



Policy on the Nine Principles of Business Responsibility and Sustainability Report

(Approved by the Board of Directors on March 12, 2026)

Registered Office

Laurus Labs Limited

Laurus Enclave, Plot Office 01, E, Bonangi Village,
Parawada Mandal, Anapalli District - 531021, Andhra Pradesh, India.

T +91 891 682 1101, 1102, **F** +91 891 682 1103

E info@lauruslabs.com, **W** lauruslabs.com

Corporate Office

Plot No. 103, Road No 1, Jubilee Hills,
Hyderabad, Telangana - 500 033, India.

T +91 40 6659 4333

F +91 40 6659 4320

CIN : L24239AP2005PLC047518

Policy on the Nine Principles of Business Responsibility and Sustainability Report

1. Introduction

Laurus Labs Limited (including its subsidiaries) (“**Laurus**” / “**the Company**”), is conscious about its economic, environmental and social responsibilities, and has articulated various policies and incorporated practices to fulfil its responsibilities as a corporate citizen and the Company undertakes its initiatives in an ethical, fair and transparent manner with the stakeholders.

The Policy on the Nine Principles of Business Responsibility and Sustainability Report (“**BRSR**”) (“**the Policy**”) has been formulated in accordance with the requirements of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**SEBI Listing Regulations**”) and validates the Company’s commitment to follow the principles laid down in the National Guidelines on Responsible Business Conduct on social, environmental and economic responsibilities of business brought out by the Ministry of Corporate Affairs, Government of India. The stated 9 principles forms part of the Policy.

The Board of Directors of the Company (“**the Board**”) has approved the Policy at its meeting held on March 12, 2026.

2. Applicability

The Policy applies to Laurus operations globally, including all legal entities worldwide owned or controlled by Laurus (including its subsidiaries), and to its directors, officers, employees and workers. The Policy will also be applicable to contractual staff, interns, consultants and trainees working for or on behalf of the Company.

Actions of business partners, including joint venture partners, vendors, contractors, consultants, agent, trainees, distributors and suppliers can have a direct impact on our business. For this reason, we expect business partners to meet the same high standards when working with Laurus or on its behalf.

3. Implementation

The implementation of the business responsibility and sustainability initiatives by the Company shall be under the overall supervision and overview of the Chief Executive Officer of the Company, and shall be assisted by the cross-functional heads to strive for and implement sustainability plans and programs and drive ESG agenda of the organization. The respective functional heads shall be responsible for implementation of this policy for their respective areas.

The Board and/ or its Committee shall review the business responsibility and sustainability initiatives at periodic intervals.

4. Principles

Principle - 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable

The Company strives to maintain the highest standards of ethical conduct and transparency in its business activities. The Board of Directors and senior management of the Company aims to inculcate ethical behavior at all levels across the Company making it an essential part of the work culture so that every employee of the Company conduct themselves and lead on behalf of the Company, with professionalism, honesty and integrity, and conform to high moral and ethical practices.

The Company has formulated Code of Conduct, which is applicable to the Directors, senior management and employees of the Company and its subsidiaries. The Code of Conduct is available at the link: https://www.lauruslabs.com/Investors/PDF/Policies/Code_of_Conduct_Policy.pdf and <https://www.lauruslabs.com/images/pdfs/Business-Code-of-Conduct-and-Ethics-Policy.pdf>. All concerned are required to adhere to the Code of Conduct. Any violation of the Code of Conduct shall be viewed strictly and may lead to disciplinary action.

The Company has also formulated Whistle Blower Policy, which provides guidance on raising concerns of any actual or potential violations of the Code of Conduct, policies and procedures of the Company, any applicable laws and regulations, unprofessional or inappropriate conduct and address them appropriately. The Whistle Blower Policy ensures that any violations, wrongdoing or non-compliances are addressed appropriately and promptly. The Whistle Blower Policy is available on the website of the Company, at the link https://www.lauruslabs.com/Investors/PDF/Policies/Whistle_Blower_Policy_29-07-2021.pdf

The business decisions and transactions shall be fair, transparent, amenable to appropriate disclosure and be available to the concerned stakeholder. The Company shall ensure maximum appropriate disclosure to its various stakeholders without impacting its strategic intent. The Company shall endeavour to ensure that transparent, correct and relevant information, pertaining to its products and services, is disseminated through its advertising material and information displayed on the digital platforms, wherever applicable. The Company shall ensure that the disclosures required to be made in business documents, statutory forms, declarations, advertisements are correct and appropriate.

