



## SISCO RESEARCH LABORATORIES PRIVATE LIMITED

### HEAD OFFICE

#### Sisco Research Laboratories Pvt. Ltd.

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Maharashtra, India.

#### Mumbai Depot

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☎ +91-95229 31625  
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#### Kolkata Depot

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#### Hyderabad Depot

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#### Delhi Depot

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Plant Site 3: 'Kumara', Thomas  
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## CORPORATE SUSTAINABILITY REPORT

01<sup>st</sup> January, 2025 to 31<sup>st</sup> December, 2025

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## *Message from the Managing Director*

*Innovation, Quality, Molecular Biology,  
Biochemicals, Research, Excellence,  
Diversity, Expertise, Manufacturing,  
SKUs, Affordability, Leadership,  
Infrastructure, Distribution, Scientists,  
Legacy, Reliability, Growth,  
Empowerment, Precision.*



When SRL began its journey in the 1970s, it was born not merely as a company, but as a national commitment. At a time when Indian laboratories depended heavily on expensive imports from the US and Europe, our Founder and Chairman, S. K. Agarwal, along with his brothers, responded to the government's call to create high-quality, Indian-made biochemicals. What began as a bold idea has evolved into one of India's most respected names in reagents and molecular biology products.

In 1975, SRL became the first in India to manufacture Molecular Biology grade products at one-tenth the cost of equivalent imported alternatives. That milestone was not just about affordability. It was about empowerment. It enabled Indian researchers, especially young scientists working within tight budgets, to expand the scope of their work and pursue ambitious post-doctoral research with confidence. From an initial catalogue of just 200 specialty biochemicals, we have grown to offer over 8,000 products and nearly 20,000 SKUs across various grades, segments, and packing sizes.

Today, SRL stands strong with a team of more than 300 dedicated professionals. Our workforce includes 5 Ph.Ds., 70 M.Sc. graduates, 80 B.Sc. graduates, 15 MBAs, 50 field staff members, 38 depot employees, 3 research associates, and numerous skilled employees at our head office and factory locations.

This blend of scientific depth, operational expertise, and managerial capability gives us a unique edge in serving the evolving needs of the research and industrial community.

One of our greatest strengths lies in our diversity, particularly age diversity. We are a vibrant mix of seasoned experts who bring decades of experience and young professionals who contribute fresh perspectives and new ways of thinking. Different experiences, expectations, and working styles converge within our organization, and this dynamic exchange of ideas fosters innovation. At SRL, we believe that when varied viewpoints are respected and aligned with a common purpose, excellence becomes inevitable.

From our modest beginnings, we have expanded to four state-of-the-art production facilities in Mumbai and Chennai, supported by five strategically located distribution warehouses. Our infrastructure reflects our commitment to quality, precision, and reliability. Every product that leaves our facility carries with it decades of expertise, rigorous quality standards, and the trust of thousands of customers.

As we complete over four decades of excellence, our mission remains unchanged: to deliver internationally competitive, high-quality reagents and biochemicals that support scientific discovery and industrial advancement. However, our vision extends further. We aim to continuously innovate, expand our global footprint, and contribute meaningfully to the scientific ecosystem, not just in India but worldwide.

SRL's story is one of resilience, responsibility, and relentless pursuit of quality. We are proud of our heritage, confident in our capabilities, and excited about the future. With the continued trust of our customers, partners, and employees, we remain committed to advancing science, enabling research, and strengthening India's position in the global biochemical landscape.



## *Introduction to the sustainability Report*

Sustainability is no longer a parallel commitment to business. It is the compass that guides responsible growth, innovation, and long term value creation. At SRL, our journey from a pioneering Indian biochemical manufacturer in the 1970s to a trusted producer of over 8,000 products and nearly 20,000 SKUs has always been anchored in purpose. This Sustainability Report reflects how that purpose continues to evolve in alignment with environmental responsibility, social progress, and strong governance.



Founded by S. K. Agarwal, SRL was created to make high quality biochemicals accessible and affordable to Indian researchers. In 1975, we became the first company in India to produce Molecular Biology grade products at one tenth the cost of imported alternatives. That early commitment to accessibility and national development laid the foundation for our broader understanding of sustainability. For us, sustainability is about enabling scientific progress while safeguarding resources for future generations.

Today, SRL operates four state of the art manufacturing facilities in Mumbai and Chennai, supported by five distribution warehouses. With a workforce of more than 300 professionals including scientists, researchers, field staff, depot teams, and management personnel, we recognize that our people are central to our sustainability vision.

Our age diverse workforce combines experience with fresh thinking, fostering innovation while preserving institutional knowledge. We believe that diversity of thought strengthens problem solving and enhances resilience in a rapidly changing world.

This report outlines our approach to managing environmental impacts, strengthening social responsibility, and upholding ethical governance. In our manufacturing operations, we focus on efficient resource utilization, responsible waste management, regulatory compliance, and continuous improvement in environmental performance.

We are committed to minimizing our ecological footprint through improved process controls, energy optimization, and responsible sourcing practices.

On the social front, our commitment extends to employee well being, safe working conditions, skill development, and inclusive growth. We foster a culture where ideas are encouraged, contributions are valued, and professional development is supported. By investing in training and scientific capability, we not only enhance operational excellence but also contribute to the broader scientific ecosystem in India and beyond.

Governance remains a cornerstone of our sustainability framework. We emphasize transparency, accountability, and ethical conduct across all levels of the organization. Strong internal controls, compliance systems, and leadership oversight ensure that our decisions align with both regulatory expectations and stakeholder trust.

As a manufacturer serving research institutions, laboratories, and industries, we understand that our products play a role in scientific discovery and innovation. Therefore, maintaining consistent quality standards and international benchmarks is not only a business objective but also a responsibility.



## **Our Vision**

To Be The Gold Standard And Preferred Choice In Every Scientific Laboratory.



## **Our Mission**

Our Mission Is To Provide Scientists World Over With An Exhaustive Range Of Highly Reliable Laboratory Products By Adhering To The Highest Quality Standards From Sourcing, Synthesizing, & Packaging To On-Time Deliveries



# Statement of Use (GRI 1-5)

This report is prepared in accordance with GRI standards (2021) for the reporting period January 2025 to December 2025.



# Our Integrated Quality Certifications



## MANAGEMENT SYSTEM CERTIFICATE

Certificate no.: 128400-2012-AQ-IND-RvA Initial certification date: 11 January 2001 Valid: 11 January 2025 – 10 January 2028

This is to certify that the management system of  
**Sisco Research Laboratories Private Limited**  
HO: 608-B, Satellite Gazebo, Andheri - Ghatkopar Link Road, Chakala, Andheri East, Mumbai - 400099, Maharashtra, India  
and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Quality Management System standard:  
**ISO 9001:2015**

This certificate is valid for the following scope:  
**Manufacture of laboratory chemicals & reagents, dehydrated culture media and fine chemicals**

Place and date:  
Barendrecht, 29 December 2024

For the issuing office:  
DNV - Business Assurance  
Zwolsseweg 1, 2994 LB Barendrecht,  
Netherlands



Eria Koek  
Management Representative

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.  
ACCREDITED UNIT: DNV Business Assurance B.V., Zwolsseweg 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922659. www.dnv.com/assurance



National Accreditation Board for  
Testing and Calibration Laboratories

### CERTIFICATE OF ACCREDITATION

**SISCO RESEARCH LABORATORIES PRIVATE LIMITED**

has been assessed and accredited in accordance with the standard

**ISO/IEC 17025:2017**

**"General Requirements for the Competence of Testing & Calibration Laboratories"**

for its facilities at

H-4, TALOJA INDUSTRIAL AREA, MIDC, PADGHE, NAVI MUMBAI PANVEL, RAIGAD, MAHARASHTRA, INDIA

in the field of  
**TESTING**

Certificate Number: TC-10140

Issue Date: 13/12/2025

Valid Until: 12/12/2029

This certificate remains valid for the Scope of Accreditation as specified in the annexure subject to continued satisfactory compliance to the above standard & the relevant requirements of NABL.  
(To see the scope of accreditation of this laboratory, you may also visit NABL website [www.nabl-india.org](http://www.nabl-india.org))

Name of Legal Entity: SISCO RESEARCH LABORATORIES PRIVATE LIMITED

Signed for and on behalf of NABL



Anuja Anand  
Director



Dr. Ramanand N. Shukla  
Chief Executive Officer



National Accreditation Board for  
Testing and Calibration Laboratories

### CERTIFICATE OF ACCREDITATION

**SISCO RESEARCH LABORATORIES PRIVATE LIMITED**

has been assessed and accredited in accordance with the standard

**ISO/IEC 17025:2017**

**"General Requirements for the Competence of Testing & Calibration Laboratories"**

for its facilities at

D-88/2, TTC INDUSTRIAL AREA, MIDC, TURBHE, NAVI MUMBAI, THANE, MAHARASHTRA, INDIA

in the field of  
**TESTING**

Certificate Number: TC-10138

Issue Date: 13/12/2025

Valid Until: 12/12/2029

This certificate remains valid for the Scope of Accreditation as specified in the annexure subject to continued satisfactory compliance to the above standard & the relevant requirements of NABL.  
(To see the scope of accreditation of this laboratory, you may also visit NABL website [www.nabl-india.org](http://www.nabl-india.org))

Name of Legal Entity: SISCO RESEARCH LABORATORIES PRIVATE LIMITED

Signed for and on behalf of NABL



Anuja Anand  
Director



Dr. Ramanand N. Shukla  
Chief Executive Officer

# Our Integrated Quality Certifications



Food & Drugs Administration (Maharashtra State)

Letter No: MH/RZ1/RNW/25-KD/713  
 Food & Drugs Administration, KONKAN Division  
 OFFICE OF JOINT COMMISSIONER (K.D.)  
 4TH FLEISIC BLD, WAGLE ESTATE  
 Thane - 400604

**License Retention With Products**  
 Validity Period: 24/06/2025 To 23/06/2030

To : **LICENSE No : 25-KD/713**  
**711621- SISCO RESEARCH LABORATORIES PVT LTD., (Private & Dt: 16/05/2025**  
 Limited)  
 PLOT NO H-4, TALOJA INDUSTRIAL AREA, MIDC, TALOJA, PANVEL -  
 410208  
 Taluka : Panvel, District: RAIGAD ZONE 1

Sir,  
 Ref:- Your Inward Application vide Inward ID:- 295493 (RNW) Dated :- 16/05/2025

With reference to your Inward application, we inform you that your said application is considered & following LICENSE has been **Retained**

Type	Form	LIC No / Validity	First Issue / Rnw
Own: At my OWN Manufacturing Premises	25	KD/713 23/06/2030	24/06/2010 24/06/2025

Prod	Name of Drugs	Form	Validity	First Issue / Rnw
1.	AMINOCAPROIC ACID BP	HA		
180110		--(-)		
2.	Aminocaproic Acid BP	Export (BP)		
810558		- Aminocaproic Acid BP (-)		
3.	AMINOCAPROIC ACID IP	HA		
179728		--(-)		
4.	Aminocaproic Acid IP	Export (IP)		
810559		- Aminocaproic Acid IP (-)		
5.	AMINOCAPROIC ACID USP	HA		
180117		--(-)		
6.	Aminocaproic Acid USP	Export (USP)		
810560		- Aminocaproic Acid USP (-)		
7.	GLYCINE BP	HA		
180128		--(-)		
8.	Glycine BP	Export (BP)		
809151		- Glycine BP (-)		
9.	GLYCINE IP	HA		
180124		--(-)		
10.	Glycine IP	Export (IP)		
809152		- Glycine IP (-)		
11.	GLYCINE USP	HA		
180134		--(-)		
12.	Glycine USP	Export (USP)		
809153		- Glycine USP (-)		
13.	L-Proline BP	Export (BP)		
821991		- L-Proline BP (-)		
14.	L-Proline USP	Export (USP)		
821992		- L-Proline USP (-)		
15.	PROLINE BP (L-PROLINE)	HA		
180155		--(-)		
16.	PROLINE USP (L-PROLINE)	HA		
180159		--(-)		
17.	PROPYL GALLATE BP	HA		
180141		--(-)		
18.	Propyl Gallate BP	Export (BP)		
821994		- Propyl Gallate BP (-)		
19.	PROPYL GALLATE IP	HA		
180140		--(-)		

Fee Payment(s) : DB-Id: 723409 - 16/05/2025 (Amt: 30000) (25 LICENSE RENEWAL) , Balance : 0

This License/Certificate is eSIGNED. Physical Signature is NOT Required

Division	MFG ID No	Type: License Renewal	License No	Issue Date
KONKAN (RZ1)	711621	RNW-295493-16/05/2025	25-KD/713	16/05/2025

For online Third Party Approval Verification, Go to [fda.mg.maharashtra.gov.in](http://fda.mg.maharashtra.gov.in) & Click TPAV Pg: 1/3 16/05/25

20.	Propyl Gallate IP	Export (IP)		
821993		- Propyl Gallate IP (-)		
21.	PROPYL GALLATE NF	HA		
180144		--(-)		
22.	Propyl Gallate NF	Export (NF)		
821995		- Propyl Gallate NF (-)		
23.	SODIUM CAPRYLATE BP	HA		
180148		--(-)		
24.	Sodium Caprylate BP	Export (BP)		
809156		- Sodium Caprylate BP (-)		
25.	SODIUM CAPRYLATE NF	HA		
180151		--(-)		
26.	Sodium Caprylate NF	Export (NF)		
809157		- Sodium Caprylate NF (-)		
27.	SODIUM LAURYL SULPHATE BP	HA		
180180		--(-)		
28.	Sodium Lauryl Sulphate BP	Export (BP)		
809158		- Sodium Lauryl Sulphate BP (-)		
29.	SUCROSE BP	HA		
180171		--(-)		
30.	Sucrose BP	Export (BP)		
809159		- Sucrose BP (-)		
31.	SUCROSE IP	HA		
180168		--(-)		
32.	Sucrose IP	Export (IP)		
809160		- Sucrose IP (-)		
33.	Sucrose NF	Export (NF)		
809161		- Sucrose NF (-)		
34.	SUCROSE NF (USP)	HA		
180176		--(-)		
35.	Tris Buffer (Tromethamine) USP	Export (USP)		
809162		- Tris Buffer (Tromethamine) USP (-)		
36.	TROMETHAMINE USP TRIS (HYDROXYMETHYL) AMINOMETHANE	HA		
180181		--(-)		

PAN No.	Staff Name	Section	Designation	Qual.
*****171F	ANA LABORATORIES	Public Testing Lab	FTL	QUA
*****863D	DR. VIKAJ R. RANAJE	Bulk Drugs / API, Excipient	PRODUCTION MANAGER	PHD
*****963E	JUEHLANT PHARMA AND CHEMICAL LAB OPC PRIVATE LIMITED	Public Testing Lab	FTL	QUA
*****830L	PADMAJA AEROBIOLOGICAL PRIVATE LIMITED	Public Testing Lab	PUBLIC TESTING LAB	QUA
*****013G	PAKESH KISAN PAWAR	Chemical & Instrumentation	QA MANAGER	BSC
*****700D	PRADEEP JADHAV	Bulk Drugs / API	PROCESS MANAGER	MSC
*****837C	PRAJANTA NIGHLI PATIL	Chemical & Instrumentation	JR. CHEMIST QC	MSC
*****069L	SAKSHEE SANTOSH JADHAV	Chemical & Instrumentation	ASSISTANT QC MANAGER	MSC

This License has been Retained wef 24/06/2025 and valid up to 23/06/2030

FTL Laboratory: 70821, Chemo Test Laboratory, 258, MIDC Pavane, TTC Industrial Area, New Mumbai, New Mumbai-400705 (MH)- RZ1  
 70805- PADMAJA AEROBIOLOGICALS PVT LTD, Nandur, Plot No 96, Sector 24, Turbhe Ne Bank of India, New Mumbai-400708 (MH)- RZ1  
 70879- PRECISE ANALYTICS, B-22, ROAD NO 16-2, WAGLE ESTATE OPPOSITE BRADMA ENCG, THANE S-5 400604 (MH)- RZ1  
 70820- Quality Solutions Laboratory, 902-904, Sai Sanjam, Plot No 85, Sector-15, CED Belapur, New Mumbai-400614 (MH)- RZ1  
 70830- JUEHLANT PHARMA & CHEMICAL LAB, SECTOR NO. 4, S-1, PLOT NO 49, EDEN PARK, SECTOR 4, KHANDA COLONY, NEW PANVEL, PANVEL CITY-410208 (MH)- RZ1  
 70808- Kisan Pawar Bulk Drugs Private Limited, Unit No 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000, 1001, 1002, 1003, 1004, 1005, 1006, 1007, 1008, 1009, 1010, 1011, 1012, 1013, 1014, 1015, 1016, 1017, 1018, 1019, 1020, 1021, 1022, 1023, 1024, 1025, 1026, 1027, 1028, 1029, 1030, 1031, 1032, 1033, 1034, 1035, 1036, 1037, 1038, 1039, 1040, 1041, 1042, 1043, 1044, 1045, 1046, 1047, 1048, 1049, 1050, 1051, 1052, 1053, 1054, 1055, 1056, 1057, 1058, 1059, 1060, 1061, 1062, 1063, 1064, 1065, 1066, 1067, 1068, 1069, 1070, 1071, 1072, 1073, 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# Our Integrated Quality Certifications



## CERTIFICATE OF VERIFICATION



INTERNATIONAL CERTIFICATION SERVICES PVT. LTD.

