

SUSTAINABILITY PERFORMANCE 2023-24

PRAGMETIS PHARMASERVE LLP.

Corporate office: A2, 432-433, Celebration City Center, South Bhopal, Ahmedabad-380058, Gujarat, India.

R & D: 41/42 Parishram Industrial Hub, Sarkhej, Bavla Highway, Nr. Chacharavdi Sanand, Ahmedabad, Gujarat-382110, India.

Subsidiary Company

PRAGMETIS PHARMACTIVES LLP.

Plot. No. 1115, Kerala GIDC, Tal. Bavla, Dist. Ahmedabad-382220, Gujarat, India.

We share with you our Sustainability Performance for 2023 - 24 which details various aspects of our sustainability efforts towards continuous improvements.

We are committed to responsible sustainable development efforts, and we are sharing our performance with our stakeholders in a transparent manner. We continue to remain focused on enhancing efficiency and productivity across our value chain. In FY 2023-24, we have developed a sustainability strategy articulating our commitments towards operational eco-efficiency, safe operations and impacts on communities. We have developed a roadmap for sustainability, which includes improvement in energy efficiency, water and waste minimization.

At PragMatis, we have a proactive agenda that extends beyond legal compliance and has robust programs in areas such as occupational health and safety, environmental management, community development and talent management. In our operations, the focus is on producing more with less. This entails enhancing our productivity while maintaining a low emission profile, high water use efficiency and effective waste management. We have been continuously working towards providing our employees with a healthy and safe workplace. Through, process risk management, process control measures and implementing best-in-class engineering controls, we have made our processes safer and reduced risks to life and assets. In an effort to make PragMatis one of the greatest places to work, we have been driving an ownership mindset where our employees feel engaged, connected and motivated towards value creation. We provide opportunities for continuous learning and professional growth to all our employees through a system of meritocracy and equal opportunity.



It is our constant endeavor to stay in tune with the evolving needs and expectations of our stakeholders. We have taken several steps to respond positively to the challenges of the future and intend to build further on them. We welcome your observations and suggestions to provide added impetus to our sustainability efforts.

PRAGMETIS PHAMASERVE LLP.				
Sr.no	KPI	2022-23	2023-24	Improvement
Occupation Health & Safety				
1	Nos. of Near Miss	5	6	1 Nos.
2	Nos. of First aid Cases	1	1	NA
3	Lost time injury (LTI) Frequency Rate	0	0	NA
4	Lost time injury (LTI) Severity Rate	0	0	NA
5	Nos. of EHS Training Conducted	0	2	02 Nos. of Training improvement
6	Number of Employee Trained on EHS	8	10	02 Nos. Employee improved
7	Training Hours	3 hr	5 hr	2 hr Extra Improved

PRAGMETIS PHARMACTIVES LLP.				
Sr.no	KPI	2022-23	2023-24	Improvement
Occupation Health & Safety				
1	Nos. of Near Miss	8	10	2 Nos.
2	Nos. of First aid Cases	2	2	NA
3	Lost time injury (LTI) Frequency Rate	0	0	NA
4	Lost time injury (LTI) Severity Rate	0	0	NA
5	Nos. of EHS Training Conducted	0	2	02 Nos. of Training improvement
6	Number of Employee Trained on EHS	10	12	02 Nos. Employee improved
7	Training Hours	3 hr	5 hr	2 hr Extra Improved

PRAGMETIS PHAMASERVE LLP.

Sr.no	KPI	2022-23	2023-24	Improvement
Working Condition				
8	Nos. of loan Provide to employees as and when required.	0	0	NA
9	% of Payment of Bonus received by Employee	100%	100%	NA
10	Nos. of Employee received Payment of Gratuity	0	0	NA
11	Nos. of Safe hygienic drinking water points Provided	1	2	01 extra drinking water provided
12	Nos. of Adequate Latrines and Urinals Provided	4	4	NA
13	Nos. of Changing & lockers rooms Provided for employees	1	1	NA
14	Nos. of Employee appreciated by Suggestion scheme and awards.	12	12	NA
15	% of Employee received Personal Protective Equipments (PPEs)	100%	100%	NA
16	% of Employee Covered in Annual Medical Examination	100%	100%	NA
17	Employee Satisfaction Rate	59%	61%	2% Improved

PRAGMETIS PHARMACTIVES LLP.

