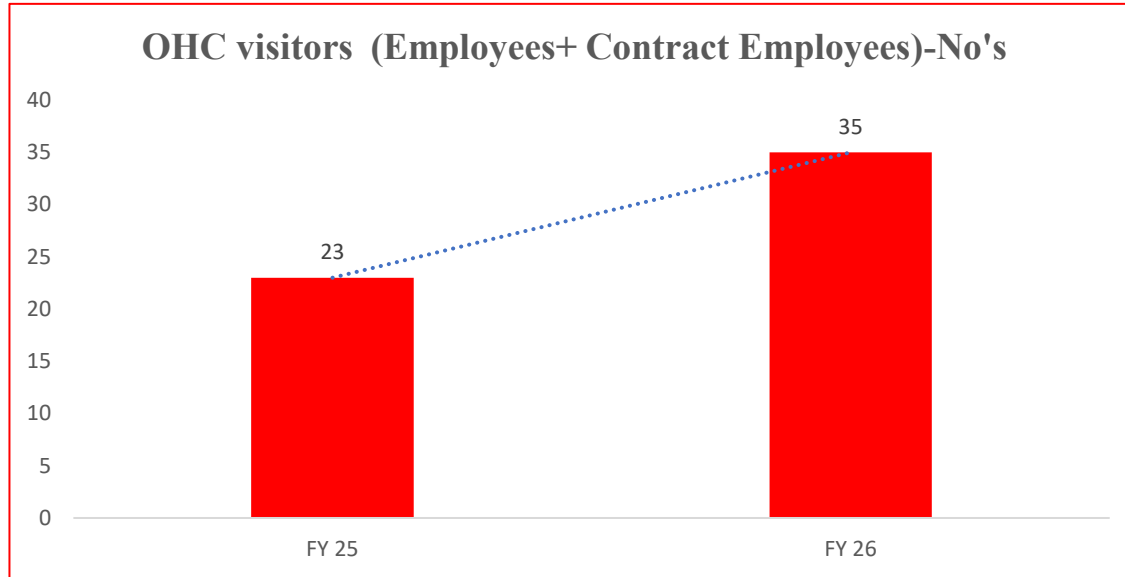
Rampex Labs Pvt Ltd, Unit-I – Occupational Health & Safety Performance



Rempex Labs Pvt Ltd, continues to demonstrate a strong commitment to occupational health and safety, with notable improvements and proactive safety practices during FY25-26. Key highlights of our safety performance include:

- **Zero Lost Time Injuries (LTIs)** were reported over the FY25-26, 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 FY25-26, we are Monitoring **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** increased by **52.1% in FY25-26**, primarily due to a rise in consultations related to personal health concerns. encouraging individuals to utilize the OHC not only for occupational injuries but also for general well-being and personal health management.
- **Safety training hours** witnessed a substantial **126.6% increase** compared to the FY24-25 baseline, enhancing employee awareness and emergency preparedness.
- We completed **Eight HAZOP studies** for our Products in FY25-26 to proactively identify workplace hazards across operations. Total **Thirty Four HAZOP studies** are completed.
- The number of **work permits issued decreased by 10.5 %** over the FY 25-26 , 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.



Based on the safety performance data of Rampex Labs for FY25 and YTD FY26, 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.

Rampex Labs Pvt Ltd – Occupational Health & Safety Performance



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

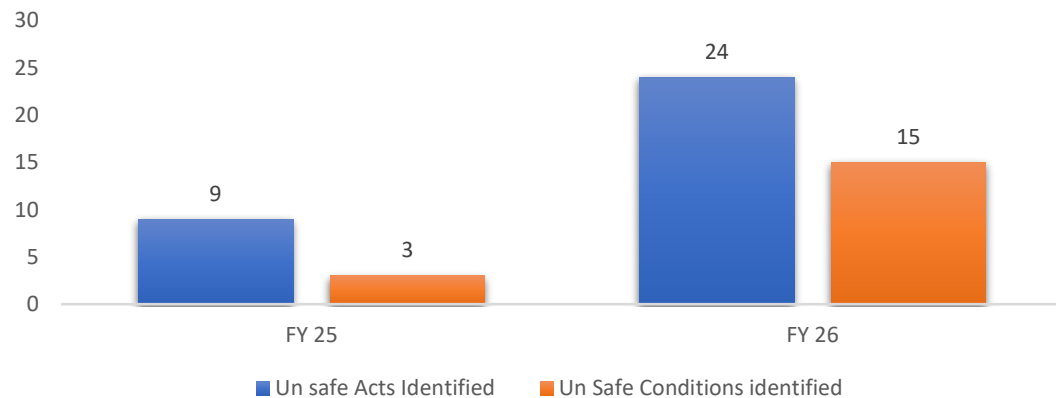
- Undertake additional Hazard Identification and Risk Assessments (HIRA) and Job Safety Analyses (JSA).
 - Engage cross-functional teams for a holistic risk evaluation.
 - Revise Standard Operating Procedures (SOPs) based on new findings.

5. Maximize Impact of Safety Training Programs

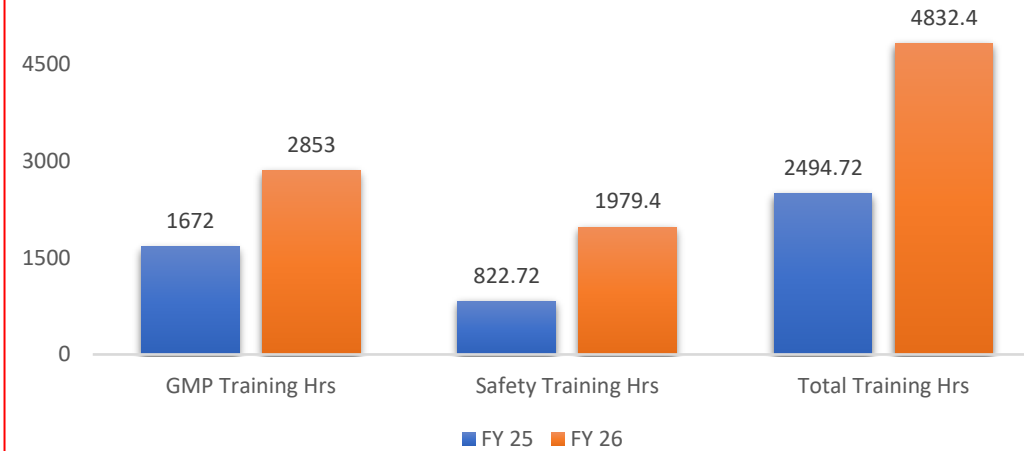
- Shift focus from volume-based to outcome-based training (pre/post assessments).
- Incorporate scenario-based mock drills and periodic refresher training.
- Customize training for contract workforce and emergency responders.

Rampex Labs Pvt Ltd Unit-I – Occupational Health & Safety Performance

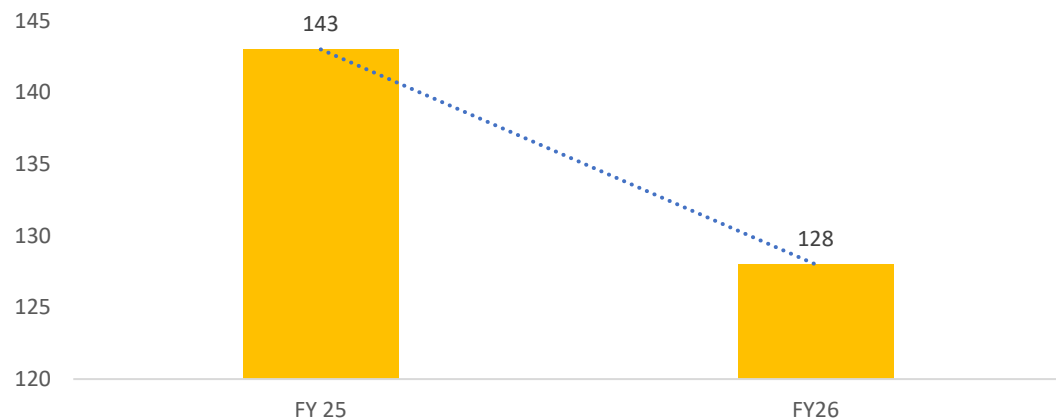
Total Unsafe Acts & Unsafe Conditions Identified Post Management of Change



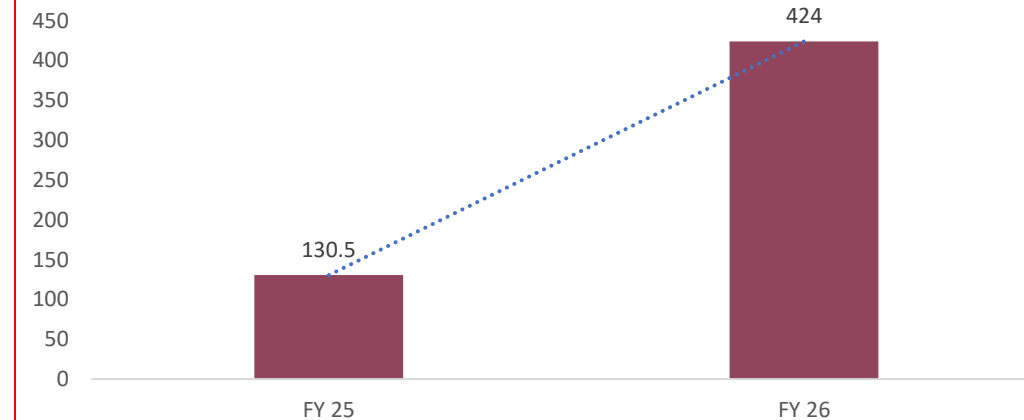
Employee Total Training Hours



Work Permits Issued -no's



Contract Workmen Training Hours



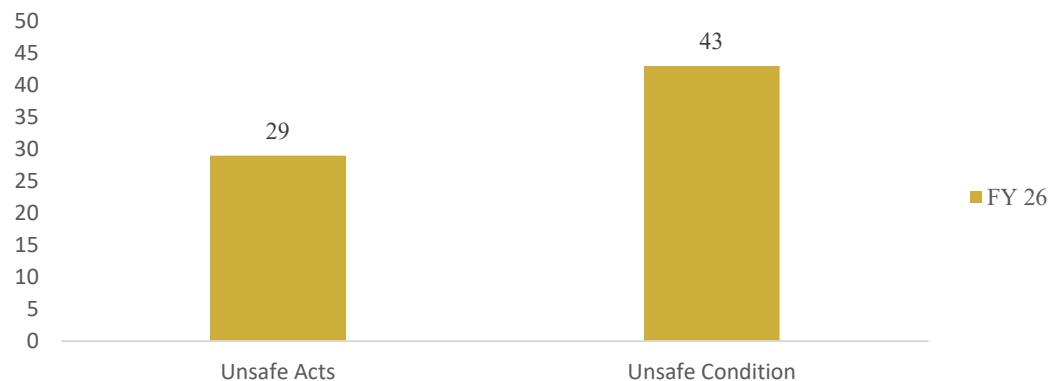
Rempex Labs Pvt Ltd, continues to demonstrate a strong commitment to occupational health and safety, with notable improvements and proactive safety practices during FY25-26. Key highlights of our safety performance include:

- **Zero Lost Time Injuries (LTIs)** were reported over the FY25-26, 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 FY25-26, we are Monitoring **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) facility implemented in February 2026.**
- **Safety training hours witnessed a substantial increase compared to the FY 25–26 baseline, enhancing employee awareness and emergency preparedness.**
- The number of **work permits issued 197** over the base year, reflecting better compliance with safety procedures during maintenance and non-routine activities.

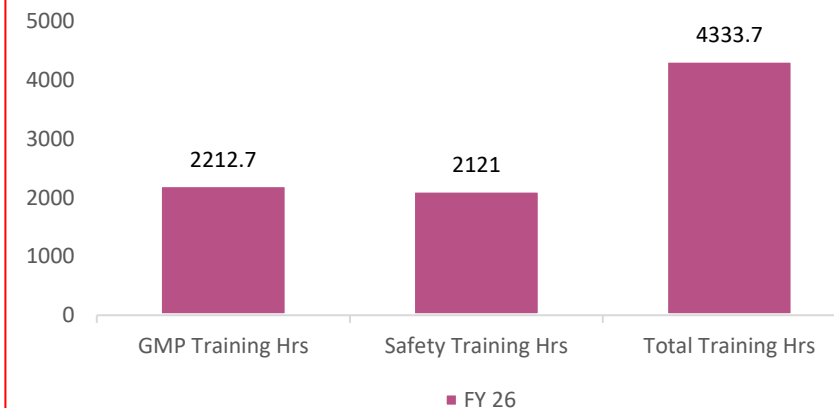
These safety milestones illustrate our ongoing commitment to fostering a safe and health-conscious work environment, while embedding safety as a core operational value across the organization.

