

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (APR 2024 - MAR 2025)

## A: General Disclosures

### A.1: Details of the listed entity

1.	Corporate identity number (CIN) of the listed entity	L74900PN2010PLC138068
2.	Name of the listed entity	<b>Krsnaa Diagnostics Limited</b>
3.	Date of incorporation	22-12-2010
4.	Registered office address	S. No. 243/A, Hissa No. 6, CTS No. 4519, 4519/1, Near Chinchwad Station, Chinchwad, Taluka - Haveli Pune MH 411019 IN
5.	Corporate address	S. No. 243/A, Hissa No. 6, CTS No. 4519, 4519/1, Near Chinchwad Station, Chinchwad, Taluka - Haveli Pune MH 411019 IN
6.	E-mail	<a href="mailto:investors@krsnaa.in">investors@krsnaa.in</a>
7.	Telephone	+91 20 2740 2400
8.	Website	<a href="http://www.krsnaadiagnostics.com">www.krsnaadiagnostics.com</a>
9.	Financial year for which reporting is being done	2024 – 2025
10.	Name of the stock exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital (in ₹)	16,14,48,815/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Yash Mutha Managing Director <a href="mailto:investors@krsnaa.in">investors@krsnaa.in</a> +91 20 2740 2400
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	Not applicable for the reporting financial year
15.	Type of assurance obtained	

### A.2: Products/services

#### 17. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
	Diagnostic and Related Healthcare Services	The Company is primarily engaged in the business of providing Diagnostic Services primarily in relation to Pathology Investigation, Radiology Investigation and Tele reporting.	100



18. Products/services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/Service	NIC code	% of total turnover contributed
1	Diagnostic and Related Healthcare Tests and Services	869	100

A.3: Operations

19. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices/Labs/Centers	Total
National	-	10/297/4,979	10/297/4,979
International	-	-	-

20. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	18*
International (No. of Countries)	0

\*Including Union Territories

b. What is the contribution of exports as a percentage of the total turnover of the entity?

0

c. A brief on types of customers

The Company serves a diverse customer base, including individual patients, government clients, corporate clients, hospitals, clinics, Private Practitioner and other healthcare providers.

A.4: Employees

21. Details as at the end of financial year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
			EMPLOYEES			
1.	Permanent (D)	3,471	2,098	60.44	1,373	39.56
2.	Other than Permanent (E)	2,443	1,059	43.35	1,384	56.65
3.	Total employees (D + E)	5,914	3,157	53.38	2,757	46.62
			WORKERS			
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
			DIFFERENTLY ABLED EMPLOYEES			
1.	Permanent (D)	2	2	100	-	-
2.	Other than Permanent (E)	-	-	0	-	-
3.	<b>Total differently abled employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100</b>	<b>-</b>	<b>-</b>
			DIFFERENTLY ABLED WORKERS			
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	<b>Total differently-abled workers (F + G)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

22. Participation/inclusion/representation of women:

Leadership team	Total (A)	Number and percentage of females	
		No. (B)	% (B / A)
Board of Directors	8	2	25.00
Key Management Personnel	6	1	16.67

23. Turnover rate for permanent employees and workers. (Disclose trends for the past 3 years in %)

Particulars	FY 2024 - 2025 (Turnover rate in current FY)			FY 2023-2024 (Turnover rate in previous FY)			FY 2022-2023 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28.50	29.80	29.15	25.76	27.51	38.18	29.35	11.25	40.70
Permanent Workers	-	-	-	-	-	-	-	-	-

A.5: Holding, Subsidiary and Associate Companies (including joint ventures)