This is to certify that the products of

## SISCO RESEARCH LABORATORIES PVT. LTD.

Admin. Office:- 608/B, Satellite Gazebo, Andheri Ghatkopar Link Road, Chakala, Andheri (East), Mumbai - 400 099, Maharashtra, India.

Factory:- D88/2, TTC Industrial area, Navi Mumbai, Maharashtra, India.

Registered as complying with safety requirements of EC Directive Invitro Diagnostic Devices (98/79/EC)

### PRODUCT

Manufacture and Sale of Dehydrated Culture Media, Dehydrated Culture Media Ingredients, Supplements and Kits.

Mentioned in Annexure I (Page 1 to 25)

Registration No. : RP91/6279  
 Registered Date : 01<sup>st</sup> September, 2010  
 Reassessment Date : 16<sup>th</sup> September, 2025  
 Issue Date : 25<sup>th</sup> September, 2025  
 Expiry Date : 31<sup>st</sup> August, 2028



### Technical Statement:

The TCF is, in so far as is Technically Viable, based on inspection and testing Harmonized European Standards provided all safety measures are followed.

- EC Directives: Invitro Diagnostic Devices (98/79/EC), Harmonized Standards ISO 13485:2003, ISO 14971:2007, EN 908, NBN EN 13641:2002, EN 13640:2002, NBN EN 13612:2002 and Manufacturer's Technical Specifications, Refer Section 4 of TCF.
- ICS CE Assessment Report No. RC5/RP91/6279/2025/08/05 Dated 15/09/2025.
- In-house Test Reports No. FRM/82/08MCM Dated 31/07/2025.
- Manufacturer's EC Declaration of Conformity signed on 29/08/2025.

Director (Technical)  
 International Certification Services Pvt. Ltd.

Validity of this certificate is based on periodic audits of the EC Directive defined by the Technical statement and its contingent upon prompt, written notification of significant changes to the EC Directive and/or its components thereof shall be immediately communicated to ICS.

Regd. AD 1 By Hand Delivery

**Food & Drugs Administration (Maharashtra State)**

Letter No: MH/RZI/GMP/6122965  
 Food & Drugs Administration, KONKAN Division  
 OFFICE OF JOINT COMMISSIONER (K.D.)  
 4TH FLE.SIC BLD,WAGLE ESTATE  
 Thane - 400604

CERTIFICATE No : 6122965  
 Issue & Valid Upto Dt: 15/10/2024 - 14/10/2027

### GMP CERTIFICATE

This is to certify that **SISCO RESEARCH LABORATORIES PVT LTD., (711621), PLOT NO H-4, TALOJA INDUSTRIAL AREA, MIDC, TALOJA, PANVEL - 410208, Dist - RAIGAD ZONE 1** is holding valid Drugs Manufacturing License in

Form 25, Licence No. KD/713, Iss Dt: 24/06/2010, Val Dt: 23/06/2025, Ren Dt: 24/06/2020,

issued by this administration under the provision of DRUGS & COSMETICS ACT 1940 & RULES THERE UNDER. Under the said licenses the firm is permitted to manufacture and sell their products covered under the

Categories of : Bulk Drugs / API, Excipient

The firm has employed competent technical persons in manufacturing and quality control departments. The said firm observes GOOD MANUFACTURING PRACTICES (GMP) in the manufacturing and testing of the said categories of products by and large as laid down in revised Schedule 'M' of the Drugs & Cosmetics Rules 1945.

The manufacturing plant is subject to regular inspection by the Competent Authority under The Act.

This Certificate is issued for : purpose of -, - (Various Tenders of Government & Export Registration)

This Certificate is Valid for a period : 15/10/2024 - 14/10/2027

eSign  
 Digitally Sign



NARENDRA PURUSHOTTAM SUPE  
 e-Signed on 15-10-2024 10:40

TPAV # 199P445KN7

Applicant :  
 SISCO RESEARCH LABORATORIES PVT LTD., (711621)  
 PLOT NO H-4, TALOJA INDUSTRIAL AREA, MIDC, TALOJA,  
 PANVEL - 410208  
 Taluka: PANVEL District: RAIGAD ZONE 1

N. P. SUPE  
 Licensing Authority  
 Food & Drugs Administration  
 KONKAN Division, Maharashtra State



Fee Payment(s) : DB-Id: 684579 - 20/09/2024 (Amt: 3500) Balance : 0

This License/Certificate is eSIGNED. Physical Signature is NOT Required

Division	MFG ID No	Type:GMP Certificate	CERTIFICATE No	Issue Dt / Validity Dt
KONKAN (RZI)	711621	GMP-275267-20/09/2024	6122965	15/10/2024 - 14/10/2027

For online Third Party Approval Verification:Go to [damfg.maharashtra.gov.in](http://damfg.maharashtra.gov.in) & Click TPAV Pg: 1 / 1 (15/10/24)

UDINSTAT00302070AM24



सत्यमेव जयते

Government of India / भारत सरकार

Ministry of Commerce and Industry / वाणिज्य और उद्योग मंत्रालय

Department of Commerce / वाणिज्य विभाग

Directorate General of Foreign Trade / विदेश व्यापार महानिदेशालय

मान्यता प्रमाणपत्र  
 Certificate of Recognition

एक सितारा निर्यात हाउस  
 One Star Export House



मेसर्स SISCO RESEARCH LABORATORIES PRIVATE LIMITED

(आई ई सी 0395049482 जिनका आवक पैन AADCS3738F) को विदेश व्यापार नीति, 2023 के प्रावधानों के अनुसार एक सितारा निर्यात सदन का स्तर प्रदान किया जाता है | यह प्रमाण पत्र, प्रक्रिया पुस्तक(2023) में दी गयी शर्तों के निहित 5 वर्षों की अवधि के लिए दिनांक 01/10/2023 से 31/03/2028 तक वैध होगा |

M/s SISCO RESEARCH LABORATORIES PRIVATE LIMITED

(IEC 0395049482 having Income Tax PAN AADCS3738F) are hereby accorded the status of One Star Export House in accordance with the provisions of the Foreign Trade Policy, 2023. This Certificate is valid for a period of 5 years effective from 01/10/2023 to 31/03/2028 subject to the conditions prescribed in Hand Book of Procedures (2023)

तारीख /Date: 10/10/2023

स्थान /Place: MAHARASHTRA

(फाइल /File No.): MUMSTATAPPLY00003289AM24

This is a system generated digital certificate and it can be verified by scanning the QR Code or by UDIN on the DGFT Website (<https://www.dgft.gov.in>).

R.K. MISHRA

Additional DGFT

**1975**

Production Unit 1 for Biochemicals, Inorganic Chemicals, Made in India

**1988**

Production Unit 2 Organic Reagents and Solvents

**2003**

Production Unit 3 Dehydrated Culture Media & Microbiology Products

**1997**

Distribution Centre at Bhiwandi

**2008**

Production Unit 4 for Bulk Production of Biochemicals Exports to South East Asia

**2006**

Distribution Centre at Hyderabad

**1995**  
First exports to Africa and Middle East



**2012**

CE Certificate for Microbiology products

**2009**

Nanopowder Manufacturing  
Chennai & New Delhi Distribution Centre  
Exports to Europe

**2015**

Distribution Centre in Kolkata

**2010**

Acquisition of MBT (Chennai) BioLit Division to manufacture Biotechnology Reagents  
FDA (Maharashtra) Licence


**2016**

ceGMP Certificate

**2019**

Centralised Mega Warehouse at Bhiwandi

SRL is a true community-oriented unit of people striving to better the world, one molecule at a time. We are a team of enthusiastic learners that take pride in every little thing we do right from office operations, to business and also having fun.



SRL is a team that works hard and smart to keep up with the changing times and the changing needs of the hour.

**BUT WE'RE NOT ALL WORK AND NO PLAY!**



## Distribution Network

SRL has its brand presence in more than 100 countries in 6 different regions around the world. Our main motive has always been to provide our products to customers in different corners of the world.

We have a vast global distribution network consisting of 75 Global distribution partners, 2500 global dealers and 300 Indian authorized distributors & 3500 Indian serviced sub-dealers.



## Manufacturing Network

SRL has 3 State-of-Art-production facilities located in Mumbai and Chennai, to serve & manufacture 8000 products with 20,000 SKUs.

To provide the best quality Laboratory Reagents & biochemicals, Microbiological culture media & Biolit range of proteins & DNA tools we have instituted a quality management system conforming to ISO 9001:2015,ISO 17025:2017, FDA, cGMP & CE.

We always maintain and upgrade our products & services to meet the highest international quality standards



# GLOBAL FOOTPRINT

**9,000**  
Products

**20,000**  
Stock-Keeping  
Units (SKUs)

**130** Distributors Globally  
**800** Global dealers serviced



**350** Distributors in India  
**1,800** Indian Sub-dealers Serviced



# Our Certifications



ISO 9001:2015



ISO 17025:2017

ecovadis

Ecovadis



GMP



Star Export House



CE



Duns Registered



FDA

# Our Clientele



Agriculture & Tissue Culture



Cell Culture & Therapeutic



Chemical Industry



Diagnostics



Food, Beverages & Cosmetics



Hospitals



Microbiology & Fermentation



Nanoscience & Renewable Energy



Oil & Gas



Pharma, APIs & Vaccines



Research & Testing Labs



Semiconductor



Universities & Institutes

# *Our Infrastructure (Quality Control)*





*Production*

*Stocking*



# Our Products



Part A & B - Research & Laboratory Chemicals



Part B1 - Animal Cell Culture



Part C - Nanopowders & Carbon Nanotubes (CNT's)



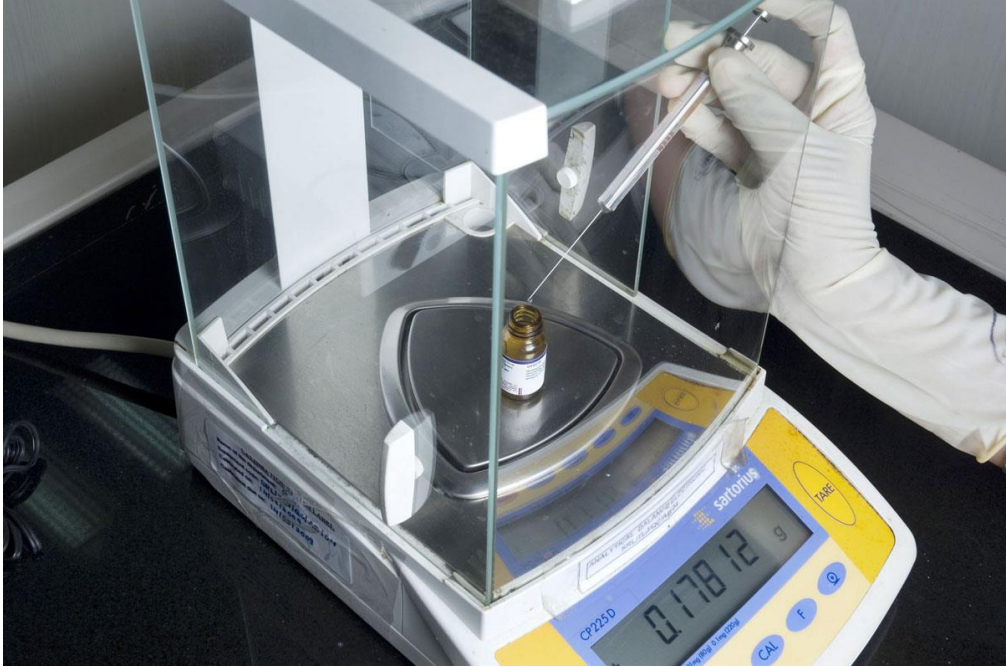
Part D - Dehydrated Culture Media Products



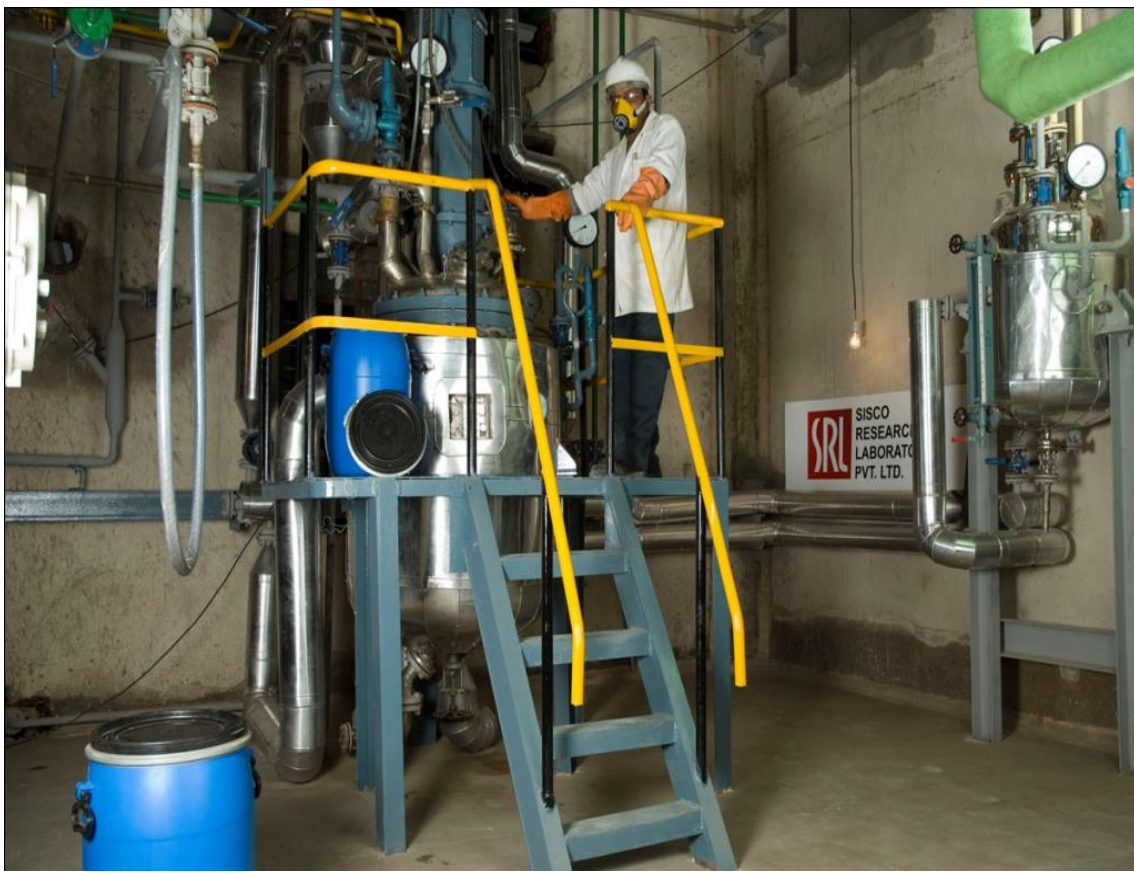
Part E - BioLit (DNA & Protein Tools and Kits)



# Our Products



# Our Products



# Our Products



# Bulk Manufacturing & Custom Synthesis (BMCS)



Confidentiality



Manufacturing Capability



Target Audience



Tech-Packs



Post Sales Support

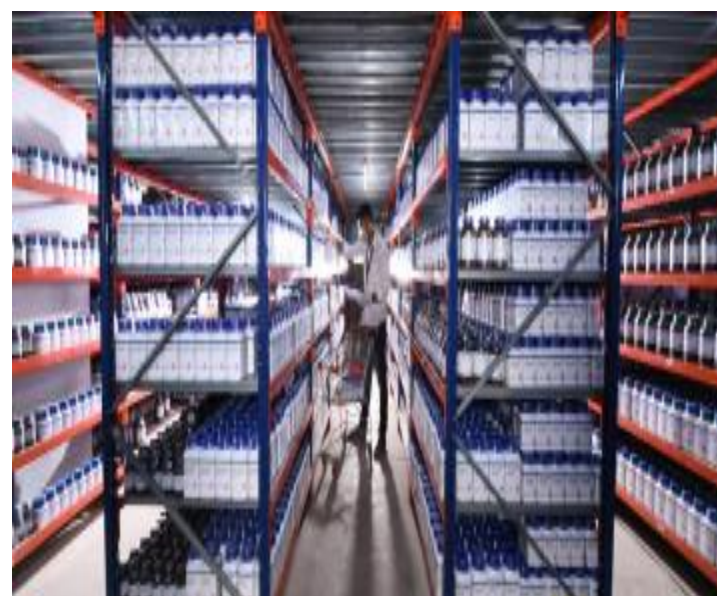


BMCS Working



We have taken up the challenge to manufacture reagents and powders in bulk scale to meet the critical requirements of several industries that we serve. SRL currently offers more than 2500 PRODUCTS and supports its customers in all phases of the drug manufacturing process, from research, quality control and commercial production, through to providing service in concrete safety and regulatory issues.