Rampex Labs Pvt Ltd Unit-II – Occupational Health & Safety Performance

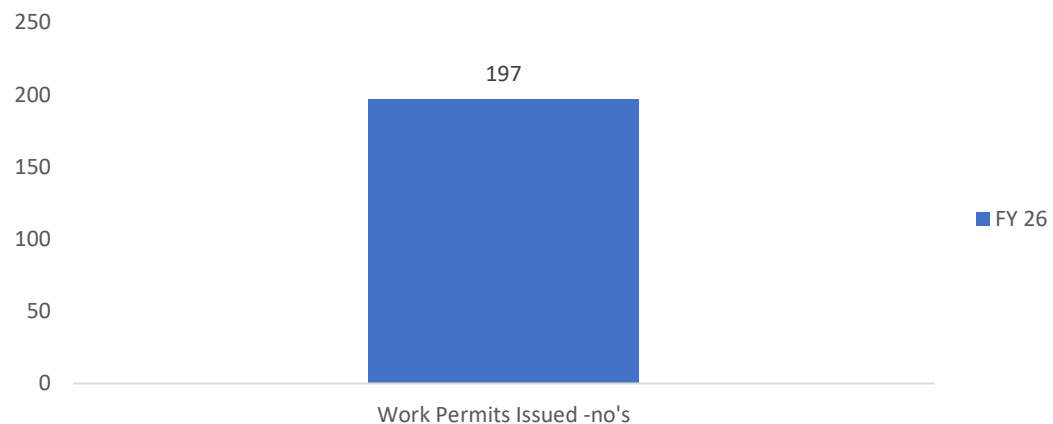
**Total Unsafe Acts & Unsafe Conditions Identified
Post Management of Change**



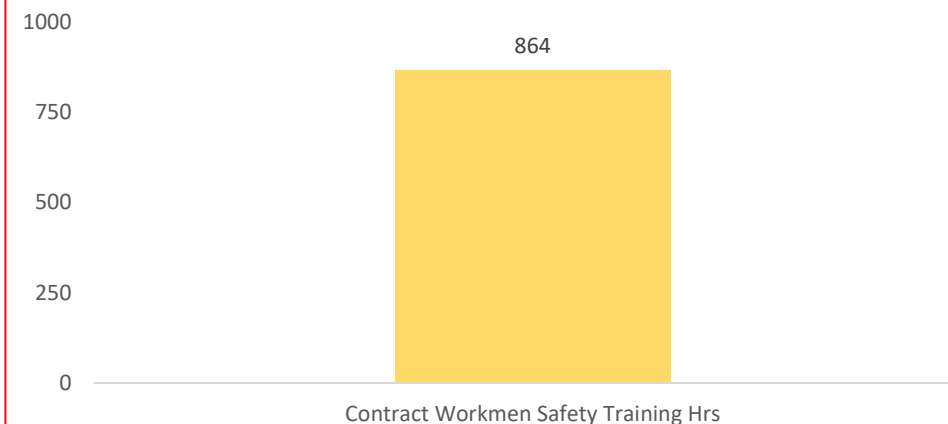
Employee Total Training Hours



Work Permits Issued -no's



Contract Workmen Safety Training Hrs



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 a 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.



Rampex Labs Pvt Ltd – Environmental Risks & Opportunities



Category	EHS Risks	Opportunities
Air Pollution & Emissions	- VOC, NO_x, SO_x emissions affecting air quality; - Odour pollution; regulatory non-compliance	Use of scrubbers, bio-filters, and solvent recovery systems to minimize emissions
Water Consumption & Wastewater Management	- High water usage leading to depletion; - Effluent discharge exceeding permissible limits	Zero Liquid Discharge (ZLD) implementation; water recycling and rainwater harvesting
Hazardous Waste Management	Improper disposal of solvent waste & chemicals; Risk of soil and water contamination	Waste minimization & solvent recovery; co-processing in cement kilns
Energy Consumption & Carbon Footprint	High energy consumption; dependence on fossil fuels; rising electricity costs	Adoption of renewable energy; energy-efficient equipment & carbon-neutral strategies
Occupational Exposure to Hazardous Chemicals	Inhalation & skin exposure to hazardous chemicals; chronic illnesses & safety violations	Closed-loop systems, PPE enforcement, regular health check-ups
Fire & Explosion Hazards	Storage & handling of flammable solvents; risk of explosions & fire hazards	Explosion-proof installations; fire suppression systems; emergency training
Workplace Ergonomics & Safety	Repetitive strain injuries; noise pollution; Manual handling risks	Ergonomic workstations; automation in material handling; noise control
Compliance with Environmental & Industrial Regulations	Strict regulatory enforcement; risk of penalties & shutdowns due to non-compliance	ISO 14001 certification; third-party audits; digital compliance tracking
Community & Social Risks	Public concerns over pollution; community protests; social license to operate challenges	Community engagement via CSR initiatives; transparent grievance mechanisms

Environmental & Sustainability – Awareness at Rampex labs Pvt Ltd, Unit-I

- 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.

World Environmental Day Celebrations



National Safety and Women’s Day Celebrations



Environmental & Sustainability – Awareness at Rampex labs Pvt Ltd, Unit-II

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.

World Environmental Day Celebrations



National Safety and Women’s Day Celebrations



Environmental Sustainability – Commitment

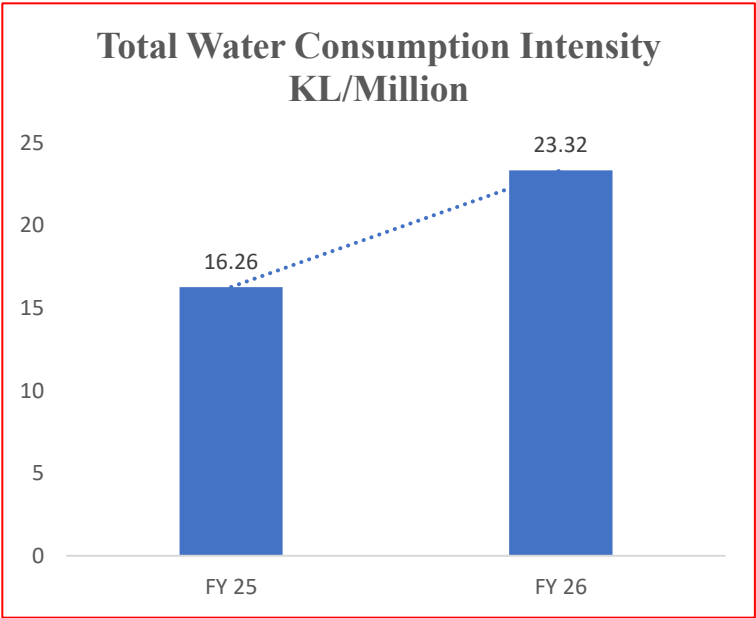
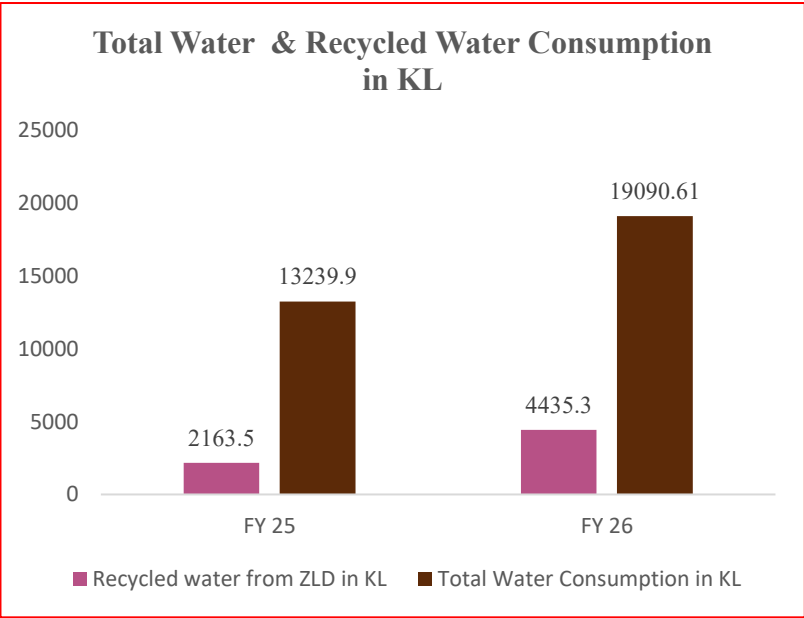
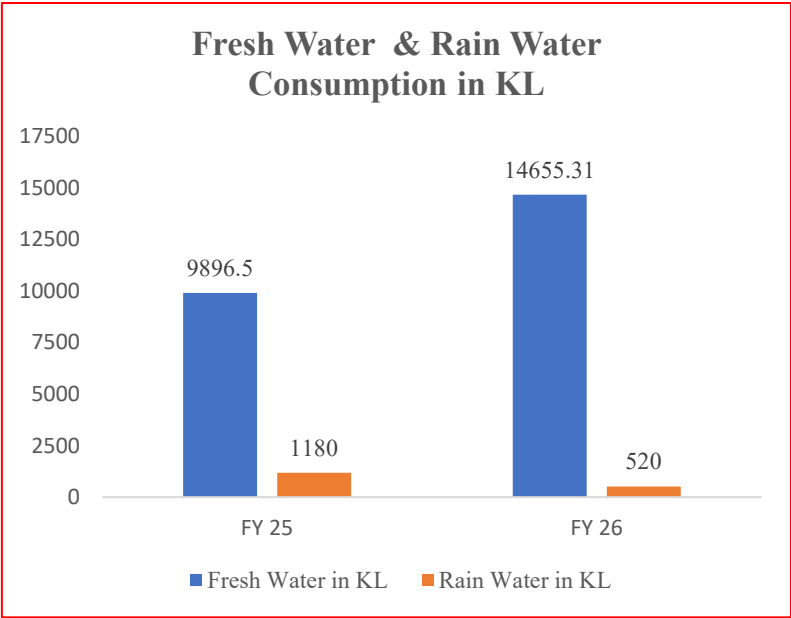
Rampex actively promotes Environmental Sustainability by organizing events throughout the year to raise awareness and encourage employee commitment. These events include activities such as oath-taking, training sessions, competitions (posters, quizzes, essay writing), exhibitions, demonstrations, and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



- National Road Safety Day (01-JAN-2026)
- International Women's Day (13-Feb-2026)
- National Safety Day (04-MAR-2026)
- World Day for Safety & Health at Work (28-APR-2026)
- World Environment Day (05-JUN-2026)
- National Electrical Safety Day (26-JUN-2026)
- International Day for Preservation of Ozone Layer (16-SEP-2026)
- International Day of Climate Action (24-OCT- 2026)

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 FY 26 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.



Rampex Labs Unit-I - Environmental Sustainability – Water

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

Freshwater Dependency

• **Freshwater consumption** increased from **9,896.5 KL in FY25** to **14655.31 KL in FY26**, reflecting a **48 % increase**. Due to increased market demand, production capacities have been expanded.

Enhanced Rainwater Harvesting

• **Rainwater collection** decreased from **1180 KL in FY25** to **520 KL in FY26**, representing a reduction of approximately **55.93%**, which indicates increased dependency on external freshwater sources and reduced on-site water resilience.

Improved Reuse via ZLD System

• Recycled water from the Zero Liquid Discharge (ZLD) system increased from **2163.5 KL in FY25** to **4435.3 KL in FY26**, representing an approximate **105.01%** increase, demonstrating significant improvement in wastewater recovery and reuse. Treated wastewater is recycled for cooling tower (CT) makeup and boiler makeup. In FY25 alone **16.3 %** of waste effluent generated is recycled. In FY26 the recycling **23.2 %** increase in recycling.

Water Consumption Intensity Improvement

• **Total Water consumption intensity** significantly from **16.26 KL/million revenue in FY25** to **23.32 KL/million in FY26**, reflecting enhanced operational efficiency and water conservation practices. During the reporting period, **43.4 %** of Total Water Consumption Intensity increased due to production capacities are increased.

New Vendor Environment Assessment

In FY2025–26, 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.

Rampex Labs Unit-II - Environmental Sustainability – Water

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** from **17283.11 KL in FY26**, attributed to process optimization and water-saving initiatives.