24. Details of holding/subsidiary/associate companies/joint ventures.

S. No.	Entity name (A)	Entity type	% of shares held	Entity (A) participate in the BRSR initiatives of the parent entity?
1	KDPL Diagnostics (Amritsar) Private Limited	Subsidiary	100	No
2	KDPL Diagnostics (Bhatinda) Private Limited	Subsidiary	100	No
3	KDPL Diagnostics (Jalandhar) Private Limited	Subsidiary	100	No
4	KDPL Diagnostics (Ludhiana) Private Limited	Subsidiary	100	No
5	KDPL Diagnostics (Patiala) Private Limited	Subsidiary	100	No
6	KDPL Diagnostics (Sas Nagar) Private Limited	Subsidiary	100	No
7	Krsnaa Diagnostics (Mohali) Private Limited	Subsidiary	100	No
8	Krsnaa Retail Private Limited	Subsidiary	100	No
9	Apulki Healthcare Private Limited	Associate	23.53	No

A.6: CSR Details

25. CSR details of the company:

- Whether CSR is applicable as per section 135 of Companies Act, 2013  
Yes
- Turnover (in ₹)  
6,816.96 Mn
- Net worth (in ₹)  
8,932.98 Mn

A.7: Transparency and Disclosures Compliances

26. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place?	If Yes, then provide web-link for policy	FY 2024 - 2025 Current Financial Year			FY 2023-2024 Previous Financial Year			If NA, then provide the reason
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	
Communities	Yes	<a href="http://www.krsnaadiagnostics.com/investors/">www.krsnaadiagnostics.com/investors/</a>	-	-	NA	-	-	NA	Company has not received any complaints from Communities

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place?	If Yes, then provide web-link for policy	FY 2024 - 2025			FY 2023-2024			If NA, then provide the reason
			Current Financial Year			Previous Financial Year			
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	
Investors (other than shareholders)	Yes	<a href="http://www.krsn.aadiagnostics.com/investors/">www.krsn.aadiagnostics.com/investors/</a>	-	-	NA	-	-	NA	Company has not received any complaints from investors (other than shareholders)
Shareholders	Yes	<a href="http://www.krsn.aadiagnostics.com/investors/">www.krsn.aadiagnostics.com/investors/</a>	-	-	NA	5	-	The Company has a Shareholder Grievance Redressal Mechanism Shareholders can email investors@krsnaa.in and can reach to 020- 27402400	Company has not received any complaints from shareholders
Employees and workers	Yes	<a href="http://www.krsnaadiagnostics.com/investors/">www.krsnaadiagnostics.com/investors/</a>	-	-	The Company has an internal grievance redressal policy. The Human Resource team has a dedicated email for registering complaints. The Company also has a whistle leblower policy along with a dedicated Committee for addressing complaints of Sexual Harassment, if any.	-	-	The Company has an internal grievance redressal policy. The Human Resource team has a dedicated email for registering complaints. The Company also has a whistle blower policy along with a dedicated Committee for addressing complaints of Sexual Harassment, if any.	
Customers	Yes	<a href="http://www.krsnaadiagnostics.com/investors/">www.krsnaadiagnostics.com/investors/</a>	89	-	A dedicated helpline number, 020-6814 6814, is set up to receive and address customer complaints. Alternatively, an email ID, enquiry@krsnaa.in, is set up for customer complaints	124	-	A dedicated helpline number, 020-6814 6814, is set up to receive and address customer complaints. Alternatively, an email ID, enquiry@krsnaa.in, is set up for customer complaints	
Value chain partners	Yes	<a href="http://www.krsnaadiagnostics.com/investors/">www.krsnaadiagnostics.com/investors/</a>	-	-	NA	-	-	NA	Company has not received any Complaints from Value chain partners

27. Overview of the entity's material responsible business conduct issues. (Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.)