We are pleased to investigate and provide a quote for your requirements for any quantity; from milligrams to tons. For Custom Synthesis a realistic minimum order volume depends on many factors, but in principal SRL can help you start with small quantities for laboratory testing, scale up for development, and finally go on to economical continuous manufacturing on the ton scale.



## Customer's Synthetic Route

Most of the products manufactured at the Taloja MIDC bulk plant facility meet and exceed IP, BP, USP & Ph. Eur regulation; follow Current Good Manufacturing Practices (cGMPs) for biopharmaceutical production; and comply with International Consortium for Innovation and Quality in Pharmaceutical Development.

## QUALITY CERTIFICATES



ISO 9001-2015



CGMP



FDA (Maharashtra FDA)



CE

### Reaction Capabilities

- Acid Chloride Preparations
- Aldol & Crossed Aldol Reaction
- Assymetric Reduction
- Jones Oxidation
- Lithiation Chemistry
- Mignonac Reaction
- Bromination
- Caroxylation
- Cryogenic Reaction
- Mitosonobu Esterification
- Nitration
- Nitrosation
- Cyclization
- Esterification
- Heck Reaction
- Oximation
- Sandmeyer Reaction
- Swern Oxidation
- Iodination
- Formylation
- Hydrochloride preparation
- Pachmann Condensation
- Sonogashira Coupling
- Williamson's Ether Synthesis
- Dehydration
- Friedel-Craft
- Cyclo Addition (4 + 2, 4 + 3) Reaction
- Perkin Reaction
- Sulfonation
- Writing-Homer Reaction
- Suzuki Coupling
- Grignard Reaction
- Ion exchange Reactions

### Equipment

- All Glass Reactors
- SS Centrifuges
- SS Sparkler Filters
- Vacuum Tray Dryers
- SS Nutsche Filters
- SS Pulverizers, Sifters and Blenders
- SS Rotocone Vacuum Dryers
- SS & Glass-lined Reactors with distillation columns

### Supporting Utilities at Manufacturing Plant

- Chilled Brine Plant
- Boiler and Oil Heating System
- Micron-filter Air Purification System
- Cooling Water and Chilled Water Plant
- High Pressure Vacuum System
- DM Water Plant, Nitrogen Plant, Scrubbers

### QC Instruments

- Conductometer
- UV Spectrophotometer
- Refractometer
- GC (Gas Chromatography)
- Karl Fisher Apparatus
- Electrophoresis Apparatus
- TLC Equipment
- pH Meters
- Particle Size Analysis Microscope
- Single Pan & Analytical Balance
- Polarimeter
- HPLC (High Pressure Liquid Chromatography)
- Flame Photometer

# Target Audience

We can provide raw materials for various type of Industries some are mentioned below

- Hormones
- Beverages
- Cosmetics
- Dairy
- Diagnostic Kits
- Electronics
- Engineering
- Biocides, Insecticides & Crop Sciences
- Bio-Fermentation (Upstream & Downstream)
- Fast Moving Consumer Goods (FMCG)
- Formulations (New & Generic)
- Excipients & Intermediates (Organic & Inorganic)
- Active Pharmaceutical Ingredients (API) (Human & Veterinary)
- Vaccines (Human & Veterinary)
- Biosimilars
- Blood Plasma
- Neutraceuticals
- Peptides
- Injectables
- Heavy Machinery
- Antibodies
- Confectionary and Foods
- Consumer Durables
- Personal Care Products
- Protein Purification
- Specialty Chemicals
- Home Care & Sanitation
- Automobile & Aeronautics

# Tech Packs

SRL not only provides the raw materials through its BMCS program, but we also cater to the strict documentation requirements which our customers ask. Since the last decade, India has become a hub for the regulated as well as the non-regulated pharmaceutical markets, and to serve them we offer complete VQ documents with all the technical, commercial and ethical information that we can provide.

- Aflatoxin free statement
- Allergen free certificate
- Kosher & Halal certificate
- Latex free statement
- Melamine free certificate
- Metal catalyst statement
- Brief description of manufacturing locations, capabilities
- Certificate of analysis (COA) / Method of analysis (MOA)
- Quality management certificate (QMS)
- Residual solvent & impurity profiling
- Route of synthesis (ROS) / Process flow chart
- List of equipment and instrumentation
- Company Organogram
- Dioxan free certificate
- Stability data
- TSE/BSE Declaration
- Vendor Questionnaire (VQ)
- GC, HPLC, NMR graphs
- Gluten free certificate
- Material safety data sheet (MSDS)
- Microbial contamination certificate

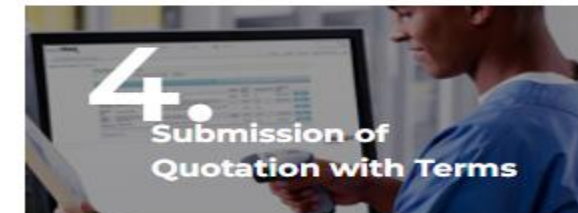


**3.** Finalizing the production Process/Synthetic Route

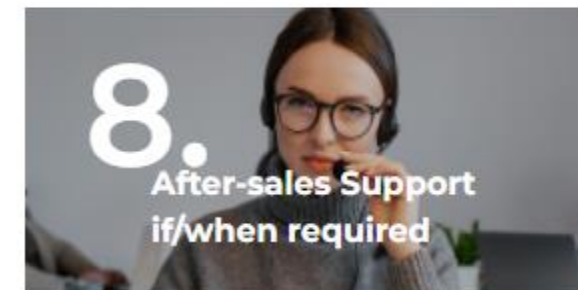
**5.** Sampling, Audit & Final Product Approval











































**2.** Confidentiality Agreement



**6.** Manufacturing and VQ Documentation



# Our Brochure/Flyers

	Microcentrifuge Tubes and Screw Cap		Hydrophobic Barrier Pens		Sera Preserve Formalin Free – Tissue Fixative Concentrate		Molecular Biology & Electrophoresis Reagents		Plant Growth Regulators		Research Antibiotic Powders
	Company Product Brochure		Solvents for QC		Metal Salts For Every Laboratory		Bio-Detergents		Multi-Product Kits		SafeDye & FluroBronze Stain
	PrimeDx high-purity raw materials		Express Coating Buffer (1x) For ELISA		Cell Culture Reagents		Analytical Solvents, NMR Solvents, Ion Pairing Reagents & Quaternary Ammonium Compounds		BioLit DNA Ladders & Markers		BioLit PCR Reagents
	BioLit Protein Markers and Standards		Biochemicals & Reagents for In-Vitro Diagnostic (IVD) Kits		Analytical Volumetric Standard Solutions		Biological Buffers		Culture Media for Biotechnology & Industrial Applications		Silica Gels for Chromatography
	SRL Lab Accessories		Culture Media for Microbial Testing of Water Quality		T7 RNA Polymerase		Culture Media Overview		Nanomaterials		BioLit qPCR
	Sodium Lauryl Sulphate for Drug Dissolution Testing		Nanocrystals Perovskite Quantum Dots, DSSC, Tectomers & Zeolites		Tissue Culture Reagents		Research Enzymes		Seraloses for Gel Filtration & Affinity Chromatography		Dyes & Stains
	Rare Earth Elements		Coupling & Cross-Linking Reagents, Linkers & Ligands		GC Derivatizing & Silylating Reagents		Carbohydrates, Essential Oils, Lipids, Fatty Acids & Derivatives		Proteins & Vitamins		Restriction Enzymes

# ALIGNMENT TO SUSTAINABLE DEVELOPMENT GOALS



# Employee Engagement Highlights

## Christmas Celebrations - 2024



# Employee Engagement Highlights

## FUN ACTIVITY, CELEBRATIONS (2024- 2025)

Logo Making Competition @ HO as on 23 November 2024.



Winner of the Competition



1st Runner up



2nd Runner up



Women's Day Celebration



"Although these remarkable designs did not secure the top spot, they stood out for their exceptional creativity, skill, and innovation. We would like to highlight these Honorable Mentions for their outstanding contributions to the competition."



# Independence Day and Republic Day Celebrations - 2024



# *Deshara Celebration – 2024*



# Birthday Celebrations



# Navratri Festival Celebration on 11 Oct 2024 HO.



**Best Dress Winner in Female**



**Best Dress Winner in Male**



## 😊 Smiling Saturday Initiative

We introduced **Smiling Saturday**, a fun and engaging activity held **once a month on the last Saturday**, open to all employees.

### Purpose:

- Bring joy and laughter into the workplace.
- Provide a break from routine tasks.
- Strengthen bonds among team members.

### Benefits:

- Boosts **employee morale**
- Encourages **teamwork and collaboration**
- Fosters a more **positive and vibrant work environment**

A total of **8 Smiling Saturday** Sessions were conducted



## Reflecting on 50 Years

"I'm reminded of the memories, challenges, and triumphs that have defined SRL's journey."

– S.K. Agarwal,  
Chairman



**Surendra Kumar(SK) Agarwal** · 1st

Believer that science is an endless endeavour  
6h · 🌐

Fifty years ago, on December 27th, 1974, we embarked on a journey with nothing but a shared dream with our countrymen and leaders to make India strong in infrastructure, scientific evolution, engineering, and agricultural self-sufficiency. We witnessed the rise of luminaries like Dr. Homi Bhabha, Dr. Vikram Sarabhai, Dr. Subrahmaniam Chandrasekhar and Dr. A. P. J. Abdul Kalam, to name a few. They created a space where science could serve humanity, and where Indian laboratories could fulfill the dreams and meet the needs of newly established institutions.

It was a humble start, and I could never have imagined then the extraordinary heights Sisco Research Laboratories Pvt Ltd (SRL) would reach today. My 50-year journey as the MD and now as the Chairman of Sisco Research Laboratories Pvt Ltd has been a remarkable chapter in the growth of India's laboratory chemicals industry, paralleling the nation's scientific progress, the rise of world-class educational and research institutions, and the expansion of multinational pharma and food R&D centers. We march together with 78 years of achievements since our independence and the modest contributions of SRL to this journey.

Viewed in today's context, India has made tremendous strides in chemistry, physics, atomic energy, space research, oceanic science, molecular biology, microbiology, PCR technology, nanotechnology, biochemistry, biotechnology, computer science, and now, AI.

We have been co-walkers with the scientists, researchers, and technologists of the country, and we are proudly part of the success of our "Viksit Bharat."

This milestone is not just a celebration of SRL but of the people who built it. To our employees, some of whom have been with us for decades, I am deeply grateful for your dedication. To our partners, distributors, scientists, researchers, and engineers alongside whom we grew, I thank you all for believing in us. Over the years, we haven't just grown as an organization—we have grown as a strong team, navigating challenges and achieving milestones together.

I am especially proud to see the next generation taking this legacy forward. The passion, vision, and innovation the third generation brings to SRL inspire hope that this journey is far from over. Today, SRL has crossed borders, reaching over 100 countries—for contributing to the global fight against COVID-19 through vaccines and providing many chemical





Bhiwandi Depot



Hyderabad



Turbhe Unit



Taloja Unit



Chennai



Biolit Division



Kolkata Depot



Delhi Depot

# Diwali Celebration – 2024





**OUTSTANDING**

**LEADERSHIP**

**AT SRL**

Spotlighting **Mr. P.N. Sharma, a stalwart in our Field Sales department** for over 18 years. His commitment to excellence and deep industry knowledge make him an invaluable asset to the SRL family.

## Announcement for Field Sales Team

We are proud to announce that **Mr. PN Sharma Sir** has been promoted to the position of **Zonal Sales Manager for Gujarat**, effective **1st November 2024**.

Sharma Sir joined us on **5th December 2005**, and over the past 18 years, he has been an indispensable part of the SRL Field Sales team. As the Area Sales Manager for Gujarat, he has been at the forefront of our bio-chemical product sales, building and nurturing B2B relationships not only within India but also with international clients.

Sharma Sir's deep expertise in bio-chemical products, combined with his extensive knowledge of the Gujarat region and other northern Indian states, has played a key role in driving our growth and success. His professionalism, unwavering commitment, and vast experience have consistently set a high standard for all of us to follow.

Sharma Sir often shares valuable words of wisdom with the team: *"Be an example. Are you prompt? Are you professional? Are you engaged? As sales leaders, we have to set the bar high for ourselves as well as for our teams."* This mindset has been a guiding force in his career and continues to inspire all of us to strive for excellence.

We are excited to see Sharma Sir take on this new leadership role, and we look forward to the continued success and growth of the Gujarat region under his guidance. His leadership and vision have always been a source of inspiration, and we are confident that this promotion will bring even greater achievements for the team and the company.

Please join me in congratulating **PN Sharma Sir** on this well-deserved promotion!





**OUTSTANDING**

**LEADERSHIP**

**AT SRL**

Celebrating **Mr. Rajiv Singh**, our **Zonal Sales Manager for Delhi & NCR, HP.**

With over 5+ years of unwavering dedication, Rajiv showcases remarkable leadership, strategic sales insight, and stellar team management skills

## Announcement for Key Order Fulfillment (KOF) Department HO.

We are thrilled to announce the promotion of Mr. Sadashiv Nair to the position of Senior Assistant Manager in the Key Order Fulfillment (KOF) Department, effective 4th November 2024. In his new role, Mr. Nair will be based at the Head Office and take on additional responsibilities for managing and enhancing order fulfillment processes.

As the current leader and sole member of the KOF Department, Mr. Nair will play a pivotal role in establishing and growing the team. In the future, additional team members may be added to support department goals as needed.

To support him in this transition, Management & Strategy will provide training on his expanded roles, responsibilities, and access to key information. We congratulate Mr. Nair on this well-deserved promotion and look forward to his continued success in the KOF Department!



# Employee – Promotions And Recognitions

## Announcement for Sales Order Fulfillment (SOF) Department HO.

We are excited to announce that the current **Head Office Sales Department** will now be renamed as the **Sales Order Fulfillment (SOF) Department**.

- **Department Leader:** Mrs. Sushila Gonsalves, Assistant Manager (SOF Dept), will lead this newly renamed department.
- **Team Structure:** The existing team of the Head Office Sales Department, except for Mr. Nair, will continue under the SOF Department. Additional team members may be added as required to support the department's objectives.



We look forward to the continued success of the SOF Department under Mrs. Gonsalves's leadership and to enhancing our order fulfillment process through this new structure.