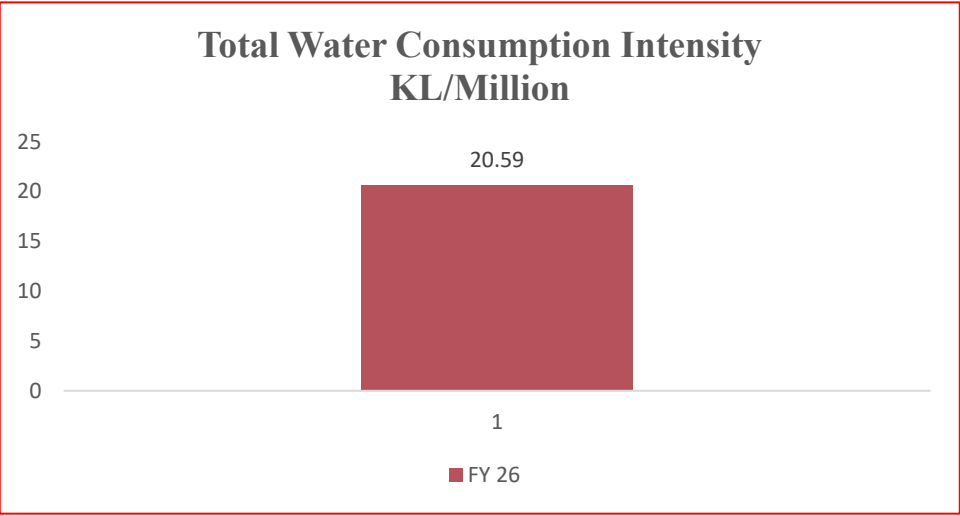
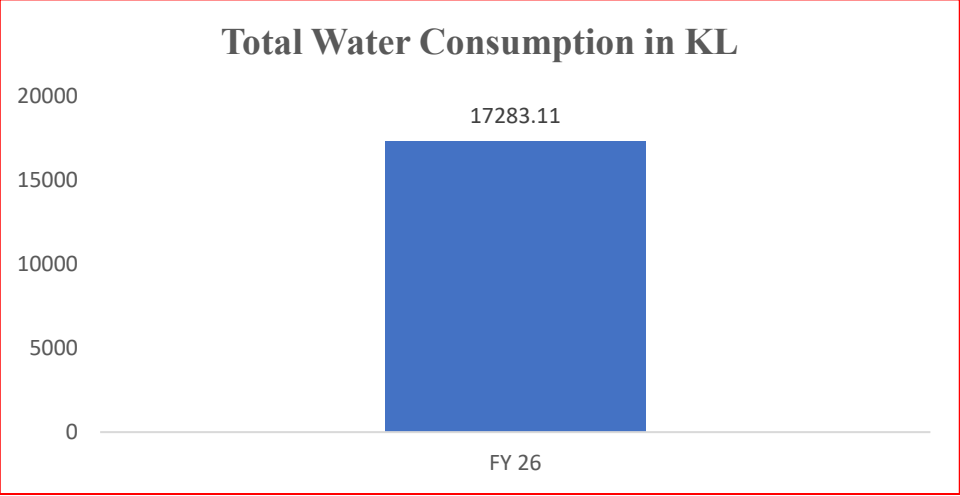
Water Consumption Intensity Improvement

- Total Water consumption intensity** significantly **20.59 KL/million revenue in FY26**

New Vendor Environment Assessment

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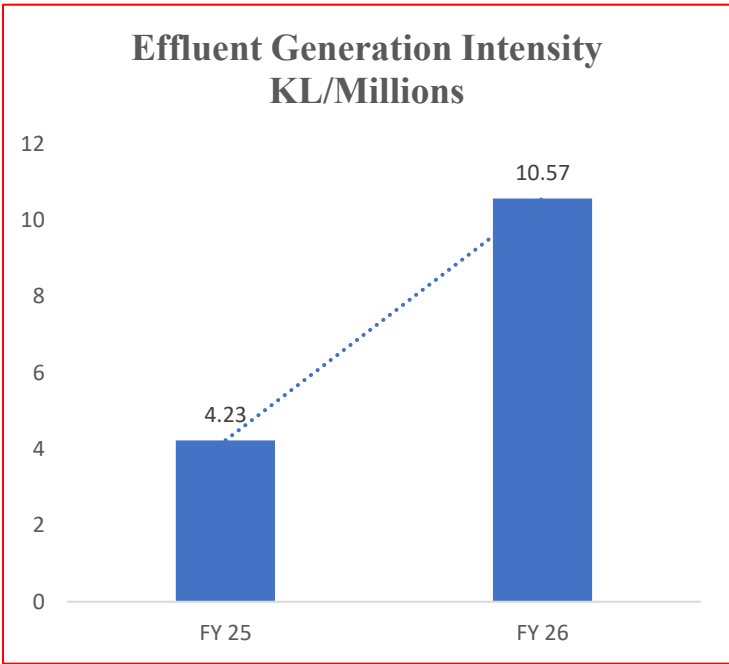
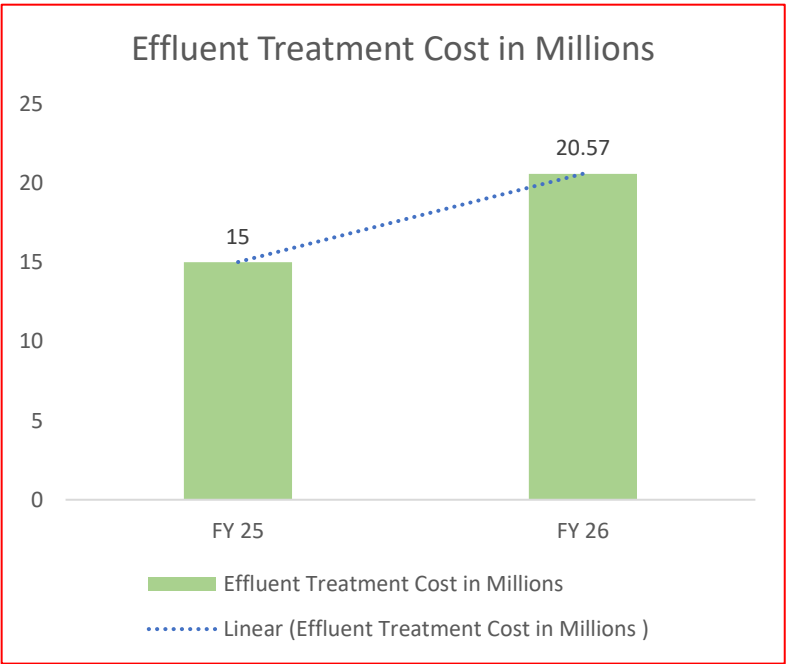
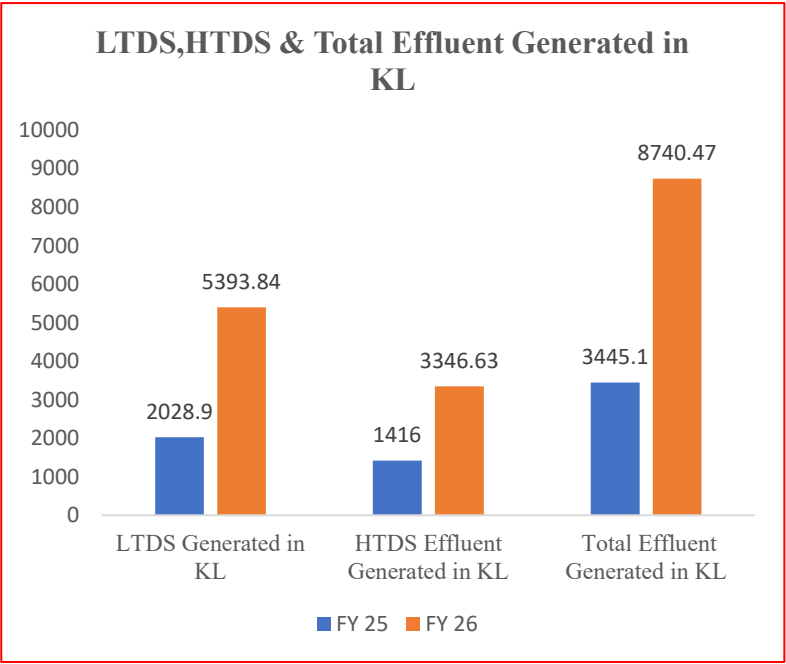


Rampex Labs Pvt Ltd, Unit-I - Environmental Sustainability – Zero Liquid Discharge Facility



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.



Rampex Labs Unit-I - Environmental Sustainability – Wastewater

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** increased from **2028.9 KL in FY25** to **5304.756 KL in FY26** — a **161 % increase**.
- **High Total Dissolved Solids (HTDS) Effluent** increased from **1416 KL to 3346.63 KL** — a **136 % increase** as well.
- **Total effluent generation** increased from **3445.1 KL to 8651.05 KL**, achieving a **151 % overall increase** in wastewater load, Due to market demand.

ZLD Recycling Efficiency

- **Effluent treated and recycled** through the **Zero Liquid Discharge (ZLD)** system increased from **2163.5 KL in FY25** to **4435.3 KL in FY25**, marking a **105 % 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

- **The total treatment cost** increased from **₹15 million in FY25** to **₹20.57 million in FY26**, reflecting a **37.1% rise despite higher treatment volumes**.

Effluent Generation Intensity (KL/Million Revenue)

- **Effluent generation intensity** increased from **4.23 KL/million in FY25** to **10.57 KL/million in FY26**.

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-26.

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

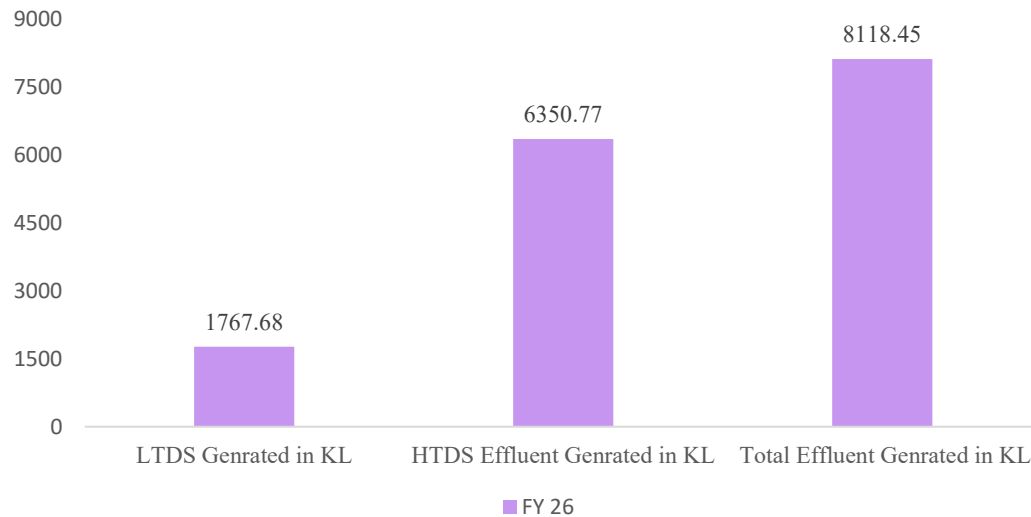


Rampex Labs Unit-II - Environmental Sustainability – Wastewater

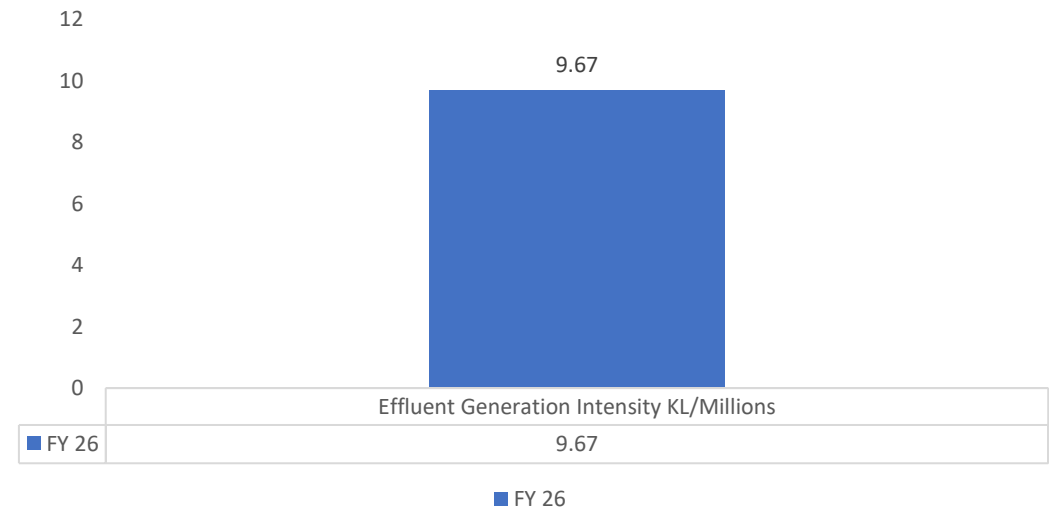
Key actions taken for water and effluent reduction:

- The utilization of the Common Effluent Treatment Plant (CETP) plays a crucial role in ensuring effective wastewater management and environmental compliance. By channelling effluents through the CETP, the organization benefits from centralized treatment facilities that enhance efficiency, reduce operational costs, and ensure adherence to regulatory standards. This approach not only minimizes the environmental impact of industrial discharge but also supports sustainable practices through proper treatment, recycling, and safe disposal of wastewater.

LTDS,HTDS & Total Effluent Generated in KL



Effluent Generation Intensity KL/Millions



Rampex Labs Unit-II - Environmental Sustainability – Wastewater

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 is 1767.68 KL in FY 26**
- **High Total Dissolved Solids (HTDS) Effluent 6350.77 KL in FY 26**
- **Total effluent generation is 8118.45 KL in FY 26**

Effluent Treatment Cost Optimization

- **Total treatment cost is ₹24.96 million in FY26**

Effluent Generation Intensity (KL/Million Revenue)

- **Effluent generation intensity is 9.67 KL/million in FY26.**
- This improvement showcases more water-efficient production processes and better effluent control per unit of economic output.

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

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 25 & 26 (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.

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 **79.19 TJ in FY25** to **79.52 TJ in FY26**, reflecting a **0.4 % increase**, which may be linked to production scale-up or operational expansion.
- **Fuel-based energy (e.g., diesel, gas, thermal oils)** rose from **63.36 TJ to 59.33 TJ (6.3% decrease)**, indicating a continued reliance on thermal processes.
- **Grid electricity consumption** remained stable, with a increase from **15.83 TJ in FY25** to **20.18 TJ in FY25**.