The disclosures practices of the Company shall also be governed by the Code of Fair Disclosure under the SEBI (Prohibition of Insider Trading) Regulations, the Policy on Determination of Materiality under the SEBI Listing Regulations, and such other applicable policy as may be framed by the Company, from time to time. Both the policies are available on the website of the Company at the links: <https://www.lauruslabs.com/Investors/PDF/Policies/CodeOfFairDisclosure.pdf> and <https://www.lauruslabs.com/Investors/PDF/Policies/Criteria-for-determining-materiality-of-events.pdf>.

The Company shall have a zero tolerance for bribery and corruption in its business dealings. The Company believes in free and open competition and shall not indulge in any anticompetitive or unfair practice or abuse its dominant position in the market. The Company has formulated Anti-bribery and Anti-corruption Policy, available on the website of the Company, at the link: <https://www.lauruslabs.com/images/pdfs/Anti-bribery&Anti-corruption-Policy.pdf>

Principle - 2: Businesses should provide goods and services in a manner that is sustainable and safe

The Company, being a pharma company, is committed to ensure that the goods it produces are safe and sustainable. The Company shall continuously make efforts to improve the quality of life of the people by adding value to its goods and services keeping in mind the impact of the same. The Company shall periodically evaluate and recognize the risks and concerns related to its products and services and communicate the same to its customers/ consumers adequately. Keeping in mind the applicable laws, the Company endeavours to maximize the use of such packaging material which are environmental friendly and further communicate in the adequate manner of disposal/ reuse of such packaging material which are not environmental friendly such that any adverse impact on the environment can be minimized.

The Company endeavours to keep balance of the social, environmental and economic impact of the business it conducts and its business goals are pursued without compromising any of the three elements. Such balance should be ensured throughout the life cycle of the goods, from R&D to disposal / delivery, i.e., from development stage through manufacturing and processing, smart packaging, distribution and transportation, use and reuse, recycling and disposal. There should be monitoring of the product and services such that the quality, safety and environmental requirements are met through appropriate reviews.

The Company should strive to use all the resources sustainably with maximum optimization at all stages and also recycle the same to the extent possible. The Company shall regularly advice or train its employees, workers, value chain members including suppliers and distributors, customers and recyclers, on optimum utilization of resources. Being pharma company, keeping in mind regulatory aspects, the Company would endeavour that the waste products generated during the process in manufacturing are re-cycled or the by-products generated, if any, are put to best possible use to safeguard the environment from over utilization of resources and minimize the hazards. The Company shall strive to reduce its own environmental footprints, influence the stakeholders to encourage them to reduce their footprints and engage with the employees to help them reduce their personal foot prints.

The Company has formulated Environment, Health, Safety & Sustainability (“EHSS”) Policy towards its commitment to continually improve EHSS performance in Research & Development, Contract Services and Manufacturing of Pharmaceutical Products with focus on protection of environment, promoting health and wellbeing of employees, integrating good occupational health and hygiene practices, eliminating hazards and reduce risks by adopting highest safety standards, implementing an integrated approach to address social and governance concerns, comply with EHSS obligations, participation of workers or their representatives to improve EHSS Management System, communicating interested parties of their EHSS obligations. The EHSS Policy is available on the website of the Company at the link https://www.lauruslabs.com/Investors/PDF/Policies/Laurus-Labs_EHSS-policy.pdf

The Company has also formulated Biodiversity and No-Deforestation Policy recognizing that conserving biodiversity is in long-term interest for our business and society at large. The Biodiversity and No-Deforestation Policy is available on the website of the Company at the link <https://www.lauruslabs.com/images/pdfs/Biodiversity&No-deforestation-Policy.pdf>. The Company has also formulated various policies/ SOPs at functional level to improve its positive impact of the business from environmental and social parameters.

Principle - 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

The Company respects and promotes the well-being of its employees, including those in value chains, and recognizes the value of a healthy and motivated human resource. The Company ensures an environment which generates sense of belongingness, loyalty and commitment amongst the employees, and there is a hierarchy which allows better flow of information, ideas, suggestions and understanding amongst the employees and the senior management. The Company shall promote an environment that favors the concept of equal employment opportunities without any discrimination with respect to caste, creed, gender, race, religion, disability or sexual orientation. The Company shall abide with the applicable laws prescribed by the Central Government or local governments on minimum wages.