## Appointment of New Business Managers

**Mr. K. Srikanth - Business Manager (West & South Zone)**

- **South Zone:** Andhra Pradesh, Telangana, Tamil Nadu, Pondicherry, Kerala, Karnataka
- **West Zone:** Maharashtra, Goa, Madhya Pradesh, Chhattisgarh



## Appointment of New Business Managers



**Mr. Satish Jha - Business Manager  
( North, East & Part of West)**

- **North Zone:** Punjab, Chandigarh, Haryana, Delhi, Uttar Pradesh, Uttarakhand, Himachal Pradesh, Jammu & Kashmir, Rajasthan
- **East Zone:** West Bengal, Bihar, Jharkhand, Odisha, Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura
- **Part of West Zone:** Gujarat, Daman & Diu

# *Career Development And Skill Development Appropriately Given To Employees (2024 - 2025)*

**Website Training:** Conducted by Mr. Inith Sivaraman (Export Executive)

**The Export Executive is being motivated and given opportunity to Train the International Distributors**

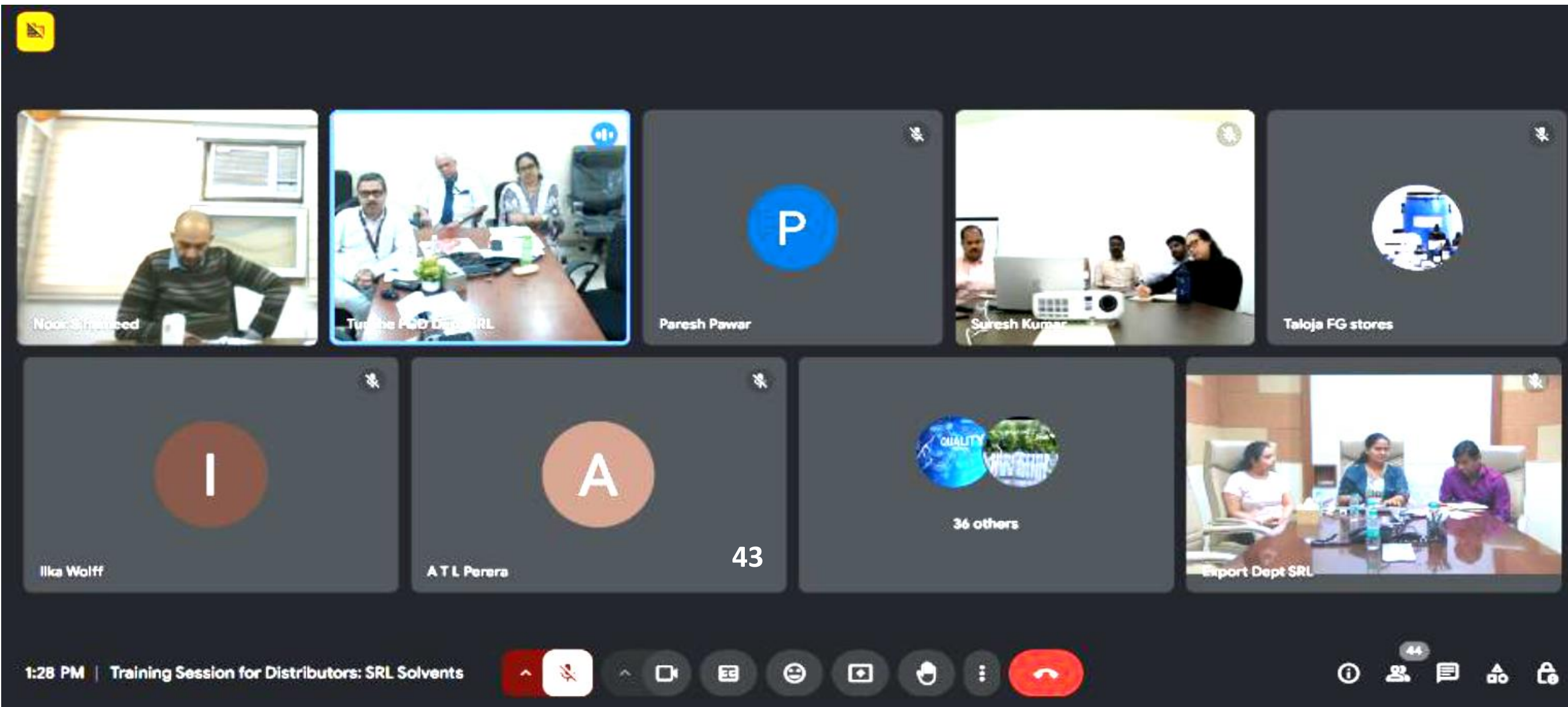


# Career Development And Skill Development Appropriately Given To Employees (2024 - 2025)



**Product Training:** Conducted by Mrs. Namrata Patil (Assistant Export Manager) and Team

**The Export Executive Team is being motivated and given opportunity to Train the International Distributors**



# Career Development And Skill Development Appropriately Given To Employees (2024 - 2025)

## Exhibitions:

In International Exhibitions Employees are motivated and given opportunity to participate.

Achema 10<sup>th</sup> – 14<sup>th</sup> June 2024 –

Ms. Smita(Export Manager)



Arablab 24<sup>th</sup> -26<sup>th</sup> September 2024 –

Mr. Venkatesham Miryala (Zonal Sales Manager) and

Mr. Inith Sivaraman (Export Executive)



Medlab Nigeria 22<sup>nd</sup> – 24<sup>th</sup> April 2024

– Mr. Venkatesham Miryala (Zonal Sales Manager) and Mr. Inith Sivaraman (Export Executive)



Medlab South Africa 22<sup>nd</sup> – 24<sup>th</sup> October 2024 –

Mr. Rajiv Singh (Zonal Sales Manager)



Activate Window

Activate Window

# *Career Development And Skill Development Appropriately Given To Employees (2024 - 2025)*

## Visits:

**Lab Indonesia 24<sup>th</sup> – 26<sup>th</sup> April 2024**

– Mr. Chetan More (Key Accounts Manager)



**Medica 11<sup>th</sup> – 14<sup>th</sup> November 2024**

– Mr. Satish Jha (Business Manager)



45

**Sri Lanka visit on 30.01.2024**

by Mr. Gopal Zade (Product Specialist)



**Malaysia Visit on 06.03.2025**

by Mr. Jamaludeen Thamizudeen (Sr. Product Specialist)



*Career Development And Skill Development Appropriately Given To Employees  
(2024 - 2025)*

**Indonesia Visit on 20.02.2025**

by Mr. Chetan More (Key Accounts  
Manager)



**UAE Visit on 02.02.2025**

by Mr. Venkatesham Miryala (Zonal Sales  
Manager)



# *Career Development And Skill Development Appropriately Given To Employees (2024 - 2025)*

## Visit to the Global Chemie Exhibition at NESCO 2024.

By Purchase dept - Mrs : Mrs P. Fernandes , Mr Harshad & Miss Mansi

### 1. **Blue Samundar Biosciences**

Products Offer - Bile salts , Casein peptone, Peptone bacto , Tryptone, Malt Extract  
Liver Extract

### 2. **Unicorn Petroleum Industries Pvt Ltd**

Products offered : Paraffin Wax

### 3. **Chemorge**

Product offered : Cupric Chloride Dihydrate



*Career Development And Skill Development Appropriately Given To Employees  
(2024 - 2025)*

## New Product R&D and Production in January 2024

**Visited the 37th International Conference on VLSI Design & Embedded Systems  
(World's Largest Platform for Semiconductor VLSI & Embedded Systems)  
Venue: ITC Royal Bengal, Kolkata on 8th and 9th January 2024 with the Sales Team Kolkata**



# *Career Development And Skill Development Appropriately Given To Employees* *(2024 - 2025)*



# Career Development And Skill Development Appropriately Given To Employees (2024 - 2025)

## 5) Promotional Activity :

### Road Show Conducted in January : 3

- 1) IIT Bombay
- 2) IISER Bhopal
- 3) SRMIST University, Chennai

### Upcoming Conference in February : 8

Delhi University, Goa University, PMCH-Patna, Bihar Agriculture University, IASST-Guwahati, NIAB-Hyderabad, Periyar University- Tamil Nadu, SAASC - Tamil Nadu

## 6) Company Brochure :

### First Round of Distribution :

- For Sales Officers Completed
- For Stockist Starts Today



# Career Development And Skill Development Appropriately Given To Employees (2024 - 2025)

❖ **Exhibition :- February :- Asia Labex @ Chandigarh, 5th -7th Feb**



# *Career Development And Skill Development Appropriately Given To Employees* *(2024 - 2025)*

## Promotional Activity

### Road Show Conducted in February : 8

- 1]Delhi University
- 2]Goa University
- 3]PMCH-Patna
- 4]Bihar Agriculture University
- 5]IASST-Guwahati
- 6]NIAB-Hyderabad
- 7]Periyar University- Tamil Nadu
- 8]SAASC - Tamil Nadu

### Upcoming Conference in March : 4

- 1]Guru Nanak Dev University, Amritsar
- 2]Department of Green Energy Technology, Pondicherry University
- 3] CSIR-IICT, Hyderabad!
- 4]GNDU, Amritsar



*Career Development And Skill Development Appropriately Given To Employees*  
*(2024 - 2025)*

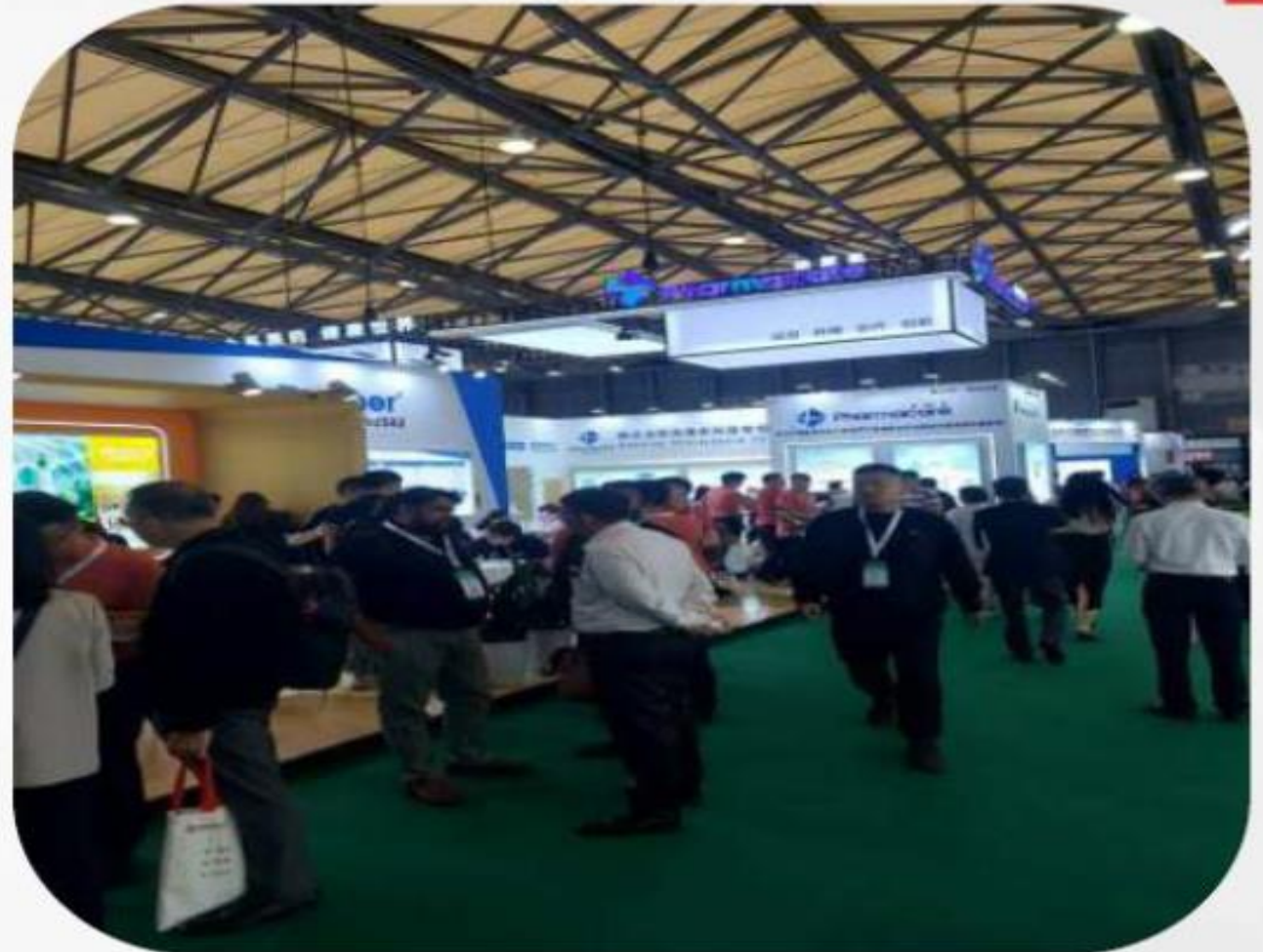
**Exhibition in July [Asia Labex, Gujarat, 3-5th July]**



*Career Development And Skill Development Appropriately Given To Employees  
(2024 - 2025)*

**Import Assistant Manager – Ms. Priyanka Visited China**

Here are some photos from the recent CPHI China 2024 event.



# *TIA Association Book Distribution activity (2024-2025)*



## **1) TIA Association Book Distribution activity**

Date: May 2024

Venue: Dnyaneshwar Vidyaala, Wadal

Address: Maharashtra House, Rafi Ahmed Kidwai Road,  
Madhav Nagar, Wadala, Mumbai 400031

Donation Amount: 1,00,000/-

**Education Empowerment:** Basic Focus was on Book distributing to MPSC Students

**Team Representative:** Mr. Subodh (From Taloja Unit)  
8-10 people from HO staff( Strategy, Accounts, HR,  
Marketing, Sales,



# TIA Association Book Distribution activity (2024-2025)



## 2) Mathru Abhaya Foundation [held on 23/06/2024 @ Hyderabad]

**Date:** 23 June 2024

**Venue:** Telangana

**Address:** Mathru Abhaya Foundation, H.No.7-80, Vishwam Vihar Colony, Kamalanagar, Medipally Village, Ghatkesar Mandal, Rangareddy Dist, Pin No.500098, Telangana, India.

**Donation Amount:** 1,00,000/-

Education Empowerment: Focused on providing comprehensive support to orphaned children, their mission encompasses not only education but also ensuring the well-being, shelter, and holistic development of every child, addressing various needs of orphan children under one roof, providing them nutritious meals, education, personalized support, and opportunities for holistic development. They ensure that each child receives the necessary items for their education, including textbooks, uniforms, shoes, bags, and notebooks. Additionally, they offer extracurricular activities, vocational training, and life skills workshops to prepare them for independent living and future employment opportunities.

### Our Team Representation:-

Mr. M.Venkatesham [ASM],  
Mr. K.Srikanth [ZSM],  
Mr. Erraboina Umamahesh [Sr.SO],  
Mr. G. Sai Kumar [SO],  
Mr. Vijay Vikram Singh [Hyd. Depot Incharge]

### Distribution of items:-

Stationary Items

Food

**Facebook Page:-** Mathruabhaya foundation

# *TIA Association Book Distribution activity (2024-2025)*



### **3) The Open Tree Foundation, Toybank (Play based Activity, Khar)**

**Date:** 21st Sep. 2024

**Venue:** S.S Sahani School, Khar (West)

**Address:** S.S Sahaney School, 18th Road, Near Hanuman Mandir, Khar West

**Donation Amount:** 1,00,000/-

As The Opentree Foundation's flagship project the Toybank—Development through Play completes 20 years, they were celebrating this milestone with 1,000 children from S.S Sahani School, Khar (West), along with Toybank's volunteers and supporters. This day included distributing games to the school children, fun activities and above all, a lot of PLAY! It was also to ensure that to make the Right to Play a reality and eventually mainstream play-based learning for every child in India.

This Conscious Play™ approach builds resilience and life skills to counteract probable negative environments, which enables children to make better choices that result in positive adulthood outcomes. Their Play Programmes are anchored on:

- Thinking Critically - Improves decision-making skills and enhances ability to problem-solve
- Understanding Oneself - Better self-regulation and ability to adapt to changing situations
- Understanding Others - Promotes empathy and inclusion
- Communication - Reduces conflict, promotes collaboration

**Our Team Representation:-** HO (Strategy, Marketing, Accounts, Export, Purchase, HR each one member) Turbhe unit

# TIA Association Book Distribution activity (2024-2025)



## 4) Sparsh Foundation (Solar Kit Distribution), Tirbals at Valsad

**Date:** 21st Sep. 2024

**Venue:-** Valsad

**Address:** Sparsh Foundation, Valsad Ap-motawagchhipa (old school),  
Ta- killa pardi (Chival road), Di- Valsad, Pin-396125

**Donation Amount:** 107500/-

Solar kit distribution project. We are sharing the details of the Solar kit which we have given to people from Nomadic Tribes and Tribal communities, in Gujarat.

These kits could help them in many ways, as these tribes have no or limited access to electricity. During this NGO's last distribution drive, they had given over 200 kits in the Tribal area of Kaprada, Gujarat. The kit literally lights up lives and we hope you find the cause worthwhile and help us help ones who need it the most.

These kits were branded with our company logo.

# *TIA Association Book Distribution activity (2024-2025)*



## **5) Sadbhav Foundation (Deepsikha) Mumbai**

**Date :** 3rd Sept 2024,

**Venue :** Navi Mumbai

**Address:** Plot No.65 / 66, Sector-19C, Koparkhairane, Navi Mumbai – 400 708.

**Donation Amount:** 100000/-

Deepsikha, an NGO dedicated to the cause of cancer, provides holistic non-medical support to outstation patients arriving to Mumbai for treatment at the Tata memorial and other hospitals. Services include lodging, boarding, transport at zero/subsidised rates, financial aid to the very poor, counselling, help with procedural formalities at the hospital, transporting the mortal remains in case of unfortunate death and help with the final rites in Mumbai as well. You can support Deepsikha with free meals for patients and their attendants or other recurring expenses.