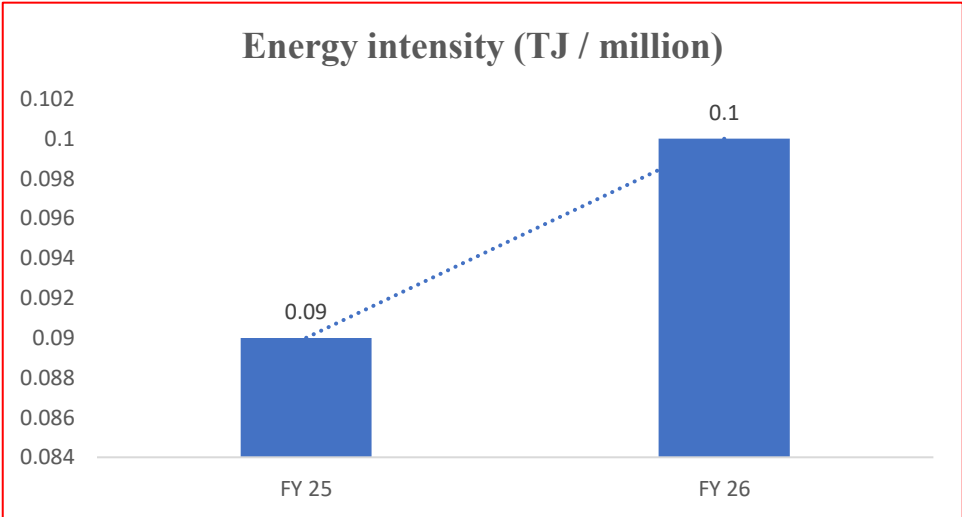
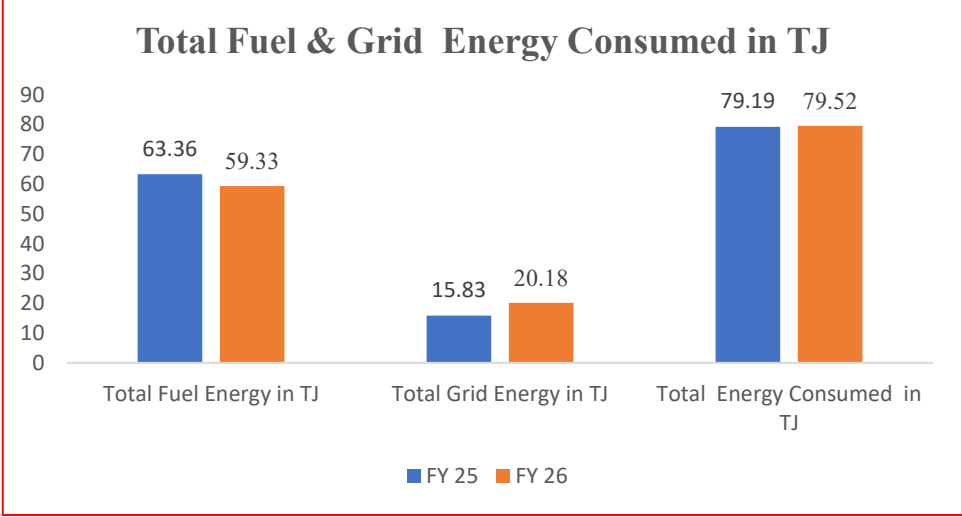
Energy Intensity Reduction

- Despite the increased in absolute energy use, **energy intensity (TJ per million revenue)** increased from **0.09 in FY25** to **0.10 in FY26**.
- 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 at Rampex labs Pvt Ltd, Unit-II

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

- The total energy consumption in FY26 was **38.23 TJ**.
- Fuel-based energy (e.g., diesel, gas, thermal oils) rose is **28.82** in FY26.
- Grid electricity consumption is **9.41 TJ** in FY26.

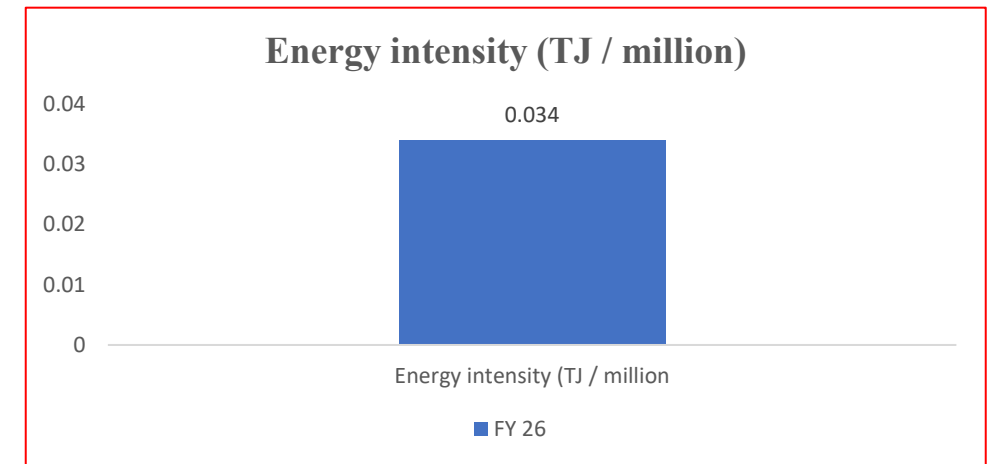
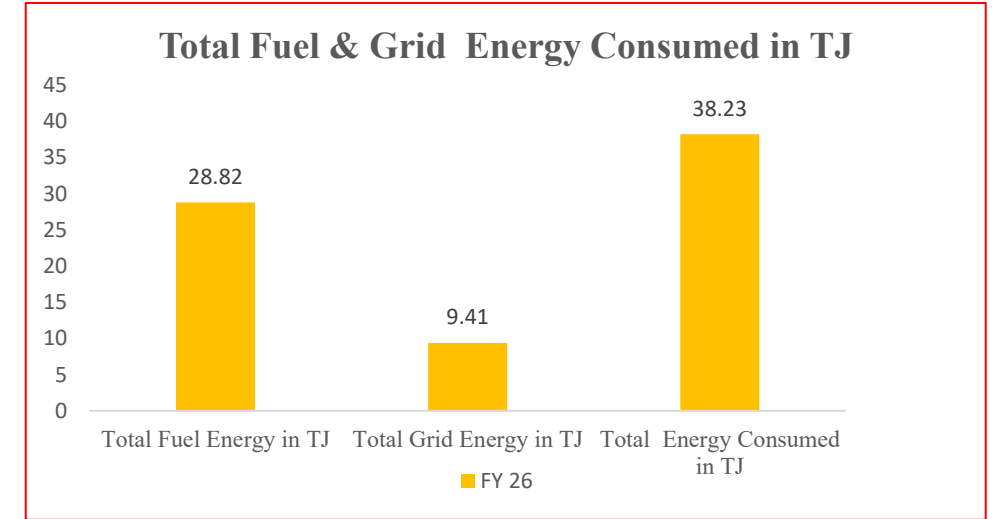
Energy Intensity Reduction

- Energy intensity (TJ per million revenue) – **0.034** in FY26.
- 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 – Scope 1 & Scope 2 Emissions

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**.

Rampex Labs Pvt Ltd, Unit-I - 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 2025 emission factors for fuel-based GHG accounting: Coal at **26.7 GJ/ton** of energy factor with **2.40 t CO₂/ton**, and HSD at **45.78 GJ/ton** of energy factor with **2.66 kg CO₂/litre**. For electricity, the UK Grid emission factor (DEFRA) is applied at **0.727 t CO₂/MWh**. These factors support accurate Scope-1 and Scope-2 GHG estimations.

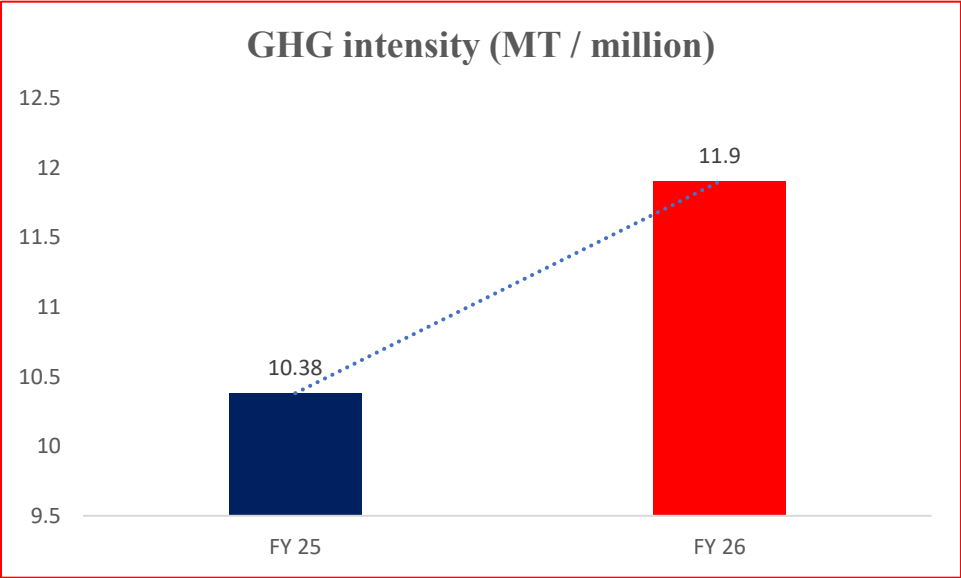
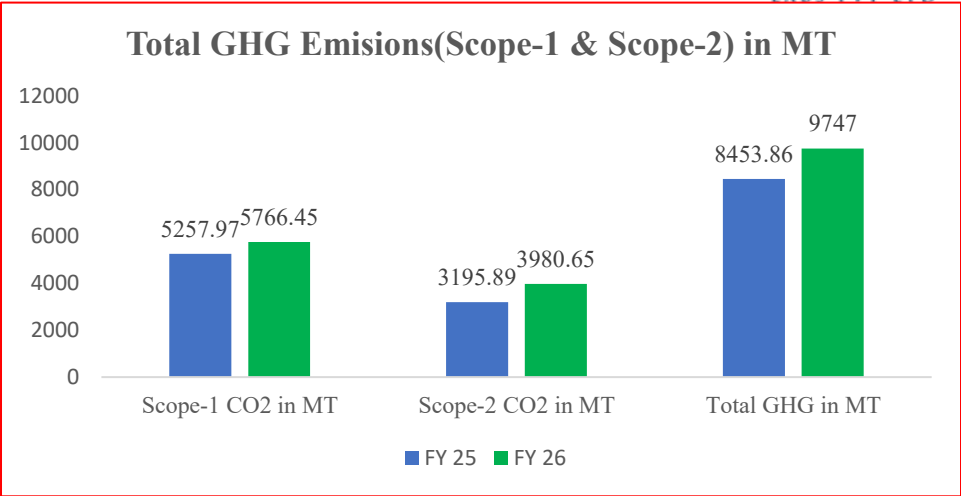
Category	FY25 (MT CO ₂ e)	FY26 (MT CO ₂ e)	Change (%)
Scope-1 (Direct emissions from fuel combustion)	5257.97	5766.45	↑ 9.6 % increase
Scope-2 (Indirect emissions from grid electricity)	3195.89	3980.65	↑ 24.5 % increase
Total GHG Emissions	8453.86	9747	↑ 15.3 % increase

Improvement in GHG Intensity

Despite a moderate increase in total emissions, **GHG intensity per million revenue** dropped from **10.38 MT CO₂e** in FY25 to **11.90 MT CO₂e** in FY26

This indicates:

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



Rampex Labs Pvt Ltd, Unit-II - Environmental Sustainability – Scope 1 & Scope 2 Emissions

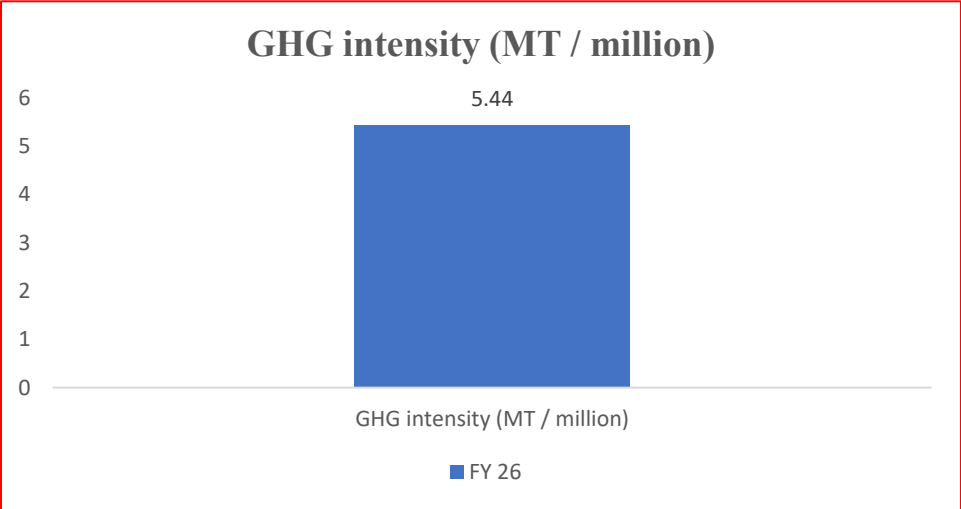
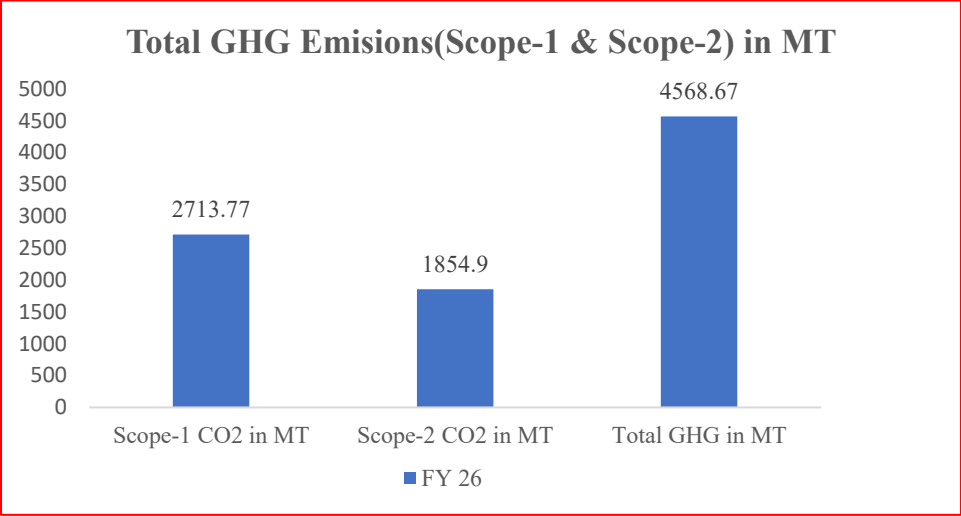


