

Shiva Pharmachem Limited

Sustainability - Key Performance Indicators - Financial Year April 2023 - March 2024

Date: 06-03-2024

Sr. No.	Area	KPI	How will it be measured	From FY 2022-23	To	UOM	Q1		Q2		Q3		Q	4
							Target	Actual	Target	Actual	Target	Actual	Target	Actual
1	Health & Safety	Reduce TRFR (Total Recordable Frequency rate)	Number of recordable injuries * 200000/ Total manhour worked	0.76	0.5	Manhour ⁻¹	0.65	0.75	0.6	0.36	0.55	0.55	0.5	
2	Health & Safety	Severity Index	Manhours lost * 1000000/ Total manhour worked	17	10	NA	16	26.33	14	12.85	12	8.25	10	
3	Health & Safety	MPSI (Major Process Safety Incidents)	Major Fire/ Major Toxic Release/ Major Explossion	0	0	Nos	0	0	0	0	0	0	0	
4	Health & Safety	Risk Assessment (HIRA)	% of all operational sites for which an employee health & safety risk assessment has been conducted	100%	100%	%	100%	100%	It is regul	ar practice;		l ge or modifi ssment	cation goes th	rough risk
5	Health & Safety	Safety & Works Committee	% of the total workforce across all locations represented in formal joint management- worker health & safety committees	2%	2%	%	2%	2%	2%	2%	2%	2%	2%	
6	Health & Safety	Safety & Works Committee	% of CAPA compliance achieved of Issues raised during safety & works committee meetings	90%	100%	%	80%	80%	90%	85%	95%	90%	100%	
7	Health & Safety	HSE Orientation	% of employees not undrgone Health safety & Environment orientation	0	0	%	0	0	0	0	0	0	0	
8	Health & Safety	Employee Health care Measures	% employees not covered with mediclaim facility	0	0	Nos	0	0	0	0	0	0	0	
9	Human Rights	Social Benefits- PF, Gratuity & ESIC	% of permanent employees not covered under social benefits	0	0	%	0	0	0	0	0	0	0	
10	Human Rights	People Development	% of employees with development plans	0	5%	%	1%	0	2.00%	0	3%	0	5%	
11	Human Rights	Equal Opportunity	% of the total workforce across all locations who received training on diversity, discrimination and/or harassment	90	100	%	90	90	95	100	100	100	100	
12	Human Rights	Human Right	% of compliance against CAPA generated through root cause analysis of incidents against code of conduct	NM	60	%		:	Such incidents are not reported within this tenure					I
13	Human Rights	People Development	Averag training in Manhours provided per employee per year	2	16	Manhour	4	1	8	1	12	2	16	
14	Human Rights	Child Labour Law	Number of child or forced labor incidents reported per year	0	0	Nos	0	0	0	0	0	0	0	
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15	Human Rights	Intergrity	Number of whistleblower cases of discrimination or harassment incidents,	0	0	Nos	0	0	0	0	0	0	0			
16	Human Rights	People Development	% Employees trained on discrimination or harassmentissues.	90	100	%	90	90	95	100	100	100	100			
17	Human Rights	Human Right	% Employees having rights to property / Land,	100	100	%	As per Indian Government law it is 100%									
18	Human Rights	Human Right	% Employees having rights to self- determination	100	100	%										
19	Human Rights	Human Right	% Employees having rights to safety/security	100	100	%	-									
20	Human Rights	People Development	Average Manhours each employee is trained for behavioral aspects	2	6	Manhours	2	2 2 4 2 5 2 6								
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21	Environment	HSE Orientation	% of Employees not undrgone Health safety & Environment orientation	0	0	%	0	0	0	0	0	0	0			
22	Environment	Risk Assessment	% of all operational sites for which an environmental risk assessment has been conducted	100	100	%	100	100	100	100	100	100	100			
23	Environment	Energy Conservation	% Reduction in Energy Consumption	0	2	%		Ι	Will be	e calculated	annually					
24	Environment	Noise Pollution	Number of areas inspected higher noise issues and taken corrective actions	0	0	Nos	0	0	0	0	0	0	0			
25	Environment	Illumination	Number of reports against illumination more than target	0	0	%	0	0 0 0 0 0 0								
26	Environment	Energy	Total energy consumption in MWh	5420600	5312188	MWh	5300000	5422780	5300000	4977780	5300000	5731620	5300000			
27	Environment	GHG Emmission	Total Scope 1 GHG emissions in metric tons CO2e	34289	33946.11	CO2e Tonnes	Will be calcualted Anually 18461									
28	Environment	GHG Emmission	Total Scope 2 GHG emissions in metric tons CO2e	18554	18461.23	CO2e Tonnes										
29	Environment	GHG Emmission	Total gross Scope 3 GHG emissions	18861	18672.39	CO2e Tonnes	-						18672			
					1005				100		105	105				
30	Environment	Water	Total water consumption in megaliters	18458	18088.84	KL	18088	18743	18088	18122	18088	18729	18088			
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31	Sustainable Procurement	Audits	number of audited/assessed suppliers engaged in corrective actions or capacity building	0	2	Nos	2	0	0	0	0	2	0			
32	Sustainable Procurement	Assessments of suppliers on sustainable procurement	Number of suppliers to be audited/assessed per year	0	2	Nos	2	0	0	0	0	0	0			
33	Sustainable Procurement	Training of buyers on sustainable procurement	% buyres not trained on sustainable procurement	0	0	%	0%	0	0%	0	0%	0	0%			

	Sustainable Procurement	Acceptance and compliance to code of conduct	% of targeted suppliers who have signed the supplier code of conduct	90%	100%	%	90%	100%	100%	100%	100%	100%	100%	
	Sustainable Procurement	Inclusion of clauses of environmental, labour, human rights and ethics in contracts	% of targeted contracts that include clauses on environmental, labor, human rights, and ethics requirements	100%	100%	%	100%	100%	100%	100%	100%	100%	100%	
36	Business ethics	Awareness on Business ethics	% of employees not trainned on business ethics	60%	20%	%	60%	40%	50%	30%	40%	30%	20%	
37	Business ethics	Self declaration on business ethical behavious	% of employees given self declaration of ethical behaviour	40%	95%	%	60%	70%	75%	90%	85%	95%	95%	
38	Business ethics	Corruption Incidents	Number of confirmed corruption incidents	0	0	nos	0	0	0	0	0	0	0	
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39	Business ethics	IT Security	Number of confirmed information security incidents	0	0	nos	0	0	0	0	0	0	0	