## **6) Sumaithangi Trust, Chennai**

**Date :** 8 Aug 2024,

**Venue :** Chennai

**Address:** 6/2, Second Cross Street, Greenfield Avenue, Mogappair East, Chennai, TN01, TN - 600037.

**Donation Amount:** 50000/-

Supporting the Educational Dreams of a Dedicated Student. Together we can transform the needy people by providing them computer skills which will help them to get more job opportunities and thus improve their quality of their life.

## **7) The Feline Foundation, Andheri, Mumbai**

**Date:** 4 Dec. 2024

**Venue:** Versova, Mumbai

**Address:** Bungalow 104, JP Rd, opposite Veda Factory, Aram Nagar Part 2, Machlimar, Versova, Andheri West, Mumbai, Maharashtra 400061 **Donation Amount:** 150000/-

Supporting Animal Abuse, Veterinary Medical and Adoption causes

## **8) Youth On The Move NGO, Mulund, Mumbai**

**Date:** 01 June. 2024

**Venue:** Mulund

**Address:** Nirmal Lifestyle Mall, Gal No -11 Bhandup Complex Goregaon Link Road, New Link Rd, Mumbai, Maharashtra 400078.

**Donation Amount:** 1,00,000/-

Directly contributed to enhancing educational opportunities for these girls. Through your support, we have been able to provide quality education, learning materials, and necessary resources to help bridge the educational gender gap. It has empowered these young girls to dream, aspire, and work towards a brighter future.

## **9) In defence of Animal**

**Date :** 13 January 2025,

**Venue :** Mumbai Address: 7, Shanti Kunj, Mumbai, Dadar H.O, Mumbai, Maharashtra, India - 400014.

**Donation Amount:** 50,000/-

IDA INDIA is a non profit grass root level animal protection organisation, dedicated towards establishing and defending the rights of all non - human living creatures. Actively works in defence of animals mostly to the benefit of street dogs and cats.

# *TIA Association Book Distribution activity (2024-2025)*



## **10) The Kibo Project**

**Date:** 28 January 2025,

**Venue:** Mumbai

**Address:** C 1,3rd Floor, Alpha Apartment, Pochkhanwala Road, Prabhadevi, Mumbai, 19- Maharashtra, 91- India, 400025.

**Donation Amount:** 2,00,000/-

Rushabh Charitable Trust is feeding many animals (all stray dogs and cats) and has several treated private facilities. In addition to feeding we sterilize, provide treatment and rescue any animal in pain. We want to end the suffering of every animal / bird whoever we notice in pain. We get animals vaccinated, sterilized, dewormed, help with adoption and save them from cruelty etc. We also arrange for their surgeries and foster if needed.

## **11) The Opentree Foundation[Toybank] (Proposed) (Play based Activity, Khar)**

**Date:-**

**Venue:** S.S Sahani School, Khar (West)

**Address:** S.S Sahaney School, 18th Road, Near Hanuman Mandir, Khar West

**Donation Amount:**

As The Opentree Foundation's flagship project the Toybank—Development through Play completes 20 years, they were celebrating this milestone with 1,000 children from S.S Sahani School, Khar (West), along with Toybank's volunteers and supporters. This day included distributing games to the school children, fun activities and above all, a lot of PLAY! It was also to ensure that to make the Right to Play a reality and eventually mainstream play-based learning for every child in India.

This Conscious Play™ approach builds resilience and life skills to counteract probable negative environments, which enables children to make better choices that result in positive adulthood outcomes. Their Play Programmes are anchored on:

- Thinking Critically - Improves decision-making skills and enhances ability to problem-solve
- Understanding Oneself - Better self-regulation and ability to adapt to changing situations
- Understanding Others - Promotes empathy and inclusion
- Communication - Reduces conflict, promotes collaboration

## **12) Mathru Abhaya Orphanage (Proposed)**

**Date:**

**Venue:**

**Address:** Education Empowerment:

Focused on providing comprehensive support to orphaned children, their mission encompasses not only education but also ensuring the well-being, shelter, and holistic development of every child, addressing various needs of orphan children under one roof, providing them nutritious meals, education, personalized support, and opportunities for holistic development. They ensure that each child receives the necessary items for their education, including textbooks, uniforms, shoes, bags, and notebooks. Additionally, they offer extracurricular activities, vocational training, and life skills workshops to prepare them for independent living and future employment opportunities.

# Annual Report For CSR Activities



<b>SISCO RESEARCH LABORATORIES PVT. LTD.</b>	<b>ANNUAL REPORT</b> <b>CSR ACTIVITIES</b>	FRM. No.: SRL/HR-CP/ CSRP-01/AR-01
		Page No.: 1 of 2 Issue No.: 01 Issue Date : 23.09.2023 Review Date : 30.08.2026

<b>SISCO RESEARCH LABORATORIES PVT. LTD.</b>	<b>ANNUAL REPORT</b> <b>CSR ACTIVITIES</b>	FRM. No.: SRL/HR-CP/ CSRP-01/AR-01
		Page No.: 2 of 2 Issue No.: 01 Issue Date : 23.09.2023 Review Date : 30.08.2026

<b>SISCO RESEARCH LABORATORIES PVT. LTD.</b>	<b>ANNUAL REPORT</b> <b>CSR ACTIVITIES</b>	FRM. No.: SRL/HR-CP/ CSRP-01/AR-01
		Page No.: 3 of 2 Issue No.: 01 Issue Date : 23.09.2023 Review Date : 30.08.2026

Annual Report for the Year : <u>2024-25</u>		Reporting Date : <u>1<sup>st</sup> April 2025</u>
Sr. No.	Particulars	Remarks
01.	Number of CSR Projects undertaken	11 Nos
02.	Details of CSR spent during the financial year:	
	a) Total amount to be spent (budgeted) for the financial year	Rs. 11,57,500 (FY 2023-24)
	b) Amount spent	Rs. 11,57,500 (FY 2023-24)
03.	Details of CSR unspent during the financial year:	—
	a) Amount unspent (to be carried forward)	—
	b) The reasons for not spending the amount	—

Sr. No.	Month	Organization	Description	Amount	Remarks
3	May 2024	Mathru Abhaya Orphanage	conservation & many more. Empowerment of Orphan children Not only focus on education but also ensuring the well-being, shelter, and holistic development of every child.	100,000.00	Fund Utilisation report received
4	June 2024	The Opentree Foundation[Toybank]	Engaged in Play based activity, bring transformational change in the lives of children by optimising the power of play through innovative programmes.	1,00,000.00	Fund Utilisation report received
5	Aug 2024	Sumaithangi Trust	Free medical treatment for Poor/ Slum	50,000.00	Fund Utilisation report not received
6	Aug 2024	Sparsh Foundation	Bond Beyond Words, Waste Management, The Storeroom Project, School Adoption, Smokeless Chulha, Cat Sterilisation Program, Solar Solutions	107,500.00	Fund Utilisation report received
7	Sep 2024	Sadbhav Foundation (Deepsikha)	Medical Health Check-Up and Awareness Camp, Awareness Camp: Yoga for Healthy Living, Organic Farming Awareness, Construction of Toilet Blocks for Tribal Families, ANC Nutrition Kit & Medicine Distribution	1,00,000	Fund Utilisation report not received
8	Dec 2024	The Feline Foundation, Versova, Mumbai	providing medical assistance, sterilization operations & rehabilitation programs for stray cats & dogs	150,000.00	Fund Utilisation report not received

Sr. No.	Month	Organization	Description	Amount	Remarks
9	January 2025	In defense of animals, Turbhe, Panvel	mostly to the benefit of street dogs and cats Actively works in defence of animals mostly to the benefit of street dogs and cats	50,000.00	Fund Utilisation report received
10	January 2025	Rushabh Charitable Trust (The Kibo Project), Santacruz, Mumbai	Treatment and Surgeries, Anti Rabies Campaign, Awareness, vaccination and sterilization of animals, providing rescue and treatment to animal in pain	2,00,000	Fund Utilisation report received
11	March 2025	The Opentree Foundation[Toybank], Mumbai	Seed conservation and plantation, Program for Food Sustainability, Program for women community, Program for developing socially & environmentally Responsible Kids	1,00,000	Fund Utilisation report received

(1) Sr. No.	(2) CSR Project Report Dated	(3) CSR Title	(4) Sector in which the Project is covered	(5) Amount Spent	(6) Monitoring mechanism for the project as far as project activities and benefits to the beneficiaries are concern
1	May 2024	Taloja Industrial Association	Health, Environment, Education, Infrastructure	100,000.00	Fund Utilisation report Received
2	June 2024	Youth On The Move NGO	Women Empowerment, education, Youth Skill Development, Environment, Healthcare, Water	100,000.00	Fund Utilisation report not Received

**Conclusion:**

The implementation and monitoring of CSR Policy, is in compliance with Objectives of the Company.

Prepared and Reviewed by : Committee Member			Approved by : Committee Chairman	
Name :	Ms. Neta Patel	Mrs. Abhita Vikmani	Mr. Vikas Agarwal	Mr. Akash Agarwal
Signature :				
Date :	1 <sup>st</sup> April 2025	1 <sup>st</sup> April 2025	1 <sup>st</sup> April 2025	1 <sup>st</sup> April 2025



## Organizational Details (GRI -2-1)

**Legal Name : SISCO RESEARCH LABORATORIES PRIVATE LIMITED**

**Location of its headquarters:**

### HEAD OFFICE

**Sisco Research Laboratories Pvt. Ltd.**

608-B, Satellite Gazebo,  
Andheri Ghatkopar Link Road, Chakala,  
Andheri (East), Mumbai - 400099,  
Maharashtra, India.

#### Mumbai Depot

Raj Rajeshwari Logistic Park, Gala  
No. 3-B, Bldg No. B-4,  
Behind Mini Punjab Grill, Vehale,  
Bhatala, Bhiwandi - 421302,  
Maharashtra, India.  
☎ +91-93229 31625  
✉ bhiwandi@srlchem.com

#### Kolkata Depot

46 N.S.C. Bose Road, P.O. Malancha  
Mehinagar,  
South 24 Paraganas. Before  
Malancha Bazaar Kolkata - 700145,  
West Bengal, India.  
☎ +91 83348 00645  
✉ kolkata@srlchem.com

#### Hyderabad Depot

Plot No.08J.No.5-9-234/1, Rajiv  
Gandhinagar,  
Prashanthi Nagar, Kukatpally,  
Hyderabad - 500072,  
Telangana, India.  
☎ +91 40 4011 3114  
✉ hyderabad@srkchem.com

#### Delhi Depot

69/6A, (Part A) Rama Road  
Industrial Area,  
Najafgarh Road,  
New Delhi - 110 015, India.  
☎ +91-11-4591 4530  
✉ delhi@srlchem.com

#### Chennai Depot

Plot No : 9B, Self Help Industrial  
Estate, Keelkattalai,  
Kovilambakkam, Chennai - 600117,  
Tamil Nadu, India.  
☎ +91-99620 05587  
✉ chennai@srlchem.com

#### Maharashtra

Plant Site 1: D-88/2, T.T.C. Industrial  
Area, MIDC Turbhe, Navi Mumbai - 400  
705, District - Thane, Maharashtra,  
India.  
☎ +91 9930877252  
✉ fmturbhe@srlchem.com

#### Maharashtra

Plant Site 2: H-4, Taloja Industrial  
Area, MIDC, Padghe, Taloja, Panvel -  
410 208, District - Raigad,  
Maharashtra, India.  
☎ +91 9152000660  
✉ projects@srlchem.com

#### Chennai Depot

Plant Site 3: 'Kumara', Thomas  
Nagar, Little Mount, Chennai 600  
015, Tamil Nadu, India.  
☎ +91 9930877252  
✉ Biolitmain@srlchem.com

## Organizational Details (GRI 2-1)

SRL is an India-based manufacturer of laboratory chemicals, reagents, and culture media, operating under an operational control approach. The organization includes manufacturing plants, warehouses, laboratories, and administrative offices across India. All facilities under SRL's direct control are included within the reporting boundary. The company employs 359 personnel and operates within the specialty chemicals sector. Its activities support research, pharmaceuticals, and industrial applications. The reporting period covers January to December 2025. SRL follows structured governance, environmental, and safety frameworks aligned with ISO standards and GHG Protocol, ensuring comprehensive sustainability reporting and operational transparency.

## Entities Included in Sustainability Reporting (GRI 2-2)

SRL includes all entities under its operational control within the sustainability reporting boundary.

This covers manufacturing facilities, warehouses, laboratories, and administrative offices located in India. The reporting approach ensures that all significant environmental, social, and governance impacts are captured comprehensively. Entities not under direct operational control, such as joint ventures and supplier-owned facilities, are excluded. The defined boundary aligns with ISO 14064-1 and GHG Protocol standards, ensuring consistency and transparency in reporting. This approach supports accurate data collection and reliable sustainability performance evaluation.

## Reporting Period, Frequency and Contact Point (GRI 2-3)

The reporting period for SRL's sustainability disclosures is from January 1, 2025 to December 31, 2025. The company follows an annual reporting cycle to ensure consistency and comparability of data. Sustainability reporting is managed by the ESG team, which serves as the primary contact point for stakeholder queries. Communication channels are available for stakeholders to seek clarifications or provide feedback.

This structured reporting approach ensures transparency, accountability, and alignment with global sustainability standards.

## Restatements of Information (GRI 2-4)

SRL ensures accuracy and consistency in sustainability data reporting. Any restatements of previously reported data are conducted transparently, with clear explanations of the reasons and impacts. Changes may arise due to improved data quality, updated emission factors, or methodological refinements. In the current reporting period, no significant restatements were required. The company maintains robust data management practices to ensure reliability and comparability of reported information.

## External Assurance (GRI 2-5)

SRL engages independent third-party verification agencies to validate its GHG emissions and sustainability disclosures. Verification is conducted in accordance with ISO 14064-3 standards to ensure credibility and accuracy. The assurance process includes data review, sampling, and validation of methodologies.

External assurance enhances stakeholder confidence and supports compliance with global reporting frameworks. SRL plans to expand assurance coverage in future reporting periods to include broader ESG indicators.

## Activities and Value Chain (GRI 2-6)

SRL's operations include procurement of raw materials, chemical manufacturing, packaging, storage, and distribution. The value chain begins with supplier sourcing and extends through production and logistics to product delivery. Upstream activities involve chemical and packaging procurement, while downstream includes distribution and product handling. The company collaborates with suppliers, logistics partners, and customers, integrating ESG principles across the value chain. Supplier assessments, route optimization, and sustainable procurement practices are implemented to reduce environmental and social risks. These efforts ensure operational efficiency, regulatory compliance, and responsible supply chain management.

## Workers Who Are Not Employees (GRI 2-8)

In addition to direct employees, SRL engages contract workers and third-party personnel for specific operational activities such as logistics, maintenance, and support services. The company ensures that these workers are treated fairly and comply with safety and labor standards. Contractors are required to adhere to SRL's policies on health, safety, and ethics. Monitoring systems ensure compliance and accountability. This approach ensures that all individuals associated with SRL operations are managed responsibly.

## Nomination and Selection of the Highest Governance Body (GRI 2-10)

SRL follows a structured process for selecting members of its highest governance body, based on expertise, experience, and leadership capabilities. The selection process ensures diversity, independence, and alignment with organizational values. Governance members are responsible for strategic oversight and decision-making.

Regular evaluations ensure effectiveness and accountability. This structured approach supports strong governance and sustainable business practices.

## Governance Structure and Composition (GRI 2-9)

SRL has established a well-defined governance structure comprising senior management, functional heads, and an ESG leadership team responsible for sustainability performance. The governance framework ensures clear roles, responsibilities, and accountability across operations. The ESG Head oversees sustainability strategy, while Plant Heads manage operational implementation. Procurement and Finance teams support supply chain sustainability and resource allocation. Regular management reviews, internal audits, and compliance checks ensure effective governance. This structure enables integration of ESG principles into business decisions, promotes transparency, and supports long-term value creation aligned with stakeholder expectations and regulatory requirements.

## Chair of the Highest Governance Body (GRI 2-11)

The Chair of SRL's highest governance body provides leadership and ensures effective functioning of the board. The Chair is responsible for guiding strategic decisions, overseeing performance, and ensuring compliance with governance standards. The role includes facilitating discussions, ensuring transparency, and maintaining accountability. The Chair works closely with management to align sustainability objectives with business strategy.

## Role of Highest Governance Body in Sustainability Oversight (GRI 2-12)

SRL's top management plays a critical role in overseeing sustainability and ESG performance. The highest governance body reviews environmental, social, and governance strategies, ensuring alignment with business objectives and regulatory requirements. It approves policies, monitors progress against targets, and evaluates risks related to climate change and operational impacts.