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Category	FY26 (MT CO ₂ e)
Scope-1 (Direct emissions from fuel combustion)	2713.77
Scope-2 (Indirect emissions from grid electricity)	1854.9
Total GHG Emissions	4568.67

- Improvement in GHG Intensity**
GHG intensity per million revenue is **5.44 MT CO₂e** in FY 26
This indicates:
- Higher production efficiency
 - Stable grid usage with cleaner inputs
 - Increased operational output with controlled emissions growth



Scope 3 GHG Emissions

Currently, **Rampex Labs Pvt Ltd** monitor **Scope 3 (Other Indirect GHG Emissions)** in the value chain.

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	Yes	-
Category-5 - Upstream Emissions- Waste Generated in Operations	Yes	No	Yes
Category-6 - Business Travel	Yes	Yes	-
Category -7 -Upstream Emissions- Employee Commute	Yes	Yes	-
Category-9- Downstream Emissions-Downstream Transportation & Distribution	Yes	Yes	-
Category-12- End of life Treatment of Sold Products	Yes	No	Yes

Rampex Labs Pvt Ltd, Unit-I - Environmental Sustainability – Scope 3 Emissions

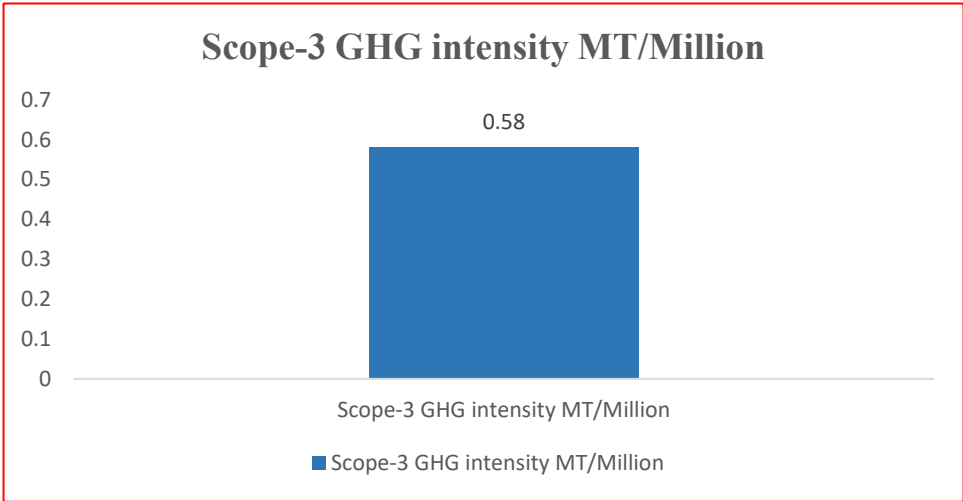
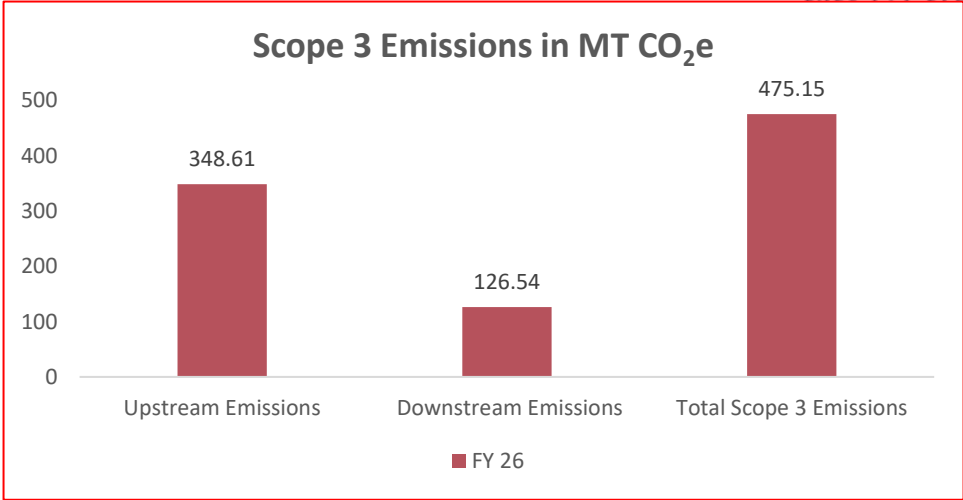


Rampex Labs also assesses its Scope-3 (indirect value chain) emissions to comprehensively monitor and manage its overall carbon footprint. These emissions include upstream and downstream activities. such as transportation, employee commuting . The Scope-3 inventory is developed in alignment with the GHG Protocol, using appropriate secondary emission factors, including those from DEFRA 2025 where applicable. These emissions arise from various modes of transportation used by employees, including personal vehicles, public transport, and shared mobility options

<u>Upstream</u>	
Category	FY26 (MT CO ₂ e)
Scope-3 (in direct value chain)	348.61
Upstream Transportation & Distribution	239.94
Business Travel	24.61
Employee Commute	84.06

<u>Downstream</u>	
Category	FY26 (MT CO ₂ e)
Emissions-Downstream Transportation & Distribution	126.54

<u>Total</u>	
Scope-3 (in direct value chain)	475.15



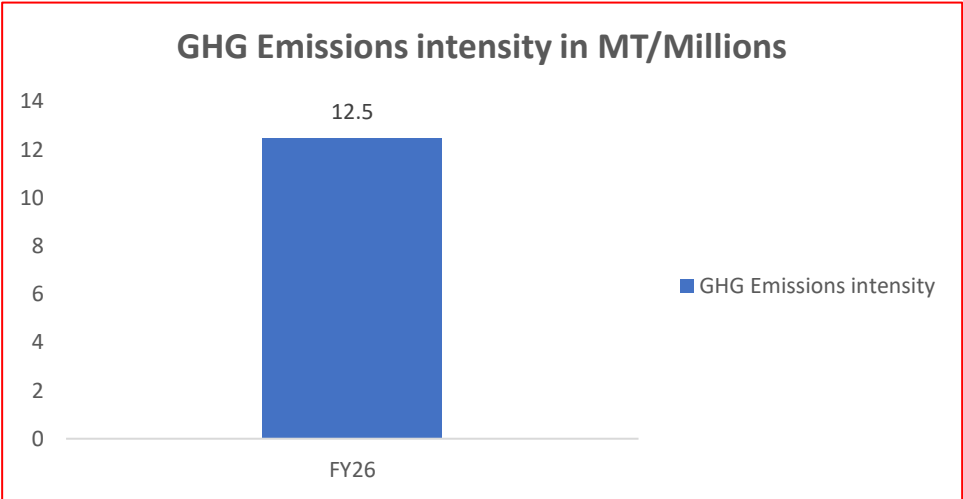
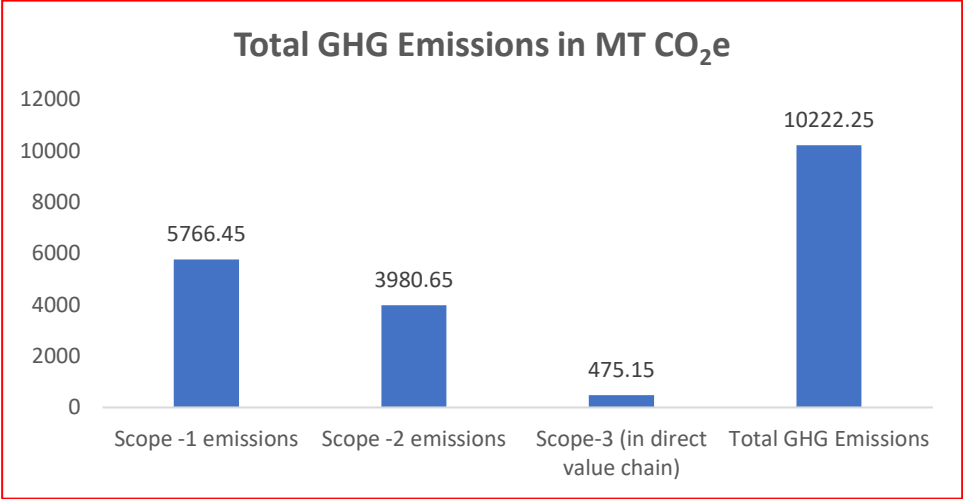
Rampex Labs Pvt Ltd, Unit-I - Environmental Sustainability – GHG Emissions



Rampex Labs quantifies its total greenhouse gas (GHG) emissions by integrating Scope 1, Scope 2, and Scope 3 sources to ensure a comprehensive understanding of its carbon footprint. In addition to direct and energy-related emissions, the organization also assesses Scope 3 (indirect value chain) emissions in alignment with the Greenhouse Gas Protocol. This structured assessment enables Rampex Labs to effectively monitor, manage, and continuously try to reduce its overall GHG emissions.

<u>GHG Emissions</u>	FY26 (MT CO₂e)
Scope -1 emissions	5766.45
Scope -2 emissions	3980.65
Scope-3 (in direct value chain)	475.15
Total GHG Emissions	10222.25

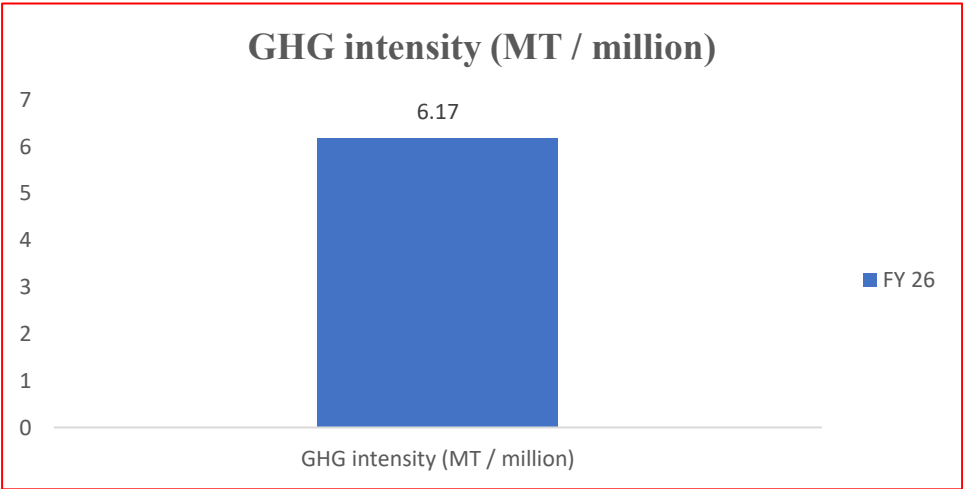
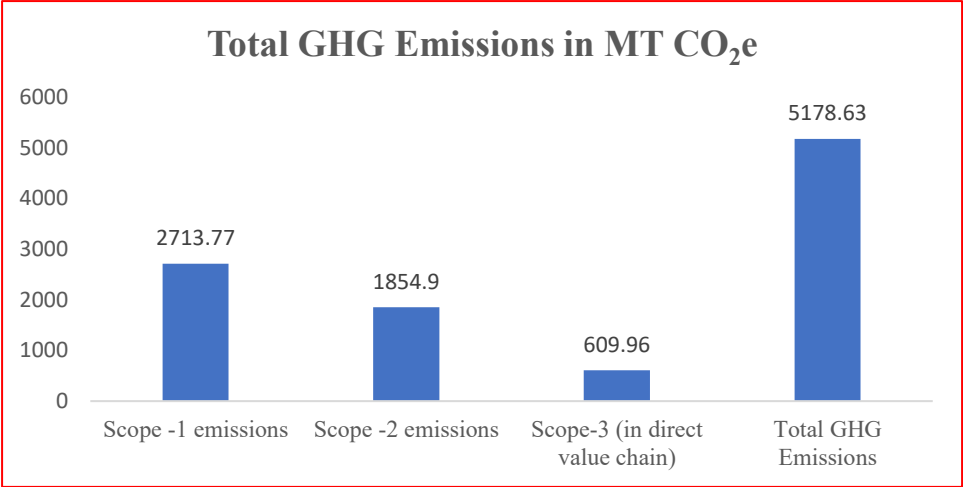
Rampex Labs reported a GHG intensity of **12.5 tCO₂e per million revenue in FY 2026**, reflecting its first-time implementation of a Scope-3 and structured emissions intensity metric in line with the Greenhouse Gas Protocol. Despite an increase in overall operational output, emissions growth has been effectively controlled, demonstrating the company’s ability to decouple business growth from carbon impact. This milestone highlights Rampex Labs’ commitment to data-driven sustainability management and continuous improvement in emissions performance.