The Company shall provide a workplace environment that is hygienic, humane, comfortable, facilitating and which upholds the dignity of the employees. It shall provide facilities for the wellbeing of its employees including those with special needs. The Company shall comply with the statutory provisions with regard to health, safety and wellbeing of its employees. Specific provisions contained in the labour laws ensuring health, safety, hygiene, comforts and wellbeing of employees shall be complied in letter and spirit. The Company is committed to periodically communicate the safe and hygienic health habits to its employees on a continuous basis.

The Company shall ensure payment of minimum wages to support their livelihood and financial security. The Company shall strive to provide a safe working environment to all employees and protect them from sexual and mental harassment by all means. Any such instance shall be dealt promptly, sensitively and confidentially in the most judicious and unbiased manner. The Company has formulated Prevention of Sexual Harassment (POSH) Policy and is available on the website of the Company at the link https://www.lauruslabs.com/Investors/PDF/Policies/POSH_Policy.pdf

The Company shall refrain from employing child labour, forced labour or any form of involuntary labour, paid or unpaid in any of its offices or operations. The Company has formulated Policy on Prevention of Child / Adolescent / Forced Labour and is available on the website of the Company at the [link https://www.lauruslabs.com/Investors/PDF/Policies/Policy_of_Prohibition_of_Child,Adolescent,Forced_Labour.pdf](https://www.lauruslabs.com/Investors/PDF/Policies/Policy_of_Prohibition_of_Child,Adolescent,Forced_Labour.pdf)

The Company shall continuously make efforts in the development of human resource through a series of employee-friendly measures aimed at talent acquisition, development and motivation, performance and career development reviews, etc. The Company shall conduct programs for enhancing the skills of its employees through various sensitization programs or training through various programs – internal or external to employees to upgrade their skills and competencies.

Subject to the applicable rules with regard to association of its employees with organization, the Company should strive to respect the right to freedom of association and participation of the employees.

The Company has formulated Whistle Blower Policy, wherein detailed procedure has been mentioned for the employees to make disclosure regarding any unfair, unethical practice or improper activity observed within the organization in an undisclosed manner, which will then be investigated and such disciplinary actions may be taken for wrongful/ unethical activity. The Whistle Blower Policy is available on the website of the Company, at the link: https://www.lauruslabs.com/Investors/PDF/Policies/Whistle_Blower_Policy_29-07-2021.pdf

Principle - 4: Businesses should respect the interests of and be responsive to all its stakeholders

The Company acknowledges and values the support of its stakeholders and endeavors to maintain a cordial relationship and safeguard the interests of all the stakeholders, both internal and external. A periodic review will be undertaken to identify its internal and external stakeholders, in order to understand their concerns and assess their requirements and subsequently respond to their needs in a most effective manner. The Company shall endeavor to maintain healthy stakeholder engagement, allow stakeholder's participation and as far as practically possible shall promote collective decision-making process. While dealing with the internal and external stakeholders, the Company shall endeavour to adopt ethical, transparent and prudent practices.

The Company understands that all its stakeholders are not equally influential and therefore it encourages to proactively engage with local communities particularly those that are disadvantaged/ vulnerable/ marginalized or underprivileged to support their well-being and/ or livelihood. The Corporate Social Responsibility (CSR) initiatives undertaken by the Company shall be driven towards the benefit of the disadvantaged, vulnerable and marginalized stakeholders.

The Company shall make prompt disclosures of any material event or information, and subject to business confidentiality, the Company shall make appropriate and responsible disclosures about the Company, its products and services to the relevant stakeholders to enable them to take a reasoned decision. The Company shall remain transparent about the impact of its products and services, its policies and decisions on its stakeholders, and while formulating any policy it should be kept in mind that the interests of the stakeholders are not compromised.

The Company's website shall display all such statutory policies and other relevant information, from time to time, to keep the stakeholders aware about the Company.

Principle - 5: Businesses should respect and promote human rights

The Company appreciates and believes that human rights are rights inherent to all human beings, and that everyone, individually or collectively, is entitled to these rights, without discrimination. It further recognizes that human rights are inalienable, interrelated, interdependent and indivisible. The Company shall continuously strive to promote human rights as mentioned in the Constitution of India in the articles relating to Fundamental Rights and Directive Principles of State Policy and also the guidelines of the International Bill of Human Rights. The Company shall ensure to inculcate and integrate values of human rights in the management systems and all departments throughout the organization.