. Regular reporting mechanisms provide insights into performance indicators such as emissions, safety, and resource use. This oversight ensures accountability and drives continuous improvement. Leadership commitment strengthens SRL's sustainability culture and ensures that ESG considerations are integrated into strategic decision-making processes.

## Delegation of Responsibility for Managing Impacts (GRI 2-13)

SRL delegates responsibility for managing environmental, social, and governance impacts across its structure. The ESG Head leads sustainability strategy and reporting, while Plant Heads ensure implementation at site level. The Procurement team manages supplier compliance, and the Finance team supports ESG investments. Roles are clearly defined through policies and procedures. Regular reviews and reporting ensure accountability. This structured approach enables effective decision-making, risk management, and continuous improvement in sustainability performance.

## **Role of Highest Governance Body in Sustainability Reporting (GRI 2-14)**

The highest governance body at SRL plays a key role in reviewing and approving sustainability disclosures. It ensures that reported data is accurate, complete, and aligned with recognized standards such as GRI and ISO frameworks. Periodic reviews of ESG reports, performance indicators, and risk assessments are conducted. The governance body provides strategic direction and ensures transparency in reporting. This oversight enhances credibility, strengthens stakeholder trust, and supports informed decision-making. The leadership ensures that sustainability reporting reflects actual performance and aligns with organizational goals.

## **Conflicts of Interest (GRI 2-15)**

SRL has established policies to identify and manage conflicts of interest. Employees and management are required to disclose any potential conflicts and adhere to ethical guidelines. Regular training and monitoring ensure compliance. The company maintains transparency and integrity in all business dealings. No significant conflicts of interest were reported during the reporting period.

## **Communication of Critical Concerns (GRI 2-16)**

SRL has established formal mechanisms to communicate critical concerns, including environmental incidents, safety issues, and ethical violations. Employees and stakeholders can report concerns through multiple channels such as supervisors, email, and grievance systems. All reported issues are documented, investigated, and addressed promptly. Management reviews significant concerns and ensures corrective actions are implemented. This transparent communication process enhances accountability, improves risk management, and supports continuous improvement in operations.

## **Collective Knowledge of the Highest Governance Body (GRI 2-17)**

SRL ensures that its governance body possesses a diverse range of skills and expertise, including sustainability, finance, operations, and risk management. Continuous training and knowledge-sharing initiatives enhance the collective capability of the governance body. This ensures effective oversight and informed decision-making. The governance body stays updated on ESG trends and regulatory requirements, supporting strategic alignment and sustainability performance.

## **Remuneration Policies (GRI 2-19)**

SRL's remuneration policies are designed to attract, retain, and motivate employees while ensuring fairness and transparency. Compensation structures include fixed and variable components, with performance-linked incentives tied to business and sustainability objectives. The company ensures compliance with regulatory requirements and promotes pay equity. These policies support employee engagement and organizational performance.

## **Process to Determine Remuneration (GRI 2-20)**

SRL determines remuneration based on market benchmarks, employee performance, and organizational objectives. The process includes performance evaluations, management reviews, and alignment with sustainability goals. Transparent procedures ensure fairness and consistency. Regular reviews ensure competitiveness and compliance with labor standards.

## **Annual Total Compensation Ratio (GRI 2-21)**

SRL monitors compensation ratios to ensure fairness and transparency across all levels of the organization. While detailed ratios are confidential, the company ensures equitable pay practices and compliance with regulatory requirements. Compensation structures are aligned with performance and industry standards. These practices promote fairness and employee satisfaction.

## Embedding Policy Commitments (GRI 2-24)

SRL embeds its policy commitments through training, communication, and operational integration. Employees are trained on ESG policies, and compliance is monitored through audits and reviews. Policies are integrated into business processes, ensuring consistent implementation. This approach supports accountability and continuous improvement.

## Processes to Remediate Negative Impacts (GRI 2-25)

SRL has defined processes to identify and remediate negative environmental and social impacts arising from its operations. These include incident investigation procedures, corrective action plans, and follow-up monitoring. For example, workplace incidents are analyzed through root cause analysis, and preventive measures are implemented to avoid recurrence. Environmental impacts such as waste or emissions are managed through compliance systems and improvement initiatives. The company ensures timely resolution and documentation of all issues, reinforcing its commitment to responsible operations and continuous improvement.

## Evaluation of Performance of the Highest Governance Body (GRI 2-18)

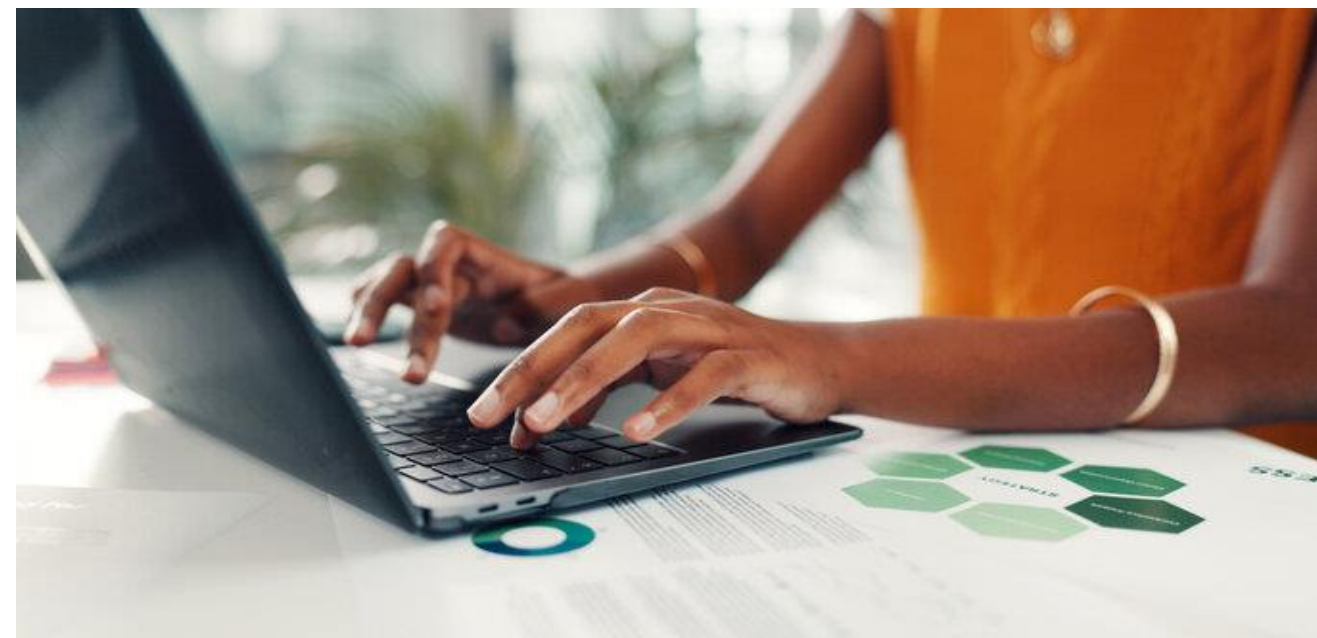
SRL evaluates the performance of its governance body through structured reviews, internal audits, and KPI monitoring. Performance metrics include sustainability targets, compliance levels, operational efficiency, and risk management effectiveness. Feedback from internal stakeholders and audit findings is used to identify areas for improvement. The evaluation process ensures that leadership remains accountable for ESG outcomes and business performance. Continuous improvement initiatives are implemented based on review outcomes, enhancing governance effectiveness and supporting sustainable growth.

## Sustainability Strategy (GRI 2-22)

SRL integrates sustainability into its core strategy, focusing on environmental protection, social responsibility, and governance excellence. The company sets emission reduction targets and promotes resource efficiency through renewable energy, water conservation, and waste management. ESG governance ensures accountability, while continuous improvement and innovation support long-term sustainability and risk management.

## Policy Commitments (GRI 2-23)

SRL has established formal policies on environmental management, occupational health and safety, human rights, and ethical conduct. These policies guide operations and ensure compliance with regulations and global standards. Employees receive training on safety, waste management, and ethics, while audits and monitoring ensure adherence. A supplier code of conduct promotes responsible sourcing. This framework reinforces sustainability, transparency, and accountability across all operations.



## Mechanisms for Seeking Advice and Raising Concerns (GRI 2-26)

SRL provides multiple channels for employees and stakeholders to seek advice or raise concerns, including grievance mechanisms and whistleblower systems. These channels ensure confidentiality and protection against retaliation. Issues are investigated and resolved promptly. This approach promotes transparency and ethical behavior.

## Compliance with Laws and Regulations (GRI 2-27)

SRL complies with all applicable environmental, labor, and business regulations. The company conducts regular audits and inspections to ensure adherence to legal requirements. Compliance is supported by internal controls, training programs, and monitoring systems. No significant fines or non-compliance incidents were reported during the reporting period. This demonstrates SRL's commitment to ethical business practices and regulatory compliance.

## Membership Associations (GRI 2-28)

SRL engages with industry associations and professional bodies to stay updated on regulatory changes, industry best practices, and sustainability trends. Participation in such associations supports knowledge sharing, capacity building, and collaboration. These engagements help SRL align its operations with industry standards and improve sustainability performance. The company leverages these platforms to enhance innovation, compliance, and stakeholder engagement.

## Approach to Stakeholder Engagement (GRI 2-29)

SRL adopts a structured approach to stakeholder engagement, identifying key groups such as employees, customers, suppliers, regulators, and local communities. Engagement methods include meetings, training sessions, surveys, audits, and feedback mechanisms. The company actively gathers stakeholder inputs to understand expectations, risks, and concerns related to ESG performance.

These insights are integrated into decision-making, materiality assessment, and sustainability strategy. Regular communication ensures transparency and builds trust. SRL's proactive engagement approach supports continuous improvement and strengthens relationships with stakeholders.

## Collective Bargaining Agreements (GRI 2-30)

SRL respects employee rights related to collective bargaining and freedom of association. The company complies with applicable labor laws and ensures fair employment practices. While formal collective bargaining agreements may vary depending on location, SRL maintains open communication channels between management and employees. Grievance mechanisms and employee representation systems ensure that concerns are addressed effectively. This approach promotes a positive work environment, enhances employee satisfaction, and supports ethical labor practices.

## Process to Determine Material Topics (GRI 3-1)

SRL identifies material topics through internal assessments, stakeholder inputs, regulatory review, and benchmarking. Key priorities include climate change, water management, safety, and supply chain sustainability. Topics are evaluated based on impact and stakeholder relevance. The assessment is periodically reviewed to ensure alignment with business operations and evolving sustainability risks.

## List of Material Topics (GRI 3-2)

SRL has identified key material topics including greenhouse gas emissions, energy use, water and waste management, occupational health and safety, employee development, and supply chain sustainability. These areas significantly impact operations and stakeholders. SRL prioritizes them through KPIs, continuous monitoring, and alignment with global standards to ensure effective sustainability performance.

## Management Of Material Topics (GRI 3-3)

SRL identifies material sustainability topics through a structured process involving internal assessments, stakeholder engagement, and regulatory analysis. Environmental, social, and governance risks are evaluated based on their impact and significance. Key inputs include operational data, industry benchmarks, and stakeholder expectations. The company prioritizes issues such as climate change, water management, occupational safety, and supply chain sustainability. Material topics are reviewed periodically to ensure relevance. This process ensures that SRL focuses on critical sustainability issues and aligns its reporting and strategies accordingly.

### Most Important Environmental Topics

1. Renewable Energy Adoption
2. Wastewater Recycling and Reuse
3. Solid Waste Segregation and Recycling
4. Sustainable Packaging Solutions
5. Resource Optimization in Manufacturing
6. Environmental Risk Assessment
7. Emergency Environmental Response Planning
8. Biodiversity Impact Management
9. Supply Chain Environmental Performance
10. Carbon Footprint Monitoring and Reporting

### Most Important Social Topics

1. Employee Engagement and Satisfaction
2. Diversity, Equity, and Inclusion
3. Equal Opportunity Employment
4. Grievance Redressal Mechanism
5. Community Health and Safety Initiatives
6. Supplier Social Compliance Audits
7. Anti-Discrimination and Harassment Prevention
8. Skill Development Programs
9. Data Privacy and Customer Confidentiality
10. CSR and Community Development Programs

### Most Important Governance Topics

1. ESG Governance Structure
2. Policy Management and Periodic Review
3. Supplier Code of Conduct Enforcement
4. Whistleblower and Ethics Reporting Mechanism
5. Internal Audit and Compliance Monitoring
6. Conflict of Interest Management
7. Responsible Procurement Governance
8. Intellectual Property Protection
9. Business Continuity Planning
10. Performance Monitoring and KPI Disclosure

# *Governance*



## Direct Economic Value Generated and Distributed (GRI 201-1)

SRL demonstrates stable economic performance through efficient operations and sustainable practices. Investments in energy efficiency, renewable energy, and ESG systems support cost savings and long-term value. Budget allocation for sustainability initiatives reflects responsible growth. Strong demand and operational improvements enable SRL to balance profitability with environmental and social responsibilities.

## Financial Implications of Climate Change (GRI 201-2)

SRL recognizes climate-related financial risks such as rising energy costs, regulatory pressures, and supply chain disruptions. To mitigate these, the company invests in energy efficiency, renewable energy, and sustainable procurement. These actions reduce costs, enhance resilience, and create opportunities through efficiency gains and improved market competitiveness.

## Ratios of Standard Entry Level Wage (GRI 202-1)

SRL ensures fair and competitive wages for all employees, aligned with industry standards and legal requirements. Entry-level wages meet or exceed minimum wage regulations, supporting employee well-being. Periodic wage reviews ensure competitiveness and fairness. The company promotes pay equity and transparency, ensuring no discrimination in compensation. These practices contribute to employee satisfaction, retention, and compliance with labor standards.

## Infrastructure Investments and Services Supported (GRI 203-1)

SRL invests in sustainable infrastructure such as energy-efficient equipment, waste treatment systems, and water management facilities. Planned initiatives include rooftop solar and ESG tracking systems. These investments enhance efficiency, ensure compliance, support employee safety, and reduce environmental impact, contributing to long-term operational resilience.

## Significant Indirect Economic Impacts (GRI 203-2)

SRL contributes to economic development through employment generation, local supplier engagement, and infrastructure investments. The company supports community growth via CSR initiatives and skill development programs. These indirect impacts enhance local economies, improve infrastructure, and strengthen SRL's role as a responsible and sustainable corporate entity.

## Procurement Practices(GRI 204-1)

SRL follows responsible procurement practices by sourcing materials from approved and evaluated suppliers. Procurement processes incorporate ESG criteria, ensuring suppliers comply with environmental and social standards. The company prioritizes local sourcing where feasible, supporting regional economic development. Supplier contracts include sustainability clauses, and regular assessments ensure compliance. These practices reduce supply chain risks and promote ethical sourcing. SRL's procurement strategy aligns with its sustainability goals and enhances transparency across the value chain.

## Anti-Corruption Policies and Training (GRI 205-2)

SRL maintains a strict anti-corruption framework prohibiting bribery, fraud, and unethical practices. Employees receive regular training on compliance, ethical conduct, and reporting mechanisms. Clear policies and communication promote transparency and accountability, ensuring employees uphold high ethical standards and strengthening stakeholder trust.

## Incident Reporting and Monitoring (GRI 205-3)

SRL maintains a structured mechanism for reporting and addressing ethical violations. Whistleblower channels ensure confidentiality and protection against retaliation. All reported incidents are investigated thoroughly, and corrective actions are implemented promptly. Continuous monitoring helps identify trends and improve internal controls. This system reinforces a culture of integrity and ensures compliance with legal and ethical standards.

### Anti-Competitive Behavior (GRI 206-1)

SRL adheres to fair competition practices and complies with all applicable competition laws. The company prohibits anti-competitive behavior such as price fixing, market allocation, or abuse of market position. Policies and training programs ensure employee awareness and compliance. No legal actions related to anti-competitive behavior were reported during the reporting period. These practices reinforce ethical business conduct and market integrity.

### Approach to Tax (GRI 207-1)

SRL follows a responsible approach to taxation, ensuring compliance with applicable laws and regulations. The company maintains transparency in tax reporting and avoids aggressive tax practices. Internal controls and audits ensure accuracy and compliance. This approach supports ethical business conduct and regulatory adherence.

### Tax Governance, Control and Risk Management (GRI 207-2)

SRL has established tax governance processes to manage risks and ensure compliance. Internal controls, audits, and monitoring systems support accurate tax reporting.

The company assesses tax risks and implements mitigation measures. This structured approach enhances transparency and accountability.