Rampex Labs also assesses its Scope-3 (indirect value chain) emissions to comprehensively monitor and manage its overall carbon footprint. These emissions include upstream and downstream activities, such as transportation, employee commuting. The Scope-3 inventory is developed in alignment with the GHG Protocol, using appropriate secondary emission factors, including those from DEFRA 2025 where applicable. These emissions arise from various modes of transportation used by employees, including personal vehicles, public transport, and shared mobility options.

<u>GHG Emissions</u>	FY26 (MT CO₂e)
Scope -1	2713.77
Scope-2	1854.9
Scope-3 (Upstream & Downstream Transportation & Distribution, Employee commute)	609.96
Total GHG Emissions	5178.63



Rampex Labs reported a GHG intensity of **6.17 tCO₂e per million revenue in FY 2026**, reflecting its first-time implementation of a Scope-3 and structured emissions intensity metric in line with the Greenhouse Gas Protocol. Despite an increase in overall operational output, emissions growth has been effectively controlled, demonstrating the company’s ability to decouple business growth from carbon impact. This milestone highlights Rampex Labs’ commitment to data-driven sustainability management and continuous improvement in emissions performance.

Environmental Sustainability – Air Emissions (Non-GHG)



RAMPEX IS COMMITTED TO PREVENTING AIR POLLUTION BY OPERATING EFFICIENTLY AND USING POLLUTION CONTROL MEASURES TO MINIMIZE EMISSIONS. IMPLEMENTED PIAN ODOR SPRAT FOR ZLD SYSTEM TO MITIGATE THE ODOR TO ENVIRONMENT



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.



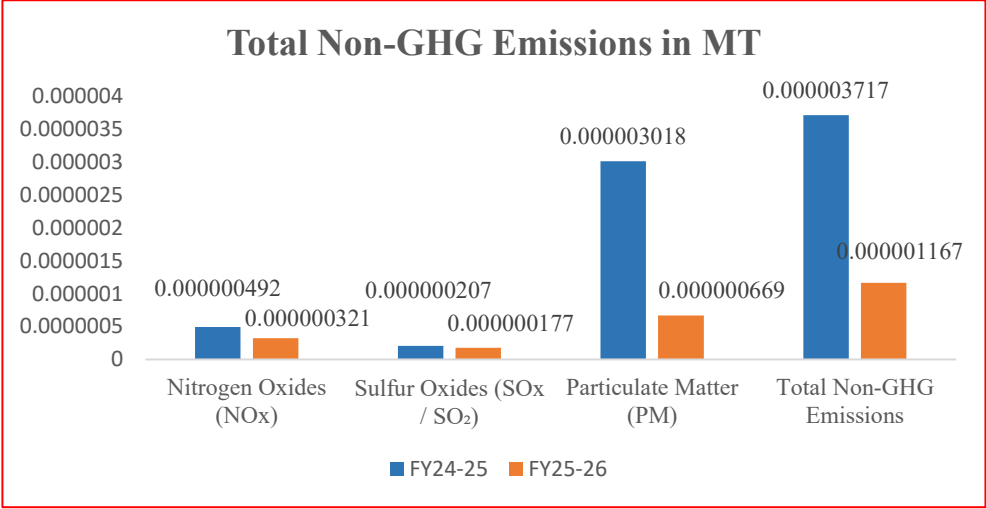
THESE MEASURES ENSURED **COMPLIANCE WITH ENVIRONMENTAL STANDARDS** AND SUPPORT REMPEX'S COMMITMENT TO SUSTAINABILITY. ALL AIR EMISSION SOURCES ARE REGULARLY BEING MONITORED AND REPORTED.

Rampex Labs Pvt Ltd, Unit-I - Environmental Sustainability – Air Emissions (Non-



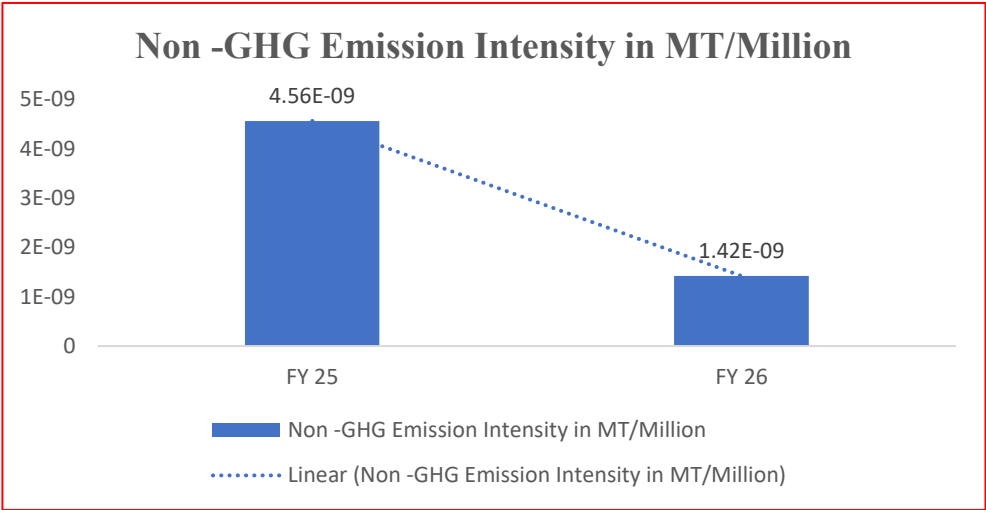
In line with its commitment to comprehensive air emissions monitoring, **Rampex Labs Pvt Ltd** has measured and reported key **non-greenhouse gas (non-GHG) emissions**, including **NO_x**, **SO_x/SO₂**, and **Particulate Matter (PM)**. These emissions, though extremely low, are relevant for understanding localized air quality impact and regulatory compliance.

Emission Type	FY24-25	FY25-26	Trend
Nitrogen Oxides (NO _x)	0.000000492 MT	0.000000321 MT	↓ Decrease (~35%)
Sulfur Oxides (SO _x / SO ₂)	0.000000207 MT	0.000000177 MT	↑ Decrease (~14%)
Particulate Matter (PM)	0.000003018 MT	0.000000669 MT	↓ Decrease (~78%)
Total Non-GHG Emissions	0.000003717 MT	0.000001167 MT	↓ Net Reduction (~68.8%)



Emission Intensity Improvement

- Non-GHG Emission Intensity** dropped from **4.56 × 10⁻⁹ MT/million** in FY25 to **1.42 × 10⁻⁹ MT/million** in FY26
- This represents a**68.8% 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**.



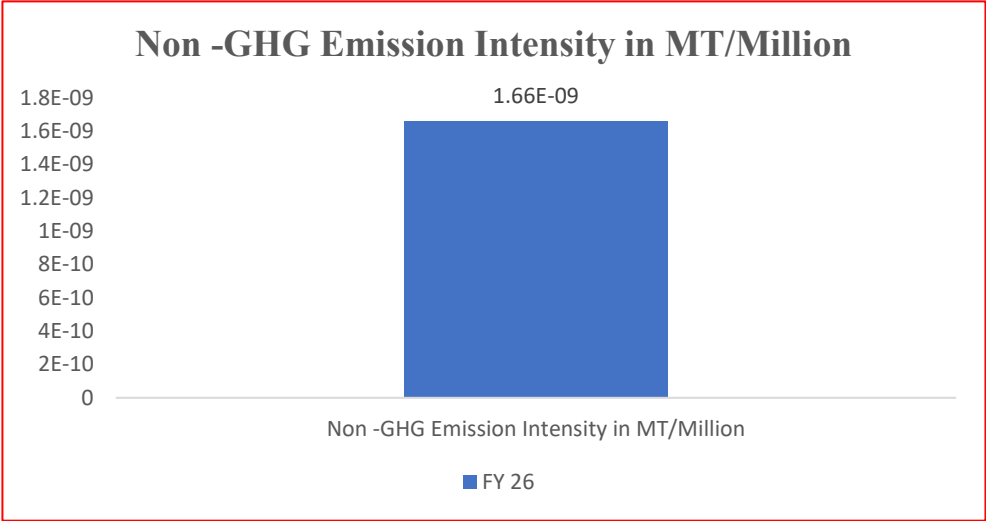
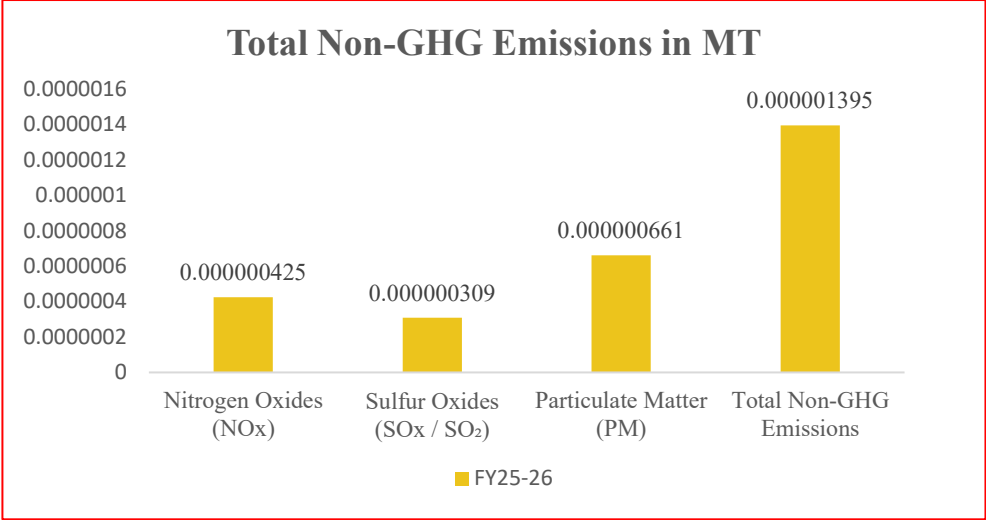
Rampex Labs Pvt Ltd, Unit-II - Environmental Sustainability – Air Emissions (Non-GHG)



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 **NO_x**, **SO_x/SO₂**, and **Particulate Matter (PM)**. These emissions, though extremely low, are relevant for understanding localized air quality impact and regulatory compliance.

Emission Type	FY25-26
Nitrogen Oxides (NO _x)	0.000000425 MT
Sulfur Oxides (SO _x / SO ₂)	0.000000309 MT
Particulate Matter (PM)	0.000000661 MT
Total Non-GHG Emissions	0.000001395 MT

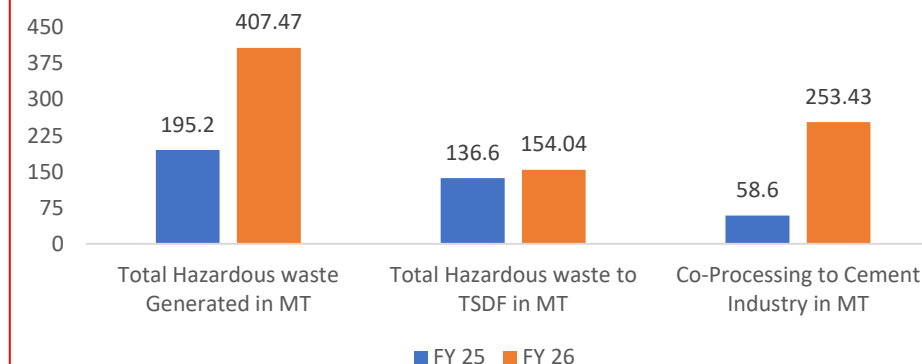
Emission Intensity Improvement
•Non-GHG Emission Intensity dropped from **1.66 × 10⁻⁹ MT/million** in FY26
•These results align with **GRI 305-7** (Other Air Emissions) and support **local air quality standards** and sustainability goals.