S. No.	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1	Health risks associated with the workplace affecting employees	R	Workplace health risks can contribute to higher employee absenteeism, reduced productivity, and decreased morale. Collecting samples from patients with infectious diseases poses a considerable health risk. If these risks are not effectively managed, it may result in regulatory non-compliance, attracting fines and penalties. Collectively, these factors can have a substantial impact on the company's profitability and long-term sustainability.	The Company has put in place measures to ensure the well-being of its employees. Regular vaccinations are carried out in accordance with prescribed guidelines. Employees are provided with medical insurance to mitigate health and financial risks. In cases where staff members lose their lives while treating patients, financial support is extended to their families. Additionally, the company rotates personnel engaged in sample collection to minimize exposure risks.	Negative Implications
2	Workplace Protection	R&O	Risk: Inadequate implementation of safety protocols can cause workplace accidents, leading to adverse outcomes such as increased absenteeism and a higher Lost Time Rate (LTR). Opportunity: Strong workplace safety measures can enhance employee health, safety, and well-being, driving higher productivity, improved job satisfaction, and reduced employee turnover.	A detailed safety manual is in place, outlining guidelines applicable to all company laboratories. Regular health check-ups are conducted, particularly for technical staff, to proactively monitor their well-being. Employees are equipped with essential safety gear such as eye wash stations, gloves, lab coats, goggles, fire sprinklers, TLD badges, and fire extinguishers. Periodic fire drills are organized to familiarize staff with evacuation procedures and their responsibilities during emergencies. The company adheres to Biomedical Waste Management (BMW) rules as per the Central Pollution Control Board (CPCB) guidelines. Additionally, strict disinfection protocols are followed across all centers to maintain a clean and hygienic work environment.	Positive Implications

S. No.	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
3	Risk Management	R&O	<p>Risk: Ineffective risk management can expose the company to multiple threats, causing substantial financial losses, operational setbacks, and reputational harm. It may also result in missed opportunities due to excessive caution or unforeseen crises stemming from ignored risks. Furthermore, poor risk oversight can lead to regulatory non-compliance, attracting penalties and legal complications.</p> <p>Opportunity: Strong risk management enables informed decision-making, greater operational efficiency, and a stronger capacity to seize growth opportunities. It helps the company identify and mitigate potential threats proactively, minimizing the likelihood and severity of negative outcomes.</p>	The company works closely with key stakeholders in the risk management process to keep all relevant parties informed of potential risks and engaged in developing strategies to address them. This collaborative approach fosters a culture of risk awareness and accountability, leading to more effective and successful risk management outcomes.	Positive Implications
4	Waste Management	R	Ineffective waste management can lead to environmental pollution, potentially resulting in regulatory fines, legal liabilities, and reputational damage for examples production of biomedical waste as a result of the business activities.	Disposal is carried out by a government-authorized partner, with waste sorted into different color-coded bags that have barcodes. The waste is weighed before being transferred to an authorized vendor. All safety regulations are adhered to from the point of generation until it is handed over to the authority.	Negative Implications

## B: Management and Process Disclosures

### B.1: Policy and management processes

#### 1-6. Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.					Yes				
1 b. Has the policy been approved by the Board?					Yes				
1 c. Web Link of the Policies, if available					<a href="http://www.krsnaadiagnostics.com/investors/">www.krsnaadiagnostics.com/investors/</a>				
2. Whether the entity has translated the policy into procedures.					Yes				
3. Do the enlisted policies extend to your value chain partners?					Yes				
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All policies conform to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and National Guidance on Responsible Business Conduct.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to upholding the nine principles outlined in the National Voluntary Guidelines on Social, Environmental, and Economic Responsibilities of Business, as issued by the Ministry of Corporate Affairs, Government of India. This commitment reflects Krsnaa Diagnostics' dedication to ethical, transparent, and accountable business practices, while integrating environmental stewardship, social responsibility, and economic sustainability into its core operations.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company diligently monitors its compliance with the specified principles and takes necessary actions when required.								

#### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. (Listed entity has flexibility regarding the placement of this disclosure.)