### Stakeholder Engagement and Management of Concerns Related to Tax (GRI 207-3)

SRL actively engages with regulatory authorities and relevant stakeholders on tax-related matters through transparent communication and timely disclosures. The company ensures prompt resolution of concerns and adherence to applicable tax laws and regulations. Regular interactions with authorities help maintain compliance and minimize risks. By prioritizing transparency, accountability, and ethical tax practices, SRL builds stakeholder trust and supports effective and responsible tax management.

### Country-by-Country Reporting (GRI 207-4)

SRL operates primarily within India and complies with local tax reporting requirements. Country-by-country reporting is not applicable in detail due to limited international operations. However, the company ensures compliance with all applicable regulations and maintains transparency in financial disclosures.





*Environment*

### Materials Used (GRI 301-1)

SRL uses various raw materials, including chemicals and packaging materials, in its manufacturing processes. The company monitors material usage and implements strategies to optimize consumption and reduce waste. Sustainable sourcing practices and material efficiency initiatives contribute to resource conservation. Efforts to use eco-friendly materials further support environmental sustainability. Advanced forecasting techniques are used to prevent overproduction and reduce waste.

### Recycled Input Materials Used (GRI 301-2)

SRL promotes the use of recycled materials, particularly in packaging and operations, to reduce resource consumption. The company focuses on material optimization, recycling partnerships, and supplier engagement. Continuous monitoring supports increased adoption, while packaging improvements enhance recyclability and promote circular economy practices.

### Energy Consumption (GRI 302-1)

Energy consumption at SRL is primarily driven by electricity used in manufacturing and laboratory operations. The company monitors energy usage through utility records and implements efficiency measures such as optimized equipment and maintenance practices. Electricity contributes significantly to emissions due to reliance on grid power. SRL plans to adopt renewable energy solutions, including rooftop solar and green power procurement. These initiatives aim to reduce energy consumption, lower emissions, and improve cost efficiency while supporting sustainable operations.



### Energy Consumption within the Organization (GRI 302-1)

SRL reported total energy consumption of 4,90,406 kWh, primarily driven by electricity used in manufacturing, laboratories, and administrative operations, contributing to Scope 2 emissions. The company monitors consumption and implements energy efficiency measures such as equipment upgrades, preventive maintenance, and process optimization. Future initiatives include renewable energy adoption, including solar power and green energy procurement. These efforts aim to reduce energy consumption, lower operational costs, and minimize environmental impact while supporting long-term sustainability goals.

### Renewable Energy Consumption (GRI 302-1)

SRL reported total renewable energy consumption of 790.25 kWh during the reporting period. Renewable energy use is currently limited but reflects the company's initial transition toward cleaner energy sources.

Future plans include expanding renewable energy adoption, such as rooftop solar installations, to reduce carbon emissions and enhance sustainability.

### Energy Intensity (GRI 302-3)

SRL monitors energy intensity to evaluate efficiency in relation to production and workforce. For 2025, emission intensity per employee is approximately 3.33 tCO<sub>2</sub>e per employee. The company aims to reduce energy intensity through process optimization, energy-efficient technologies, and renewable energy adoption. Continuous monitoring supports performance improvement and cost efficiency. Reducing energy intensity is a key focus area for achieving sustainability targets.



## Renewable Energy Transition and Energy Efficiency Initiatives (302-4)

SRL is advancing its transition toward renewable energy through planned rooftop solar installations to reduce dependence on grid electricity and lower carbon emissions. In parallel, the company has implemented comprehensive energy efficiency initiatives, including energy-efficient equipment upgrades, process optimization, and preventive maintenance. Periodic energy audits identify high-consumption areas and improvement opportunities. Structured energy management systems and employee awareness programs further strengthen conservation efforts. These integrated actions enhance energy performance, reduce operational costs, improve energy security, and support SRL's long-term sustainability and GHG reduction objectives.

## Water Management and Risk Assessment (GRI 303-1)

SRL adopts an integrated approach to water management by combining efficient usage, conservation, and risk assessment practices. Water is critical to chemical manufacturing, and the company monitors consumption through structured systems while promoting recycling and reuse. Regular water audits and wastewater treatment ensure compliance with regulatory standards. Additionally, SRL conducts water risk assessments to evaluate regional water stress and operational impacts. Identified risks are mitigated through conservation measures and contingency planning, ensuring sustainable water use and long-term resource resilience.

## Groundwater Protection and Wastewater Management (GRI 303-2)

SRL ensures protection of groundwater and responsible wastewater management through comprehensive control measures. Containment systems, leak detection mechanisms, and secure storage with secondary containment prevent contamination risks. Hazardous materials are handled following strict procedures, supported by regular inspections and monitoring. Effluent Treatment Plants (ETP) treat wastewater to meet regulatory standards before discharge or reuse. Continuous monitoring of parameters such as pH, COD, and BOD, along with documented reviews, ensures compliance, pollution prevention, and sustainable environmental performance.

## Water Recycled and Reused (GRI 303-3)

SRL recycled and reused 223,416 liters of water through advanced treatment and closed-loop systems. Rainwater harvesting and water-efficient cooling further support conservation. These practices reduce freshwater dependency, enhance operational efficiency, and ensure sustainable water management through continuous monitoring and system optimization.

## Water Discharge by Quality and Destination (GRI 303-4)

SRL reported total water discharge of 182.6 cubic meters during the reporting period. All discharged water is treated through appropriate wastewater treatment systems to meet regulatory standards before release or reuse. Continuous monitoring ensures compliance with environmental norms, minimizing pollution and protecting surrounding water bodies from adverse impacts.

## Water Consumption (GRI 303-5)

SRL reported total water consumption of 3,490,267 liters. Water audits, process optimization, and efficiency measures help reduce usage. High-consumption areas are targeted for improvement. Additional initiatives such as low-flow fixtures and employee awareness programs support conservation, ensuring sustainable water management and continuous improvement in resource efficiency.



## Operational Impact on Biodiversity (GRI 304-2)

SRL evaluates its operations for potential impacts on biodiversity, particularly from emissions, waste generation, and resource use. Mitigation measures include effective pollution control systems, structured waste management practices, and strict regulatory compliance. Operating primarily within industrial zones reduces direct impact on sensitive ecosystems. Continuous environmental monitoring ensures that activities do not harm surrounding flora and fauna, supporting biodiversity protection.

## Green Landscape Development and Biodiversity Support (GRI 304-3)

SRL has developed 25% of its operational area as green landscape, contributing to improved air quality, noise reduction, and ecological balance. While operating in industrial zones with limited direct biodiversity areas, the company promotes sustainability through green belt development, plantation drives, and landscape management. CSR initiatives and environmental awareness programs further support ecological conservation. These combined efforts enhance local biodiversity, minimize environmental impact, and reflect SRL's commitment to sustainable land use and responsible environmental stewardship.

## GHG Emissions (GRI 305)

SRL reports total emissions of 1,195.75 tCO<sub>2</sub>e for 2025, including Scope 1, Scope 2, and Scope 3 emissions. Scope 1 emissions arise from fuel combustion and refrigerants, Scope 2 from electricity consumption, and Scope 3 from value chain activities such as raw materials and logistics. The company uses recognized methodologies such as ISO 14064 and GHG Protocol for calculation. Reduction initiatives include energy efficiency, renewable energy adoption, and sustainable sourcing. Continuous monitoring and data improvement ensure accurate reporting and effective emission management.

### Direct (Scope 1) GHG Emissions (GRI 305-1)

SRL reported Scope 1 emissions of 67.5 tCO<sub>2</sub>e in 2025, primarily from fuel combustion in diesel generators, company vehicles, and heating systems. Fugitive emissions from refrigerants also contribute to this category. The company monitors fuel usage and implements efficiency measures to reduce emissions. Initiatives such as preventive maintenance and fuel switching to cleaner alternatives like LNG and PNG are planned. These measures aim to reduce direct emissions and improve operational efficiency while aligning with global climate goals.

### Energy Indirect (Scope 2) GHG Emissions (GRI 305-2)

Scope 2 emissions at SRL amounted to 402.13 tCO<sub>2</sub>e, mainly due to purchased electricity from the grid. The carbon intensity is influenced by India's coal-based energy mix. SRL is addressing this through energy efficiency initiatives and plans for renewable energy adoption, including rooftop solar installations. Reducing Scope 2 emissions is a key priority, as it represents a significant portion of operational emissions. The company aims to achieve substantial reductions through energy transition strategies.

### Other Indirect (Scope 3) GHG Emissions (GRI 305-3)

SRL reported Scope 3 emissions of 726.12 tCO<sub>2</sub>e, mainly from raw materials, logistics, and travel. The company focuses on supplier engagement, sustainable sourcing, and logistics optimization. Efforts to improve data accuracy and value chain management support long-term emission reduction goals.

## Other Indirect (Scope 3) GHG Emissions – Upstream Emissions (GRI 305-3)

SRL's upstream emissions account for 440.07 tCO<sub>2</sub>e, representing approximately 61% of total Scope 3 emissions. These emissions arise from activities occurring before production, including purchased goods and services (raw materials), fuel- and energy-related activities, upstream transportation and distribution, and waste generated in operations. The largest contribution comes from chemical raw material procurement and associated supply chain processes. SRL addresses upstream emissions through sustainable sourcing, supplier ESG screening, and optimization of procurement practices. Improving data accuracy and supplier engagement remains a key focus area to reduce upstream carbon intensity and enhance overall sustainability performance.

## Other Indirect (Scope 3) GHG Emissions – Downstream Emissions (GRI 305-3)

SRL's downstream emissions total 286.05 tCO<sub>2</sub>e, contributing around 39% of Scope 3 emissions. These emissions are associated with activities after product manufacturing, including downstream transportation and distribution, product delivery logistics, and end-of-life treatment of packaging materials. Logistics operations form a significant portion due to fuel consumption in transportation. SRL aims to reduce downstream emissions through route optimization, efficient load management, and adoption of greener logistics solutions. Additionally, initiatives such as sustainable packaging and improved waste disposal practices contribute to minimizing environmental impact across the product lifecycle.

## Emission Reduction (GRI 305-5)

SRL has set targets to reduce emissions by approximately 27% by 2030. Initiatives include renewable energy adoption, logistics optimization, and sustainable sourcing. Structured action plans and monitoring systems ensure progress. Continuous improvement supports long-term climate goals.

## Emissions of Ozone-Depleting Substances (GRI 305-6)

SRL maintains strict controls over the use, storage, and disposal of refrigerants and any ozone-depleting substances (ODS) to ensure full compliance with applicable environmental regulations and international protocols. The organization prioritizes the transition to environmentally safer alternatives with low or zero ozone depletion potential. All equipment containing refrigerants is regularly inspected and maintained to prevent leakages, while personnel are trained in proper handling and emergency response procedures. Disposal and recovery of substances are conducted through authorized vendors following regulatory guidelines. During the reporting period (2025), no significant emissions of ozone-depleting substances were recorded, reflecting effective management systems and preventive measures.

## Ambient Air Quality Monitoring and Emission Control (GRI 305-7)

SRL actively monitors and manages ambient air quality and process emissions to minimize environmental impact and ensure regulatory compliance. During the reporting period (2025), the organization recorded an Air Quality Index (AQI) of 81.9, indicating moderate air quality conditions. Emission control measures include the use of cleaner fuels, installation of scrubbers, and deployment of high-efficiency dust collection systems to limit particulate and gaseous emissions. Continuous and periodic monitoring systems are in place to track emission levels, supported by preventive maintenance of pollution control equipment to ensure optimal performance. Additionally, SRL promotes green belt development within and around its facilities to enhance air quality and act as a natural pollution sink. These integrated efforts contribute to reducing environmental and health impacts while maintaining compliance with applicable air quality standards.



### Air Pollutant Emissions (GRI 305-7)

SRL reported total air pollutant emissions of 16.88 metric tons during the reporting period. Emissions are monitored and controlled through pollution control systems, cleaner fuel usage, and process optimization. Continuous monitoring ensures compliance with regulatory limits, minimizing environmental impact and supporting effective air quality management.

### Carbon Pricing (GRI 305-8)

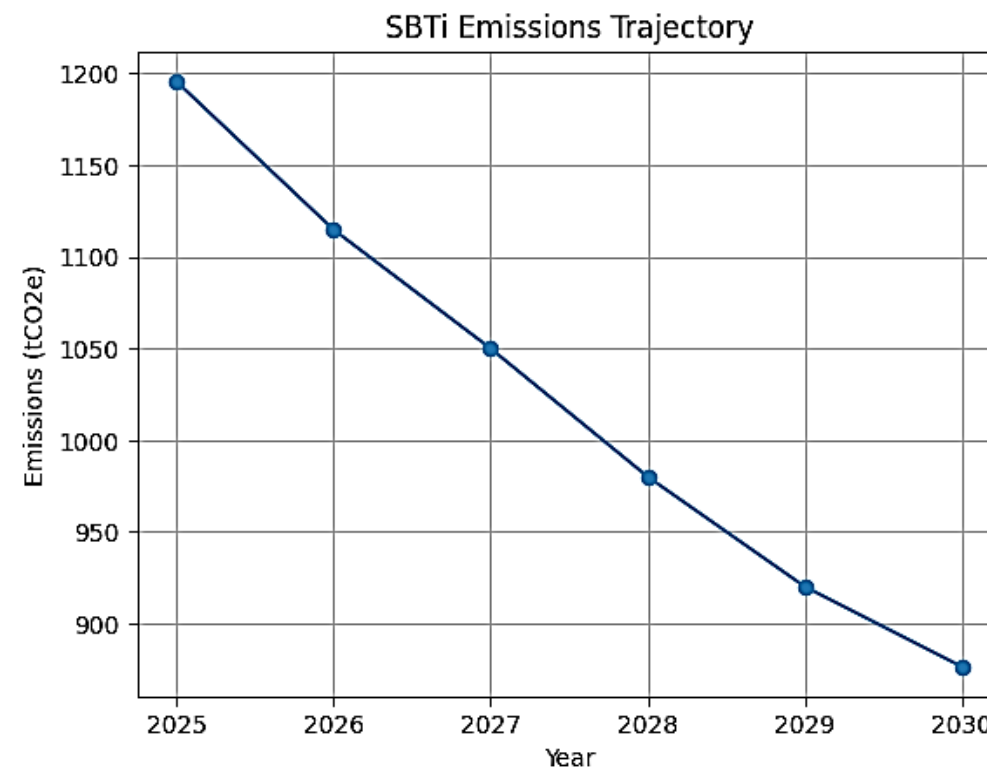
SRL is in the early stages of evaluating internal carbon pricing mechanisms to support decision-making. While no formal carbon pricing system is currently implemented, the company considers carbon costs in evaluating energy efficiency and sustainability projects. Future plans may include integrating carbon pricing into financial planning to drive emission reduction initiatives and support climate goals.

### SBTi Emissions Trajectory (Trajectory Summary (tCO<sub>2e</sub>))

Year	Emissions	Reduction vs Baseline
2025 (Baseline)	1,195.75	—
2026	1,114.90	~7%
2027	1,050 (est.)	~12%
2028	980 (est.)	~18%
2029	920 (est.)	~23%
2030	876.30	~27%

#### Trajectory Insight

- Linear reduction initially, followed by accelerated reduction from renewable energy & supply chain decarbonization
- Scope 2 drives early gains; Scope 3 drives long-term impact



## **Waste Generation and Significant Impacts (GRI 306-1)**

SRL generates waste primarily from chemical manufacturing processes, including hazardous and non-hazardous waste. The company assesses the environmental impact of waste generation and implements mitigation measures such as segregation, treatment, and recycling. Continuous monitoring ensures compliance with regulations. Waste reduction initiatives support sustainability and environmental protection.

### **Reduction of Hazardous Waste (GRI 306-2)**

SRL targets reducing 11.37 tons of hazardous waste through process optimization, recycling, and safe disposal. Advanced treatment systems, monitoring, and employee training ensure compliance, pollution prevention, and improved environmental performance, supporting sustainable waste management.

### **Reduction of Non-Hazardous Waste (GRI 306-2)**

SRL reported zero reduction in non-hazardous waste during the reporting period. The company continues to focus on waste segregation, recycling, and process optimization to minimize non-hazardous waste generation. Ongoing initiatives aim to improve material efficiency and support sustainable waste management practices.

### **Waste Management (GRI 306-3)**

SRL manages hazardous and non-hazardous waste through proper segregation, storage, and disposal via authorized facilities. Waste tracking, audits, and recycling initiatives ensure compliance and minimize environmental impact. Employee training supports safe handling, aligning waste management practices with sustainability and regulatory standards.