Sr.no	KPI	2022-23	2023-24	Improvement
Working Condition				
8	Nos. of loan Provide to employees as and when required.	0	0	NA
9	% of Payment of Bonus received by Employee	100%	100%	NA
10	Nos. of Employee received Payment of Gratuity	0	0	NA
11	Nos. of Safe hygienic drinking water points Provided	1	2	01 extra drinking water provided
12	Nos. of Adequate Latrines and Urinals Provided	4	4	NA
13	Nos. of Changing & lockers rooms Provided for employees	1	1	NA
14	Nos. of Employee appreciated by Suggestion scheme and awards.	12	12	NA
15	% of Employee received Personal Protective Equipments (PPEs)	100%	100%	NA
16	% of Employee Covered in Annual Medical Examination	100%	100%	NA
17	Employee Satisfaction Rate	58%	61%	3% Improved

PRAGMETIS PHAMASERVE LLP.

Sr.no	KPI	2022-23	2023-24	Improvement
Career Management & Training				
18	Nos. of Training Provided on Skill Development	0	1	01 Nos. of Training improvement
Diversity, Equity & Inclusion				
19	% of Female Employee	13%	20%	7 % Improvement
20	Total Number of Incidents of discrimination during the reporting period	0	0	NA
21	Total Number of employees trained on discrimination and harassment	0	10 Nos.	10 Improved
22	Total Number of Incidents of Sexual Harassment recorded	0	0	NA
23	Total Number of incidents of Corruption and Bribery	0	0	NA
24	Total Number of Whistle Blowing Cases	0	0	NA
25	Total Number of confirmed information security incidents	0	0	NA

PRAGMETIS PHARMACTIVES LLP.

Sr.no	KPI	2022-23	2023-24	Improvement
Career Management & Training				
18	Nos. of Training Provided on Skill Development	0	1	01 Nos. of Training improvement
Diversity, Equity & Inclusion				
19	% of Female Employee	0%	0%	7 % Improvement
20	Total Number of Incidents of discrimination during the reporting period	0	0	NA
21	Total Number of employees trained on discrimination and harassment	0	12 Nos.	12 Improved
22	Total Number of Incidents of Sexual Harassment recorded	0	0	NA
23	Total Number of incidents of Corruption and Bribery	0	0	NA
24	Total Number of Whistle Blowing Cases	0	0	NA
25	Total Number of confirmed information security incidents	0	0	NA

PRAGMETIS PHAMASERVE LLP.

Sr.no	KPI	2022-23	2023-24	Improvement
Environment				
1	Monthly Average Electricity Use (KWH/KG of Production)	115.13 KWH/KG	112.95 KWH/KG	2.18 KWH/KG
2	Monthly Average Waste Water generation (Litre/KG of Production)	8.527 Litre/KG	8.526 Litre/KG	0.001 Litre/KG
3	Monthly Average Scope 2 CO2 Emission (tonnes/ KG of Production)	0.107 tonnes/KG	0.106 tonnes/KG	0.001 tonnes/KG
4	Monthly Average Scope 1 CO2 Emission (tonnes) / Total Air Pollution	As per Below PRAGMETIS PHARMACTIVES LLP. Data		Vehicles are same between two company
5	Monthly Average Water Consumption Litre/MT	0.211 Litre/ KG	0.208 Litre/KG	0.003 Litre/KG

PRAGMETIS PHARMACTIVES LLP.

Sr.no	KPI	2022-23	2023-24	Improvement
Environment				
1	Monthly Average Electricity Use (KWH/MT of Production)	112.27 KWH/KG	103.56 KWH/KG	8.71 KWH/KG
2	Monthly Average Waste generation (MT/MT of Production)	1319.17 Litre/KG	1294.20 Litre/KG	24.97 Litre/KG
3	Monthly Average Scope 2 CO2 Emission (tonnes of tonnes of Production)	0.096 Litre/KG	0.095 Litre/KG	0.1 Litre/KG
4	Monthly Average Scope 1 CO2 Emission (tonnes) / Total Air Pollution	0.00059 tonnes	0.00050 tonnes	0.00009 tonnes
5	Monthly Average Waste Water Consumption Litre/MT	1.760 Litre/ KG	1.758 Litre/KG	0.002 Litre/KG