The Company, being a public listed company, is committed to have robust governance structures and mechanisms to respect the human rights of all stakeholders impacted by the business. This includes carrying out human rights due diligence to identify, prevent, mitigate and account for how we address adverse human rights impacts.

The Company has formulated Human Rights Policy towards its commitment to respect human rights and to prevent human rights violations. The Human Rights Policy is available on the website of the Company, at the link: <https://www.lauruslabs.com/Investors/PDF/Policies/HRP.pdf>

The Company shall endeavor to promote the awareness and realization of human rights across its value chain. The Company has formulated Code of Conduct for value chain partners, which also includes human rights and employment practices to be followed by them. The Supplier's Code of Conduct is available on the website of the Company, at the link: <https://www.lauruslabs.com/images/pdfs/SupplierCodeofConduct.pdf>

The Company shall ensure that any individuals/ groups whose human rights are impacted by them have access to effective grievance redressal mechanisms. The Company has formulated a Policy on Grievance Handling setting out the procedure on grievance handling. The Policy on Grievances handling is available on the website of the Company, at the link: <https://www.lauruslabs.com/Investors/PDF/Policies/PGH.pdf>.

Principle - 6: Businesses should respect and make efforts to protect and restore the environment

The Company recognizes that its responsibility towards the environment is a prerequisite for sustainable growth and for the well-being of society. Keeping business necessity in mind, the Company is committed to address environmental issues, like, pollution, biodiversity conservation, sustainable use of natural resources and climate change including its mitigation, adaptation and resilience in a comprehensive and systematic manner.

The Company commits to be responsible in the utilization and to continuously take necessary initiatives towards optimum utilization and further reduction in the utilization of resources, both natural and manmade. The Company shall also remain committed towards fair utilization of benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge.

The Company shall undertake pollution control measures not only at all stages of production but also within the workplace, offices, warehouses and such other places where the Company operates. Further, the Company shall endeavor to train its workers including contractors to adopt such measures which help in preventing pollution and protecting environment like adopting paperless communication as far as possible. The Company shall at all times ensure safe disposal of wastes and effluents through proper disposal channels. The Company shall ensure that the emissions and wastes from its facilities are within the permissible limits prescribed by the Central/ State Pollution Control Board. The Company shall endeavor to adopt the latest energy efficient technologies to ensure optimal utilization of the resources without having to compromise with the quality of its products.

The Company endeavors to conduct audits periodically to assess existing environmental practices and procedures adopted by the Company and the extent to which practices can be modified so as to mitigate the environmental damage and to reduce adverse impact on environment by adopting cleaner production methods, promoting use of energy efficient and environment friendly technologies and use of renewable energy. The Company shall have in place Environment Management Systems (EMS) which shall deal with preventing, mitigating and controlling environmental damages and disasters and also devise plans to deal with contingencies.

The Company shall formulate business continuity and disaster management plan to identify and mitigate the risks which can disrupt the business and their control measures.

The Company shall also encourage its value chain partners to move towards environmentally friendly practices.

Principle - 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

As a corporate citizen, the Company recognizes that businesses operate within the specified legislative and policy frameworks, which guide its growth and also provide for certain desirable restrictions and boundaries. The Company acknowledges that in a democratic set-up, such legal frameworks are developed in a collaborative manner with participation of all the stakeholders including peer players.

The Company shall strive to engage with the Government, regulators, policymakers, multilateral agencies, professional associations, and other stakeholders across the globe to advocate for policies that protect the interests of industry/ people/ patients and encourage innovation, research and development and promote efficient management of healthcare spending while supporting our business. The Company and its authorized officials can be a part of various chambers and associations to make recommendations/ representations before regulators and associations for advancement and improvement of the industry in which it does business. The Company believes that policy advocacy must preserve and expand public good and thus shall never advocate any policy change to benefit itself alone or a select few.

The Company's authorized personnel/ designated leaders/ teams, leverage scientific evidence and data to engage with governments, policymakers, regulators, multilateral agencies, professional associations, and other stakeholders across the globe to advocate for policies that protect the interests of industry/ people/ patients and encourage innovation, research and development and promote efficient management of healthcare spending while supporting Company's businesses. Throughout our advocacy efforts, Company's authorized personnel/ designated leaders/ teams will be guided by the Code of Conduct and will ensure that our advocacy efforts are transparent, ethical and align with the broader public interest.