Our company is profoundly committed to the principles of Environmental, Social, and Governance (ESG), actively pioneering initiatives that promote responsible operations. We prioritize sustainability as an integral aspect of our corporate ethos, concentrating on human development, the enhancement of social capital, and the prudent management of resources. This commitment is reflected in our significant advancements across multiple domains, achieved through dedicated teams tasked with ensuring sustainability within essential functions. We have implemented efficient biomedical waste disposal systems, transitioned to using biodegradable bags, focused on water conservation, embraced e-billing solutions, and integrated solar panels into our operations. In addition, we have adopted rainwater harvesting practices, all of which underscore our dedication to responsible resource management. Our commitment to transparency in governance and ethical conduct is unwavering, and we continually refine our practices to foster a positive impact on society and our stakeholders. As a leading enterprise in branded diagnostics, we are dedicated not only to providing services that are affordable and accessible but also to enhancing our ESG performance in accordance with global standards. Through these efforts, we aim to serve as a catalyst for positive change, reinforcing our role as a responsible and influential entity in the healthcare sector.

#### 8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy(ies).

Mr. Yash Mutha  
Managing Director  
DIN: 07285523  
Email: [investors@krsnaa.in](mailto:investors@krsnaa.in)  
T.: 020 2740 2400

#### 9. Details about the entity's committee of the board/director responsible for decision making on sustainability related issues?

- a. Does the entity have a specified committee of the board/director responsible for decision making on sustainability related issues?
- No

- b. If yes, provide details

NA

## B.2: Governance, leadership and oversight

### 10. Details of review of NGRBCs by the company:

- a. Details about reviewing authority:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action					Director				
Description of any other committee									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Director				
Description of any other committee									

- b. Details about frequency:

Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action					Any other				
Description of any other frequency					Ongoing				
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Any other				
Description of any other frequency					Ongoing				

### 11. Information about the independent assessment /evaluation of the working of its policies carried out by the entity by an external agency.

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?					No				
If yes, provide name of the agency					NA				

## B.3: Details of Review

### 12. If answer to Q1 of section B.1 - Policy and management processes is “No” i.e. not all principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles									
The entity does not have the financial or/human and technical resources available for the task									
It is planned to be done in the next financial year									
Any other reason (please specify)									

Not Applicable



## C: Principle Wise Performance Disclosures

### C.1: Principle 1

#### Essential indicators

#### 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Regulatory Updates	100
Key Managerial Personnel	2	Generative AI and Regulatory Updates	100
Employees other than BoD and KMPs	109	Generative AI, ESIC, Vision-Mission-Values, Performance Management-Module1, Pathology1, Diabetes and its diagnostics, Dress code Shimla lab, Email Etiquettes, Email Etiquette, Fire mock drill, Grooming Std & Dress Code, Patient's safety MRI Pre-test, Patient's safety MRI Post test, Vision-Mission-Values, Lab investigation-Typhoid Pre-Assessment, Lab investigation-Typhoid Post-Assessment, Pre-test Bio-Rad EQA, Thyroid Function test, Polycystic Ovary Syndrome, PMS, Understanding Retail Business & Various Business Models, Understanding Retail Business & Various Business Models, POSH(English), Posh(Hindi), Hypertension, Radiation Safety, Protocol for Repeat Sample, Knowledge Assessment- Lab Technician, Knowledge Assessment-Phlebotomist.	65
Workers	-	NA	0

#### 2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

##### a. Monetary:

Penalties and Fees	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred?
Penalty/Fine	NA	NA	-	NA	-
Settlement	NA	NA	-	NA	-
Compounding fee	NA	NA	-	NA	-

##### b. Non-monetary:

Legal sanctions	NGRBC principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred?
Imprisonment	NA	NA	NA	-
Punishment	NA	NA	NA	-



3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

4. Details about anti-corruption or anti-bribery policy.

- a. Does the entity have an anti-corruption or anti-bribery policy?

Yes

- b. If yes, provide details in brief.

Yes, The Company has established a Code of Conduct (COC) for its Board Members, Senior Management, and Employees. This code strictly prohibits unethical behaviors, including the acceptance of inappropriate gifts, illegal payments, or benefits.

- c. If available, provide a web-link to the policy.