## **Waste Treatment (GRI 306-4)**

SRL increased the total waste recovered and recycled by 11,372 kgs through effective segregation and recycling practices. Hazardous waste is treated using chemical neutralization and approved processes before disposal via authorized facilities. Continuous monitoring and documentation ensure compliance, reduce environmental impact, conserve resources, and support sustainable waste management.

### **Waste Directed to Disposal – Landfill (GRI 306-5)**

SRL disposed 12,860 liters of waste to landfill through authorized facilities in compliance with regulations. Waste segregation, recycling efforts, and strict documentation reduce landfill burden, ensuring environmentally sound disposal and supporting sustainable waste management practices.

### **Environmental Compliance (GRI 307-1)**

SRL maintains compliance with environmental laws and regulations related to emissions, waste management, and resource usage. Regular inspections and audits ensure adherence to standards. The company has not reported any significant environmental non-compliance incidents. Continuous improvement initiatives enhance environmental performance and regulatory compliance.

### **Environmental Assessment of Suppliers (GRI 308-1)**

SRL evaluates suppliers based on environmental criteria such as emissions, waste management, and regulatory compliance. Regular assessments and monitoring ensure adherence to sustainability standards. Supplier engagement programs promote continuous improvement, reduce environmental risks, and support responsible and sustainable sourcing across the supply chain.



### **New Employee Hires and Employee Turnover (GRI 401-1)**

SRL employs 359 individuals and monitors hiring and turnover to ensure workforce stability. Recruitment focuses on skilled talent, while retention is supported through training, career development, and incentives. Equal opportunity practices and employee engagement initiatives contribute to low turnover and sustained organizational growth.

### **Benefits Provided to Employees (GRI 401-2)**

SRL provides a range of employee benefits, including healthcare, insurance, leave policies, and training opportunities. Wellness programs and occupational health initiatives support employee well-being. These benefits enhance employee satisfaction and productivity, contributing to a positive workplace culture. SRL provides competitive wages, health benefits, and welfare programs to employees. Policies ensure equal opportunity and fair treatment. Employee well-being is prioritized through safe working conditions and support programs.

### **Minimum Notice Periods Regarding Operational Changes (GRI 402-1)**

SRL ensures that employees are informed about significant operational changes with adequate notice. Communication channels include meetings, emails, and official announcements. This approach ensures transparency and allows employees to prepare for changes. Compliance with labor laws is maintained.

### **Occupational Health and Safety (GRI 403-1)**

SRL has implemented a comprehensive occupational health and safety management system aligned with regulatory standards. Regular risk assessments, safety audits, and inspections ensure compliance and a safe working environment. Safety measures include PPE usage, emergency preparedness, and equipment checks. Incident reporting mechanisms and continuous improvement initiatives enhance workplace safety, minimize risks, and promote employee well-being, ensuring strong safety performance across all operations.

### **Hazard Identification, Risk Assessment, and Incident Investigation (GRI 403-2)**

SRL has established procedures for hazard identification and risk assessment to prevent workplace incidents. Employees are trained to recognize potential hazards and report unsafe conditions. Incident investigation processes ensure root cause analysis and implementation of corrective actions. These measures help reduce risks, improve safety performance, and maintain a proactive approach to occupational health and safety management.

### **Worker Training on Occupational Health and Safety (GRI 403-5)**

SRL conducts regular training on emergency response, safe work practices, fire safety, chemical handling, and PPE usage. Continuous awareness programs ensure employees are competent in managing workplace risks, strengthening safety culture, improving compliance, and enhancing overall employee health and well-being.

### **Promotion of Worker Health (GRI 403-6)**

SRL promotes worker health through medical check-ups, health monitoring, and wellness programs. Healthcare benefits, ergonomic solutions, and awareness initiatives support well-being, reduce health risks, and enhance employee productivity and overall workplace health.

### **OHS Risk Prevention and Mitigation (GRI 403-7)**

SRL implements preventive measures such as risk assessments, safety training, PPE usage, and emergency preparedness to minimize workplace risks. Continuous monitoring, audits, and incident investigations ensure effectiveness, enabling corrective actions that reduce hazards and enhance overall employee safety.



## Work-related Injuries (GRI 403-9)

SRL maintains strong safety performance with minimal work-related injuries and zero lost-time incidents reported in 2025. The company implements proactive safety measures, including risk assessments, safety training, and incident reporting systems. Continuous monitoring and improvement initiatives ensure a safe working environment. The focus on prevention and employee awareness contributes to reduced accident rates and enhanced workplace safety.

## Training and Development (GRI 404-1)

SRL provides structured training programs covering technical skills, safety practices, and ESG awareness. Employees receive approximately 20 hours of training annually, supporting skill enhancement and career growth. Performance appraisal systems ensure transparent evaluation and development planning. Training initiatives improve employee competency, productivity, and engagement, contributing to organizational success.

## Skill Development Programs (GRI 404-2)

SRL conducts structured skill development programs to enhance employee competencies across technical, safety, and operational areas. These programs support career advancement, improve productivity, and strengthen workforce capabilities. Continuous learning initiatives and training sessions ensure employees remain updated with industry practices, contributing to both individual growth and overall organizational efficiency.

## Performance and Career Development (GRI 404-3)

SRL conducts regular performance appraisals with transparent feedback and career development plans. Training and mentorship programs support skill enhancement and growth. These practices improve employee engagement, retention, and align workforce capabilities with organizational goals, ensuring continuous improvement and satisfaction.

## Diversity of Governance Bodies and Employees (GRI 405-1)

SRL promotes diversity and inclusion across its workforce and governance structure. Equal opportunity practices ensure fair recruitment, training, and career advancement. The company fosters a workplace culture that values diversity and respects individual differences. Inclusion initiatives and awareness programs support a positive work environment. These efforts contribute to employee satisfaction, innovation, and organizational success. SRL promotes diversity and inclusion across all levels of the organization. Equal opportunities are provided regardless of gender, age, or background.



## **Non-Discrimination (GRI 406-1)**

SRL enforces a zero-tolerance policy for discrimination and harassment. Equal opportunity practices are implemented across recruitment, training, and career advancement. Grievance mechanisms allow employees to report concerns confidentially. No significant discrimination incidents were reported. Continuous awareness programs reinforce a respectful and inclusive workplace culture. Strict policies prevent discrimination and harassment. Grievance mechanisms ensure fair resolution of issues.

## **Freedom of Association and Collective Bargaining (GRI 407-1)**

SRL respects employees' rights to freedom of association and collective bargaining. The company ensures compliance with labor laws and maintains open communication channels. Employee representation systems support engagement and dialogue.

## **Child Labor (GRI 408-1)**

SRL strictly prohibits child labor across its operations and supply chain. Policies and monitoring systems ensure compliance with labor laws and international standards. Supplier assessments include checks for child labor risks. Training programs raise awareness among employees and suppliers. No incidents of child labor were reported during the reporting period.

## **Forced or Compulsory Labor (GRI 409-1)**

SRL maintains a zero-tolerance policy for forced or compulsory labor. The company ensures fair employment practices, voluntary work conditions, and compliance with labor laws. Supplier assessments and audits help identify and mitigate risks. Awareness programs reinforce ethical labor practices. No cases of forced labor were reported.

## **Security Practices (GRI 410-1)**

SRL ensures that security personnel are trained in human rights and ethical conduct. Security practices are aligned with company policies and regulatory requirements. Training programs emphasize respect for employee rights and appropriate conduct. These measures ensure safe and respectful workplace security management.

## **Rights of Indigenous Peoples (GRI 411-1)**

SRL respects the rights of indigenous communities and ensures that its operations do not negatively impact such groups. The company operates primarily in industrial zones, minimizing interaction with indigenous populations. Compliance with regulations and ethical practices ensures respect for community rights. No incidents related to indigenous rights were reported.

## Human Rights Assessments (GRI 412-1)

SRL conducts human rights assessments across operations and supply chain. Risks related to child labor, forced labor, and discrimination are evaluated and mitigated. Monitoring systems and audits ensure compliance with standards.

## Environmental Services and Advocacy Activities (GRI 413-1)

SRL conducted 10 environmental services and advocacy activities during the reporting period, including awareness programs, sustainability campaigns, and community engagement initiatives. The company actively manages community impacts through noise monitoring, reduction measures, and stakeholder interactions. CSR programs focus on education, environmental sustainability, and social welfare, including support to NGOs and animal welfare initiatives. Collaboration with external stakeholders promotes responsible disposal and recycling practices.

These efforts enhance community well-being, minimize environmental disturbances, and strengthen long-term relationships, demonstrating SRL's commitment to sustainable and socially responsible operations

## Community Impact Management (GRI 413-2)

SRL evaluates its operations to identify potential impacts on local communities, particularly related to environmental emissions and resource usage. Mitigation measures include pollution control systems, waste management practices, and community engagement programs. The company ensures compliance with environmental regulations and actively works to minimize negative impacts. Continuous monitoring and stakeholder engagement help address concerns and improve community relations.

## Social Assessment of Suppliers (GRI 414-1)

SRL evaluates suppliers based on social and environmental criteria. All suppliers are required to sign a code of conduct and undergo sustainability assessments.

Supplier audits and engagement programs ensure compliance with ESG standards. These practices strengthen supply chain transparency and reduce risks. Suppliers are assessed for labor practices, human rights compliance, and ethical standards.

## Negative Social Impacts in the Supply Chain (GRI 414-2)

SRL identifies and addresses social risks in its supply chain through assessments and audits. Suppliers are required to comply with ethical standards. Corrective actions are implemented where necessary. Continuous engagement ensures improvement.

## Political Contributions (GRI 415-1)

SRL does not make political contributions and maintains strict neutrality in political matters. The company complies with all applicable laws and regulations related to governance. This approach ensures ethical conduct, transparency, and reinforces stakeholder trust in SRL's business practices.



## Customer Health and Safety Risk Management (GRI 416-1)

SRL ensures customer health and safety through comprehensive risk assessment, awareness programs, and robust emergency preparedness systems. Products are evaluated for potential health impacts, tested for quality, and labeled according to regulatory standards. Safety Data Sheets and handling guidelines are provided to customers. Continuous monitoring and evaluation of emerging technologies further strengthen safety measures, ensuring safe product usage and minimizing risks across the product lifecycle.

## Customer Health and Safety Incidents (GRI 416-2)

SRL reported zero customer health and safety incidents during the reporting period. This reflects the effectiveness of the company's product safety measures, quality controls, and risk management systems. Continuous monitoring, compliance with regulations, and customer awareness initiatives ensure high standards of safety and reliability.

## Product Information and Customer Training (GRI 417-1)

SRL conducted 25 training and awareness initiatives to educate customers on sustainable product use, including safe handling, efficient usage, and responsible disposal. The company ensures transparent communication through accurate labeling, detailed product composition information, and Safety Data Sheets (SDS). Labels include safety instructions and hazard details in compliance with regulations, supported by regular audits. Customers are also guided on recycling and disposal practices, promoting environmental responsibility, product stewardship, and enhanced customer safety and trust.

## Customer Training on Product End-of-Life Management (GRI 417-1)

SRL provided training to 100 individuals on proper product end-of-life management. The training covers safe disposal, recycling practices, and environmental considerations to minimize waste and pollution. These initiatives promote responsible product lifecycle management, enhance customer awareness, and support sustainable environmental practices.

## Compliance with Product Information and Safety Requirements (GRI 417-2)

SRL ensures full compliance with product information and labeling requirements through clear safety instructions and accurate product communication. No significant incidents of non-compliance have been reported during the reporting period. Regular internal audits and monitoring systems are implemented to verify adherence to regulatory standards. These practices ensure safe product usage, maintain transparency, and reinforce customer trust and regulatory compliance.

## Customer Privacy and Data Security (GRI 418-1)

SRL ensures customer data protection through robust information security systems, including access controls, data encryption, and regular audits. Policies and procedures are in place to prevent data breaches and unauthorized access. Employees receive training on data security and privacy practices. No significant data breaches were reported during the reporting period. These measures ensure compliance with data protection regulations and maintain customer trust.

## Social Economic Compliance (GRI 419-1)

SRL complies with all applicable laws and regulations related to environmental, labor, and business practices. Regular audits and compliance checks ensure adherence to legal requirements. The company has not reported any significant fines or non-compliance cases during the reporting period. Strong governance practices and internal controls support regulatory compliance and ethical operations.



## Sustainability Performance Data

(01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025 )

Topic	Commitment	KPI	Unit	Measure
Employee Development	Enhance employee skills	Average hours of training per employee	Hours	18.5
Employee Development	Career growth support	Career management and training	%	100
Water Management	Efficient water use	Water consumption	Cubic Meters	182.6
Water Management	Resource conservation	Total water consumption	Liters	34,90,267
Water Management	Promote recycling	Water recycled and reused	Liters	2,23,416
Supply Chain	Responsible sourcing	Suppliers signed code of conduct	%	100
Supply Chain	Sustainability assessment	Suppliers assessed	%	100
Supply Chain	Supplier audits	Suppliers audited	%	100
Supply Chain	Supplier improvement	Corrective actions taken	%	100
Health & Safety	Zero harm workplace	Employee health incidents	Count	0
Health & Safety	Workplace safety	Days lost due to injuries	Count	0
Health & Safety	Accident prevention	Work-related accidents	Count	0
Ethics & Compliance	Ethical awareness	Employees trained on ethics	%	100
Ethics & Compliance	Anti-corruption	Corruption incidents	Count	0
Environment	Air quality control	Air Pollution Index	Index	81.9
Environment	Emission reduction	Air pollutants	Metric Tons	16.88
Human Rights	Respect human rights	External stakeholder issues	Count	0
Community	Social contribution	Environmental initiatives	Count	10
Supply Chain	ESG compliance	Suppliers with ESG clauses	%	100
Workplace	Inclusive culture	Discrimination incidents	Count	0
Workplace	Fair working conditions	Working conditions compliance	%	100
Biodiversity	Environmental protection	Biodiversity impact	%	25
Governance	Fair pay	CEO pay ratio	Ratio	0.6
Human Rights	No child/forced labor	Cases reported	Count	0
Energy & Climate	Energy efficiency	Energy consumption	kWh	4,90,406
Energy & Climate	Renewable energy	Renewable energy use	kWh	790.25
Social	Employee engagement	Social dialogue sessions	Count	15

## Sustainability Performance Data

(01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025 )

Topic	Commitment	KPI	Unit	Measure
Ethics	Anti-bribery	Bribery cases	Count	0
Workplace	Equal opportunity	Discrimination cases	Count	0
Wages	Fair wages	Employees covered by living wage	%	100
Wages	Fair compensation	Employees below living wage	%	0
Wages	Equity	Total employees below living wage	%	0
Wages	Pay fairness	Wage gap vs living wage	%	0
Diversity	Gender equality	Gender pay gap	%	0
Materials & Waste	Resource efficiency	Materials usage	Liters	12,860
Data Security	Information protection	Security incidents	Count	0
Product Responsibility	Safe usage	Product use cases	Count	25
Procurement	Sustainable sourcing	Buyers trained	%	100
Diversity	Gender inclusion	Women employees	%	22
Diversity	Leadership diversity	Women in top management	%	4.7
Governance	Board diversity	Women on board	%	2.6
Inclusion	Workforce diversity	Minority employees	%	18.6
Inclusion	Leadership inclusion	Minority in management	%	12.7
Circular Economy	Product lifecycle	End-of-life management	Count	100
Governance	Transparency	Whistleblower reports	Count	0
Supply Chain	Responsible sourcing	Conflict minerals disclosure	%	100
Product Safety	Customer protection	Safety incidents	Count	0
Climate	Direct emissions	Scope 1 emissions	tCO <sub>2</sub> e	67.5
Climate	Energy emissions	Scope 2 emissions	tCO <sub>2</sub> e	402.13
Climate	Value chain emissions	Scope 3 emissions	tCO <sub>2</sub> e	726.12
Climate	Downstream emissions	Scope 3 downstream	tCO <sub>2</sub> e	286.05
Climate	Upstream emissions	Scope 3 upstream	tCO <sub>2</sub> e	440.07
Waste	Hazardous waste	Hazardous waste generated	Tons	11.37
Waste	Non-hazardous waste	Non-hazardous waste	Kg	0

## GRI INDEX

This report is prepared in accordance with GRI standards (2021).

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## INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Type 2 assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the GRI Standards. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

**Name of Assurance Provider** : BMQR Certifications Pvt Ltd,  
**Standard Used** : ISO 17029:2019 and GRI.  
**Type of Assurance** : Type 2  
**Web URL** : [www.bmqrassurance.com](http://www.bmqrassurance.com)



**Authorized Representative (Assurer)**

**Name** : S. Elango  
**Designation** : Associate Certified Sustainability Assurance Practitioner  
**Certificate No** : AA1000 (ACSAP) C.N: A09122401  
**Signature** : *Shanm*