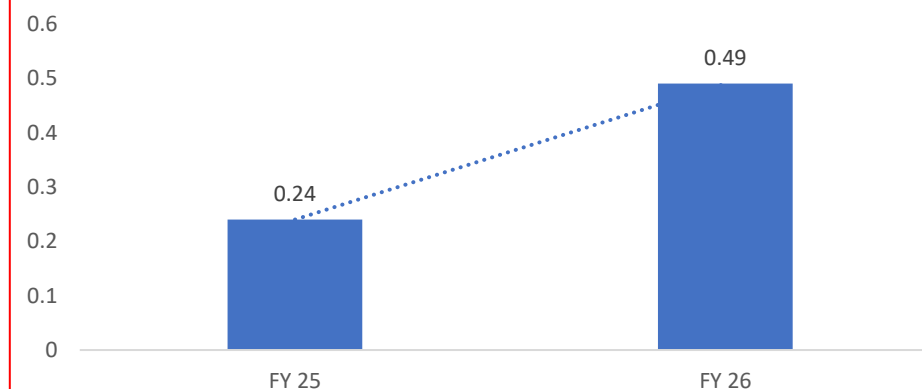
Rampex Labs Pvt Ltd, Unit-I - Environmental Sustainability –Total Hazardous Waste Generated, Disposed to TSDF & Co-Processed

- Rampex Labs Pvt Ltd, has demonstrated continued progress in managing hazardous waste responsibly and sustainably. The total hazardous waste generated in **FY26** was **407.47 MT**, marking a **108% increased** compared to **195.2 MT in FY25**.
- **154.04 MT** was safely disposed to **TSDF (Treatment, Storage, and Disposal Facility)** in FY25, a 12.7 % increased from 136.6 MT in FY25.
- **Co-processing through cement industries**, a sustainable disposal route aligned with circular economy practices, accounted for **58.6 MT in FY25 to 253.43 MT in FY26**.
- Hazardous Waste Disposal cost increased from INR **197.4** Millions in FY25 to INR **218.96** Millions in FY 26 with a 10.9 % increased. It was mainly achieved due to proper segregation and recycling.
- Hazardous Waste Generation Intensity increased by **104.1 %** from **0.24 MT/Million in FY25 to 0.49 MT/Million in FY26**.
- **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 FY26, 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.

Total HW Generated, Disposed to TSDF, Co-Processed in MT



Hazardous Waste Disposal Cost in Millions



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

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.

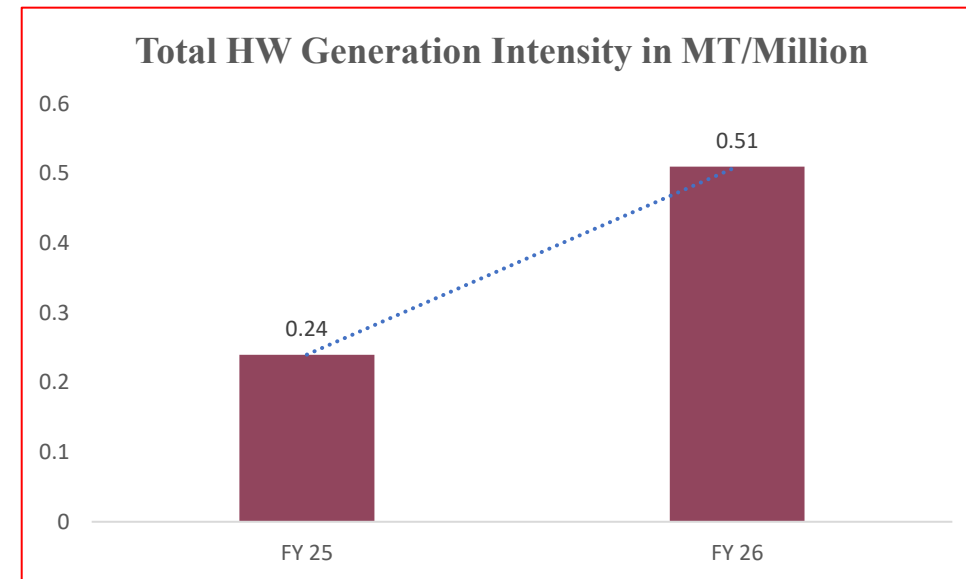
Waste Segregation & Disposal:

- **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.



Rampex Labs Pvt Ltd, Unit-II- Environmental Sustainability –Total Hazardous Waste Generated, Disposed to Co-Processed

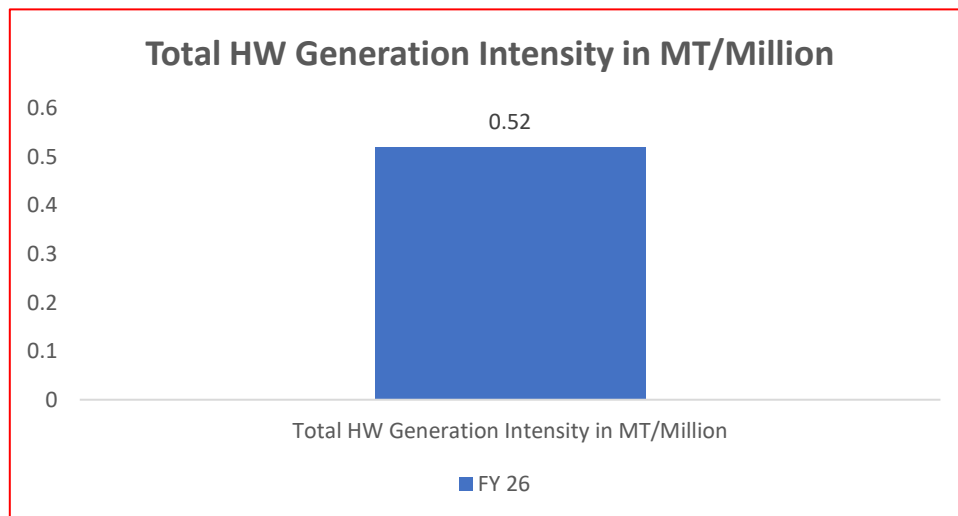
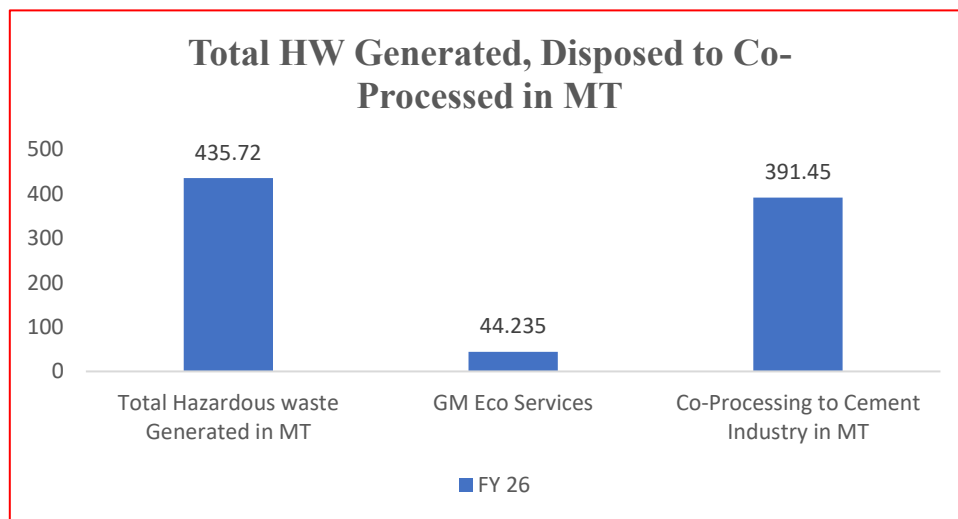
Rampex Labs Pvt Ltd, has demonstrated continued progress in managing hazardous waste responsibly and sustainably. The total hazardous waste generated in **FY26** was **435.72 MT**

- **In FY 26 total 44.235 MT Inorganic Salts send to GM Eco Services safely.**
- **Co-processing through cement industries**, a sustainable disposal route aligned with circular economy practices, accounted for **391.45 MT in FY26**.
- Hazardous Waste Disposal cost is INR 3.56 Millions in FY26. It was mainly achieved due to proper segregation and recycling.
- Hazardous Waste Generation Intensity is **0.46 MT/Million in FY 26**

- **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 FY26, 06 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.



Communication

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

In FY25-26, 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 FY25-26.
- No Incidents of non-compliance concerning product and service information and labelling were reported in FY25-26.
- In FY2025–26, 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**.



Sustainable Procurement – EHS & Social Assessment at Rampex

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 572 no, out of which 426 supplier are located in **Andhra & Telangana States** constituting 74.5 % 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.

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 FY25 & FY26:

- 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 FY25– FY26. 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 572 No's, 426 suppliers are local and 25 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.

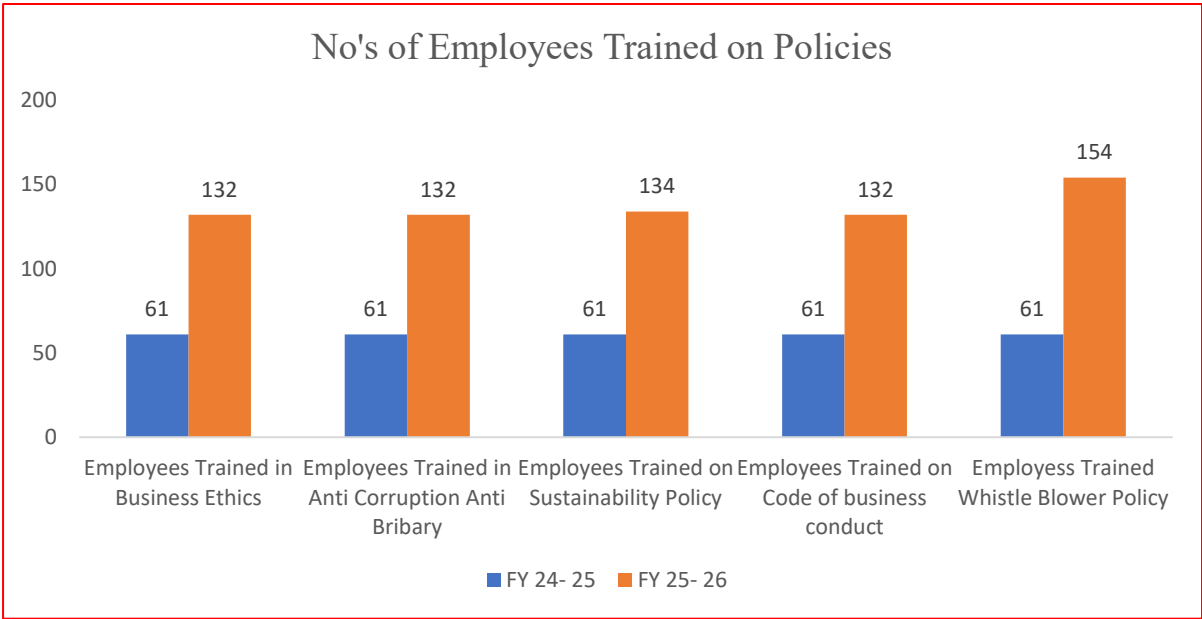
- **100% of buyer team members** have completed this training.
- **Discussions with Strategic Suppliers & Service Providers (SSSPs)** on Rampex’s sustainable procurement practices are held **once a year since 2024**.
- **All key suppliers(66 No’s)** have been communicated w.r.t Sustainability Policy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

Key Actions & Impact (FY 25 & FY26):

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 26**.

Category 4 – Transportation and Distribution
Category 6 – Business Travel
Category 7 – Employee commuting

The relevant Scope 3 downstream GHG emissions for Rampex during FY 26 are:

Category 9 – Transportation and Distribution

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	Environment			
	Water Management	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		
	Waste Management	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		
	GHG Emissions & Climate Change	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	Social			
	Occupational Health & Safety	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		
	Human Capital Development	Increase no of training hrs per employees by 50%		
		Increase no of training hrs per contract employees by 100%		
	Diversity & Inclusion	Increase Women Employees Strength by 1% Y-O-Y	Increase Women Employee Representaion at Board Level to 25%	
	LTIFR	LTIFR < 0.5		
	CSR	Conduct CSR Assessment	Increase CSR beneficiaries number to 5000 by 2030	
3	Governance			
	Business Ethics	100 Compliance to Code of Business Conduct by all suppliers		ISO 37001 Certified(Anti Bribery)
		Zero Tolerance to Code of Business Conduct Violations		
	Information Security & Cyber Security	ISMS Certified (ISO 27001)		
		Ensure Zero Breaches in Information & Cyber Security		
	Innovation , R&D	Ensure that one toxic chemical in use is replaced		
		Train all R&D Employees in Green Chemistry		
	Sustainability Governence	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	Unit-I		Unit-II
				FY25	FY26	FY26
1	Environment, Health & Safety	Total Water Consumption	KL	13239.9	19090.61	17283.11
2		Water Consumption Intensity	KL/Million Revenue	16.26	23.32	20.59
3		Total Waste Water Generated	KL	3445.1	8740.47	8118.45
4		Total Treated Water Recycled	KL	2163.5	4435.3	0
5		Total Energy Consumed	TJ	79.19	79.52	38.26
6		Total Fuel Energy Consumed	TJ	63.36	59.33	28.82
7		Total Grid Energy Consumed	TJ	15.83	20.18	9.41
8		Total Energy Intensity	TJ/Million Revenue	0.09	0.10	0.034
9		Total Scope-1 GHG Emissions	MT CO2e	5257.97	5766.45	2713.77
10		Total Scope-2 GHG Emissions	MT CO2e	3195.89	3980.65	1854.9
11		Total Scope-1 + Scope-2 GHG Emissions	MT CO2e	8453.86	9747	4568.67
12		Total GHG Emission (Scope-1 + Scope-2) Intensity	MT CO2e/Milliion Revenue	10.38	11.9	5.44
13		Total Scope-3 GHG Emissions	MT CO2e	-	475.15	554.89
14		Total Scope-1 + Scope-2 +Scope-3 GHG Emissions	MT CO2e	-	1022.25	5178.63
15		Total GHG Emission (Scope-1 + Scope-2+ Scope-3) Intensity	MT CO2e/Revenue	-	12.5	6.17
16		Total Ozone Depletion Substances Consumed (Non CFC's)	MT	0	0	0
17		Total Production	MT	99.1	123.43	141.54
18		Total Production Intensity	MT/Million Revenue	0.12	0.15	0.17
19		Total Hazardous Waste Generated	MT	195.2	407.47	435.72
20		Hazardous Waste Disposed to Landfill	MT	136.6	154.04	44.235
21		Hazardous Waste Recycled/Co-Processed	MT	58.6	253.43	391.45
22		Hazardous Waste Incinerated	MT	0	0	0
23		Hazardous Waste generation Intensity	MT/Milliion Revenue	0.24	0.49	0.46
24		Total Non GHG Emissions	MT	0.000003717	0.000001167	0.000001395
25		Total Non GHG Emission Intensity	MT/Million Revenue	4.56E-09	1.43E-09	1.66E-09
26		Total Unsafe Acts Identified	No's	9	24	29
27		Total Unsafe Conditions Identified	No's	3	15	43
28		Total Near Miss Reported	No's	0	0	0