[www.krsnaadiagnostics.com/investors](http://www.krsnaadiagnostics.com/investors)

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Organizational roles	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regard to conflict of interest:

Complaints type	FY 2024 - 2025 (Current Financial Year)		FY 2023-2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	NA	-	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

NIL

8. Number of days of accounts payables ((accounts payable\*365)/Cost of goods or services procured) in the following format:

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Number of days of accounts payables	72.62	45.89

9. Open-ness of business: Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of Purchases	Purchases from trading houses as % of total purchases	-	-
	Number of trading houses where purchases are made	-	-
	Purchases from top 10 trading houses as % of total purchases	-	-
	purchases from trading houses	-	-

Parameter	Metrics	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of Sales	Sales to dealers / distributors as % of total sales Number of dealers / distributors to whom sales are made Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not Applicable as the Company does not provide its services through dealers/distributors as per the company's services.	
Share of RPTs in	Purchases (Purchases with related parties as % of Total Purchases)	-	-
	Sales (Sales to related parties as % of Total Sales)	-	-
	Loans & advances (Loans & advances given to related parties as % of Total loans & advances)	-	-
	Investments ( Investments in related parties as % of Total Investments made)	-	-

### Leadership indicators

#### 1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

#### 2. Details about the processes in place to avoid/ manage conflict of interests involving members of the Board.

##### a. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

Yes

##### b. If yes, provide details of the same.

The Company has implemented an extensive Code of Conduct aimed at guiding the Board of Directors, key managerial personnel, and senior management in matters of ethical conduct and conflict of interest. The Code meticulously delineates the processes for the identification, prevention, and disclosure of any potential or actual conflicts of interest that may arise. Furthermore, the Company is committed to strict adherence to prevailing legal standards, ensuring that all necessary approvals are obtained before executing transactions with related parties. To uphold transparency and integrity, the Company mandates annual disclosures from the aforementioned individuals, requiring them to declare any interests in other entities that could give rise to conflicts.

### C.2: Principle 2

### Essential indicators

#### 1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Expenditure type	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	-	-	NA

## 2. Details about sustainable sourcing:

### a. Does the entity have procedures in place for sustainable sourcing?

No

### b. If yes, what percentage of inputs were sourced sustainably?

**Notes:** The Company views sustainability as a pathway to leadership and creating enduring value for stakeholders. It is committed to integrating sustainability into every business decision across its value chain. Furthermore, the Company actively collaborates with stakeholders to improve its sustainable sourcing strategies.

## 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for the following waste categories.

Product type	Process description
a. Plastics (including packaging)	Operating in the diagnostic services sector, the Company recognizes that traditional concepts of material reuse and recycling have limited applicability due to the nature of biomedical waste generated during sample collection and testing. However, Krsnaa Diagnostics remains committed to responsible waste management. The Company has established arrangements with certified and government-authorized vendors to ensure the safe and compliant disposal of biomedical waste, in accordance with applicable regulatory guidelines.
b. E-waste	
c. Hazardous waste	
d. Other waste	

## 4. Details about Extended Producer Responsibility (EPR):

Questions	Response
Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.	No
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	NA
If not, provide steps taken to address the same.	NA

**Notes:** Not Applicable as the Company is in Diagnostics Service Sector.

### C.3: Principle 3

#### Essential indicators

## 1. Details regarding well-being of employees and workers:

### a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
	Permanent employees										
Male	2,098	2,098	100%	2,098	100%	-	-	-	-	-	-
Female	1,373	1,373	100%	1,373	100%	1,373	100%	-	-	-	-
Total	3,471	3,471	100%	3,471	100%	1,373	100%	-	-	-	-
	Other than permanent employees										
Male	1,059	1,059	100%	1,059	100%	-	-	-	-	-	-
Female	1,384	1,384	100%	1,384	100%	1,384	100%	-	-	-	-
Total	2,443	2,443	100%	2,443	100%	1,384	100%	-	-	-	-

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
				Permanent workers							
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
				Other than permanent workers							
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.47	0.50

2. Details of retirement benefits, for the current and previous financial year.

Benefits	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes

3. Accessibility of workplaces

Questions	Response
Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes
If not, whether any steps are being taken by the entity in this regard.	NA

**Notes:** All the offices within The Company are fitted with ramps to facilitate accessibility for employees and workers with disabilities. Additionally, wheelchairs are provided to further improve convenience. The Company is dedicated to progressively ensuring that all premises and offices are accessible to individuals with disabilities.