The Company shall seek redressal in case of any grievance with any regulatory authority or framework, and resort to policy advocacy consistent with the principles and policies contained in this policy through the trade and industry chambers and other such collective platforms.

The Company shall perform the function of policy advocacy in a transparent and responsible manner while engaging with all the authorities and shall take into account the Company's as well as the larger national interest.

Principle - 8: Businesses should promote inclusive growth and equitable development

The Company believes that the society as its integral part and believes that it cannot work in isolation without society and therefore, as it develops, the society should also progress. The Company is committed towards eliminating the negative impact on society, if any being created by the Company's operations in the course of its business.

The Company therefore, through its CSR activities or otherwise, shall continuously participate in activities related to promoting education, health care, livelihood enhancement projects, environmental projects, rural development projects, etc. The Company shall make efforts to minimize the negative impacts of displacement of people and disruption of livelihoods through its business operations, if any, in a transparent and fair manner.

The Company shall make efforts to innovate and invest in the process and technologies to promote the wellbeing of society, giving priority to local and the underdeveloped regions. The Company shall also strive to increase its presence in remote and rural areas.

The Company endeavours to provide equal opportunities for engagement with the potential suppliers and shall not discriminate on any basis while selecting its suppliers. However, the Company strives to encourage working with local suppliers or suppliers that are close to our facilities (including small-scale industries) without any discrimination.

Principle - 9: Businesses should engage with and provide value to their consumers in a responsible manner

The Company acknowledges that the basic aim of a business entity is to provide goods and services to its consumers that are safe to use, and in a manner that creates value for both. The Company shall strive to make available such goods and services that are safe, competitively priced, easy to use and safe to dispose, for the benefit of its customers. The Company shall not indulge in any unfair or disruptive trade practices that can in any way, and at any stage while designing, promoting and selling their products, affect the right of freedom of choice of customers from the range of other competitive products available in the market.

The Company understands the importance of fair disclosure of the description of its products and thereby ensures to disclose, truthfully and factually, such relevant information including risks about the product, as may be required statutorily, through labelling so that the consumers can exercise their freedom to consume in a responsible manner.

The Company shall take initiatives to educate its consumers regarding the responsible and proper usage of its products through various workshops, etc. The Company endeavours to promote and advertise their products in ways that do not mislead or confuse the consumers or violate any of the Principles of this Policy.

The Company commits to exercise due care and caution while providing goods and services that result in over exploitation of natural resources or lead to excessive conspicuous consumption. The Company shall maintain the consumer data in a way that does not infringe upon their right to privacy.

The Company has formulated Information Technology Policy which *inter alia* covers various areas including IT related security and risk management. The IT Policy is available on the website of the Company, at the link: https://www.lauruslabs.com/images/pdfs/IT_POLICY.pdf. The Company has also formulated Data Privacy Policy, which is available on the website of the Company, at the link: https://www.lauruslabs.com/Investors/PDF/Policies/LLL_updated-privacy-policy-26.09.2025.pdf

The Company shall establish adequate grievance redressal mechanisms for the consumers and also address customer concerns and feedbacks. The Company shall strive to enable universal access, including to those whose services have been discontinued for any reason, in a non-discriminatory and responsible manner.

5. Amendment to the Policy

The provisions of this Policy can be amended/ modified by the Board of Directors of the Company from time to time in tune with the applicable rules and regulations and all such amendments/ modifications shall take effect from the date stated therein.

In case of any amendment(s), clarification(s), circular(s) etc. in the applicable rules and regulations and because of such amendment any provisions in this Policy is not consistent with such amendment, then such amendment(s), clarification(s), circular(s), etc. shall prevail upon the provisions hereunder and this Code shall stand amended accordingly from the effective date as laid down under such amendment(s), clarification(s), circular(s), etc.

The Executive Directors and Company Secretary of the Company are severally authorized to amend the various web links mentioned in this Policy, in the event of change in any web link of the referred policies mentioned in this Policy.

6. Acknowledgement of this Policy

The employees, workers, value chain partners and other concerned are requested to familiarize themselves with this policy; both in letter and in spirit.

Note: Approved by the Board of Directors on March 12, 2026.