Rampex Labs Pvt Ltd – ESG Objectives & KPI's

S.No	Category	Key Performance Indicator	Uimit of Measurement	Unit-I		Unit-II
				FY25	FY26	FY26
29	Environment, Health & Safety	Total First Aid Cases Reported (Employee + Contract)	No's	27	42	0
30		Total Medical Treatment Cases Reported	No's	0	0	0
31		Lost Time Injuries Reported	No's	0	0	0
32		Fatal Incidents Reported	No's	0	0	0
33		No of Employees Visited OHC	No's	23	35	0
34		Mandays Lost due to LTI's & Fatal Incidents(Employees & Casual Workers)	No's	0	0	0
35		Environmental Incidents Reported	No's	0	0	0
36		Fire Incidents Reported	No's	0	0	0
37		Total Work Permits Issued	No's	143	128	197
38		Total No of Risk Assessments(RA)Carried Out	No's	6	3	0
39		No of Recommendations from these RA's	No's	35	15	0
40		Total GMP Training Hours Completed for Employees	No's	1672	2853	2212.7
41		Total Safety Training Hours Completed for Employees	No's	822.7	1979.4	2121
42		Total Safety Training Hours Completed for Casuals	No's	130.5	424	864
43	Labour,Human Rights & Ethics	No of Employees Trainied on Business Ethics	No's	61	132	80
44		No of Grievences Received under Business Ethics	No's	0	0	0
45		% No of Business Ethics Grievences Resolves	%	0	0	0
46		No of Employees Trainied in Anti Bribery, Anti Corruption	No's	61	132	80
47		No of Bribery Violations Reported	No's	0	0	0
48		No of Employees Trained in Whistle Blower Policy	No's	61	154	80
49		No of whistle blower policy violations reported	No's	0	0	0
50		Total Employees	No's	186	213	140
51		Total Male Employees	%	169	193	132
52		Total Female Employees	%	17	19	8
53		Total Contract Employees	No's	85	98	58

Rampex Labs Pvt Ltd – ESG Objectives & KPI's

S.No	Category	Key Performance Indicator	Uimit of Measurement	Unit-I		Unit-II
				FY25	FY26	FY26
54	Labour,Human Rights & Ethics	Total Male Contract Employees	%	79	93	58
55		Total Female contract Employees	%	6	5	0
56		No of POSH Cases Reported	No's	0	0	0
57		No of POSH Cases Resolved	%	0	0	0
58		No of Women in Management Positions(In Board)	%	0	0	0
59		No of Women in Senior & Middle Management Positions	%	0	0	0
60		Total Employees from other than India	No's	0	0	0
61		% no of employees signed on Non Disclosure Agreements	%	100	100	100
62		No of Employees + New Joinees Trained under POSH	No's	100	100	100
63		% of Units Rolledout ISMS Policy	%	100	100	100
64		Units Implemented Information Security Management System	No's	1	2	2
65		% of units covered under Inter Audits of ISMS	%	50	100	100
66		% no of units performed Information Security Risk Assessment	%	50	100	100
67		% no of units covered under third party ISMS audits & Certifications	%	50	100	100
68		No of Confirmed Information Security Breaches Reported	%	0	0	0
69	Sustainable Procurement	No of Awareness Trainings Completed on Sustainable Procurement Practices to Customers	No's	1	1	1
70		% of Customers communicated with Sustianable Procurement Policy	No's	66	66	66
71		% of Customers communicated with Supplier Code of conduct	No's	66	66	66
72		% of Suppliers assessd on ESG performance	%	9.1	10.5	10.5
73		% of Suppliers & Customers Signed on the Supplier Code of Conduct	%	100	100	100
74		No of customer Audits w.r.t Quality completed	No's	1	1	1
75		No of Third Party Social Audits Completed w.r.t Sustainable Procurement Practices	No's	1	1	1
76	EHS	LTIFR (Lost Time Incident Frequency Rate) per Million Man Hours	No of Injuries Per Million Manhours	0	0	0
77	EHS	Harzardous waste disposal cost	Millions	1.26	1.33	3.56
78	Economic	Revenue	Millions	814.5	818.6	839.3

Sustainability Targets Vs Achievements

Material Topic	Target	Rampex Labs Unit-I -Achievements	Rampex Labs Unit-II- Achievements
Energy & GHG Emissions	5% decrease by FY28	20.0 % increase in total GHG in FY26	total GHG in FY26
Waste Management	5% increase in recycling by FY28	110.4 % increase in Recycling (Co-processing) in FY26 as against 30% in FY25	100 % increase in Recycling (Co-processing) in FY26
Water Conservation	5% decrease in Fresh Water consumption by FY28	48% increased in fresh water consumption compared with FY25 Recycled water increase from 16.3% in FY25 to 105.1% in FY26	17283.09 KL fresh water consumption in FY26
Occupational Health & Safety	LTIFR < 0.5	LTIFR = 0	LTIFR = 0
Social – Human Rights, Ethics	Zero Posh Cases At least 50 no shall be trained in Business Ethics & Anti Bribery, Anti Corruption.	POSH -0 Trainings Completed for 132 employees.	POSH -0 Trainings Completed for 61 employees.

Rampex Labs Pvt Ltd – Mapping ESG Objectives with GRI INDEX

S.No	Material Issue	Objectives	GRI Reference	Reference Slide No's
1	Water	Reducing Water Consumption	GRI-303-1	25, 81, 82, 83, 84, 85, 86 87, 88
			GRI-303-2	
			GRI-303-3	
			GRI-303-4	
			GRI-303-5	
2	Energy & GHG Emissions	Reducing Total Energy Consumption	GRI-302-1,2,3	89- 98
		Reducing Energy Intensity	GRI-305-4	
		Reducing Scope-1 GHG Emissions	GRI-305-1	
		Reducing Scope-1 GHG Emissions Intensity	GRI-305-4	
		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	GRI-301-1	102,103, 104
		Reducing Hazardous Waste Disposed to Landfill Intensity	GRI-301-2	
		Increasing Reuse , Recycling of Hazardous & Non-Hazardous Waste	GRI-301-3	
		Increasing Reuse, Recycling of Hazardous & Nonhazardous Waste Intensity	GRI-306	
4	Air Pollution	Reducing Air Pollution Load	GRI-305-7 GRI 3-3	99, 100, 101
		Reducing Air Pollution Load intensity		
5	Product Use	Product Quality Information	GRI-416	105
		Resolving Product Quality Related Customer Complaints	GRI-417	
6	Product End of Life	Market Returned Goods(API's & Intermediates)	GRI-416	95
		Disposal of Market Returned Goods(API's & Intermediates)		

Rampex Labs Pvt Ltd – Mapping ESG Objectives with GRI

S.No	Material Issue	Objectives	GRI Reference	Reference Slide No's
7	Employee Health & Safety	Total Safety Trainings Completed	GRI-403-5 GRI-404	52,53
8	Employee Health & Safety	Lost Time Incident Frequency Rate(LTIFR) Per Million Manhours	GRI 403	25
		Total no of Risk Assessments Completed		72
		Effective Implementation of Risk Control Measures		70,73,74,75,115
9	Employee Health & Safety	Effective Implementation of Work Permit System for Non-Routine Activities		73, 75
		Effective Implementation of Management of Change		
10	Customer Health & Safety	Potential Health & Safety Risks of Products Mentioned in MSDS & Shared with Customers	GRI 416 GRI 417	105
11	Career Management & Training	No of Employees Trained in Business Ethics	GRI 404	25, 49, 52, 53, 116, 117
		(No of Employees Trained in Business Ethics/Total No of Employees *100		
		No of Employees Trained in Anti Bribery Anti Corruptions		
		No of Roles with job description (JD)		
		Average Training Hours Per Employee Per Year		
		% of New Employees Signed on Non-Disclosure Agreement		

Rampex Labs Pvt Ltd – Mapping ESG Objectives with GRI

S.No	Material Issue	Objectives	GRI Reference	Reference Slide No's
12	Corruption	No of Business Grievances Received	GRI-205	19,35,36
		No of Bribery Policy Violations		
		No of Whistleblower Grievances received		
		% of Actions Pending on the whistle blower grievances		
		No of observations raised during internal audits		
13	Working Conditions	Total No of Employees Undergone Medical Checkup's	GRI-403	46,47
		No of Employees accumulated leaves	GRI-403	
14	Child Labor, Forced Labor & Human Trafficking	No of Child Labor Employed	GRI 409, 408	108
15	Diversity, Equity & Inclusion	No of Cases on Discrimination & harassment	GRI 405, 406	37, 38
		Women Employees %		
		Women % in Management Positions		
		Women % in Senior & Middle Management Positions		
16	Information Security	% of units performed information security risk assessments	GRI 410,418	67
		% of units carried out internal audits on information Security Management System		
		No of confirmed information security breach incidents reported		
17	Supplier Environmental & Social Practices	Awareness Trainings Conducted on Sustainable Practices to Buyers	GRI-308,414	110, 111
		Communication of the requirements of Sustainable procurement practices to all suppliers through purchase orders		
		Communicate the supplier code of conduct to all suppliers		
		% of Suppliers assessed for ESG practices		

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 31st March 2026 (i.e., Rampex Labs Private Limited (FY 2025-26)) 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 2025-26, 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 ±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 1st April 2025 to 31st March 2026. 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	Site Address
Unit 1 - Rampex Labs Private Limited	Plot No. 151, S.V. Co-Operative Indl.Estate,Village Road, IDA Bollaram, Sangareddy District, Telangana - 502325
Unit 2 - Rampex Labs Private Limited	Plot No. 34-C, J.N Pharma City, Parawada Mandal, Anakapalli District, Andhra Pradesh - 531019

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:

Ref_BV_Rampex Labs_SR_31576625



ASR_T10_270823 Page 1 of 6

Assessment was conducted by means of physical site visits at Unit 1 - IDA Bollaram, Sangareddy, Telangana and Unit 2 - J.N Pharma City, Anakapalli, Andhra Pradesh.

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 2025-26.

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 31st March 2026.

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.

Ref_BV_Rampex Labs_SR_31576625



ASR_T10_270823 Page 2 of 6

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 2025-26, 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 2025-26 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, 1st April 2025 to 31st March 2026.

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.

Ref_BV_Rampex Labs_SR_31576625



ASR_T10_270823 Page 3 of 6

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 Assessor Bureau Veritas (India) Private Limited Hyderabad, India Dt: 07.05.2026	Munji Rama Mohan RAO Technical Reviewer Bureau Veritas (India) Private Limited Mumbai, India Dt: 07.05.2026

Annexure – 1

GRI Standard	Disclosure
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures
GRI 301: Materials 2016	301-1 Materials used by weight or volume
	301-2 Recycled input materials used
	301-3 Reclaimed products and their packaging materials
GRI 302: Energy 2016	302-1 Energy consumption within the organization
	302-3 Energy intensity
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource
	303-2 Management of water discharge related impacts
	303-3 Water withdrawal
	303-4 Water discharge
	303-5 Water consumption
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions
	305-4 GHG emissions intensity
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions
GRI 306: Waste 2020	306-3 Waste generated
	306-4 Waste diverted from disposal
	306-5 Waste directed to disposal
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria
	308-2 Negative environmental impacts in the supply chain and actions taken
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system
	403-2 Hazard identification, risk assessment, and incident investigation
	403-5 Worker training on occupational health and safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee
	404-2 Programs for upgrading employee skills and transition assistance programs
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken
GRI 408: Child Labor 2016	Operations and suppliers at significant risk for incidents of child labor
GRI 409: Forced or Compulsory Labor 2016	Operations and suppliers at significant risk for incidents of forced or compulsory labor
GRI 410: Security Practices 2016	Disclosure 410-1 Security personnel trained in human rights policies or procedures

RI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
	417-1 Requirements for product and service information and labeling 417-2 Incidents of non-compliance concerning product and service information and labeling 417-3 Incidents of non-compliance concerning marketing communications
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data



 P. V. Veera Bhadra Rao

 AGM-EHS

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“Thank You”