4. Details about equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

Questions	Response
Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If so, provide a web-link to the policy.	The Company has established a policy that is incorporated into the Company's HR Manual. This policy is readily accessible on the Company's intranet. The Company is dedicated to promoting equality and celebrating diversity, as outlined in its internal Equal Opportunity Policy. This policy underscores The Company's commitment to ensuring equal opportunities for all employees, tackling discrimination and harassment, and providing necessary support and redress for those whose rights have been infringed.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
<b>Total</b>	-	-	-	-

6. a. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

b. If yes, give details of the mechanism in brief.

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent workers	No	There are no workers in the Company
Other than permanent workers	No	There are no workers in the Company
Permanent employees	Yes	Yes, The Company utilizes HRMS software, providing a platform for employees to voice their grievances. These grievances, once raised, are addressed and resolved by the relevant department heads in accordance with The Company's HR policy. In addition, a ticket raised system is in place for raising concerns. Any aggrieved employee can submit a ticket through this system, and the issue will be addressed and resolved by the respective departmental head.
Other than permanent employee	Yes	Yes, The Company utilizes HRMS software, providing a platform for employees to voice their grievances. These grievances, once raised, are addressed and resolved by the relevant department heads in accordance with The Company's HR policy.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
	employees/ workers in respective category (A)			employees/ workers in respective category (C)		
<b>Total permanent employees</b>	3,471	-	-	3,700	-	-
Male	2,098	-	-	2,228	-	-
Female	1,373	-	-	1,472	-	-
<b>Total permanent workers</b>	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2024 - 2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
	Employees									
Male	3,157	2,100	66.52	2,732	86.54	2,228	1,132	50.81	1,352	60.68
Female	2,757	773	28.04	2,148	77.91	1,472	440	29.89	476	32.34
Total	5,914	2,873	48.58	4,880	82.52	3,700	1,572	42.49	1,828	49.41
	Workers									
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
<b>Employees</b>						
Male	3,157	2,127	67.37	2,228	2,228	100
Female	2,757	1,327	48.13	1,472	1,472	100
<b>Total</b>	<b>5,914</b>	<b>3,454</b>	<b>58.40</b>	<b>3,700</b>	<b>3,700</b>	<b>100</b>
<b>Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

10. Health and safety management system:

Questions	Response
a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage such system?	Yes  The Company has system in place for health and safety at the centres and offices. The Company's safety manual, applicable to all units and centers within the organization, provides comprehensive guidelines. Furthermore, The Company has implemented an occupational health and safety management system to ensure the wellbeing and safety of its employees in the workplace.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company carries out routine assessments of potential workplace hazards and has set up protocols to manage these risks. This continuous process is supervised by center managers who are responsible for the daily execution of these procedures.
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.	No
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes

**Notes:** All employees at the Company have access to non-occupational medical and healthcare services. Their coverage is provided either through Group Medclaim or ESIC, based on their eligibility and applicability. Moreover, all employees are eligible for discounted diagnostic investigations.

**11. Details of safety related incidents, in the following format:**

Safety incident/number	Category*	FY 2024 - 2025	FY 2023-2024
		(Current Financial Year)	(Previous Financial Year)
Lost time injury frequency rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

\*Including in the contract workforce

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

The Company has instituted and enforces stringent safety protocols across all its centers, underscoring its commitment to providing a safe and healthy work environment for its employees. Each center has a manager tasked with ensuring strict compliance with these safety protocols, including the secure management and processing of samples by staff. Additionally, The Company is proactive in the ongoing professional growth of its workforce through regular safety and health training programs. This sustained effort is aimed at promoting a comprehensive understanding and application of workplace safety measures among employees.

**13. Number of complaints on the following made by employees and workers:**

Category	FY 2024 - 2025			FY 2023-2024		
	(Current Financial Year)			(Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	-	-	NA	-	-	NA
Health and safety	-	-	NA	-	-	NA

**14. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working conditions	100

**15. Provide details of any corrective action taken or underway to address safety related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

Not Applicable

**Leadership indicators****1. Does the entity extend any life insurance or any compensatory package in the event of death of:**

Category	Response
Employees	Yes
Workers	NA

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The Company carries out regular audits to confirm the prompt payment of all statutory dues. Furthermore, it contractually obligates third parties to ensure the timely settlement of these dues.



3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024 - 2025	FY 2023-2024	FY 2024 - 2025	FY 2023-2024
	(Current Financial Year)	(Previous Financial Year)	(Current Financial Year)	(Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

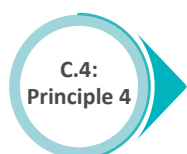
No

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
Working conditions	-

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

NA



#### Essential indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company undertakes a systematic approach to identify its key stakeholder groups as part of its dedication to responsible and sustainable business practices. This involves ongoing interactions with both internal and external stakeholders to facilitate the assessment of performance and the evaluation of value delivered, while effectively prioritizing sustainability issues. The identification process is closely aligned with the Company's Mission and Vision, ensuring that stakeholders vital to achieving these objectives are adequately focused upon.

In practice, the Company actively engages with primary decision-makers who possess the ability to influence operational and strategic outcomes. Stakeholders are methodically evaluated based on their level of power and influence within the decision-making framework. This evaluation allows the Company to prioritize those stakeholders who hold substantial sway over the sustainability performance and results, ensuring that critical issues are addressed in a manner that supports the overall strategic direction and entity goals.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as vulnerable & marginalized group	Channels of communication	Details of other channels of communication	Frequency of engagement	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee	No	Other	Email, SMS, Town Halls Meetings, all Hand Meetings/ in person Meeting, Offsite Meetings	Others – please specify	Event Based	Regular Company Updates/ Training Needs

Stakeholder group	Whether identified as vulnerable & marginalized group	Channels of communication	Details of other channels of communication	Frequency of engagement	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Other	SMS, Newspaper, Website	Others – please specify	Event Based	Promotion Schemes/ New Tests, etc.
Investor and Shareholders	No	Other	Website, Annual Meeting, Newspaper	Others – please specify	Event Based	Financial Results/ Other Corporate Announcements
Government and Regulatory Authorities	No	Other	Email	Others – please specify	Event Based	Representations/ Perspective on Change in Regulations/ Upcoming Laws
Communities	No	Other	Activities under Corporate Social Responsibility (CSR) Initiatives	Others – please specify	Event Based	As part of its Corporate Social Responsibility (CSR) commitment, the Company addresses developmental and educational requirements.
Vendors	No	Other	Emails, In-person Meeting, Letters, Digital Meetings	Others – please specify	Event Based	Regular business updates, performance feedback, and any updates related to regulatory changes regarding supplies or services
Franchised Lab Partners	No	Other	Emails, Surveys, In-person Meeting	Others – please specify	Event Based	Promotional Schemes

### Leadership indicators

- 1. Provide the processes for consultation between stakeholders and the board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the board.**

The Company consistently emphasizes the importance of ongoing and proactive engagement with key stakeholders, allowing effective communication of strategies and performance. By maintaining continuous dialogue, expectations are closely aligned, ensuring stakeholder needs are met more effectively. The Board of Directors is regularly updated on significant developments, and their feedback is actively sought to inform actions and decisions. This approach ensures the Board remains well-informed and provides valuable insights, enhancing the Company's ability to serve stakeholders comprehensively.

- 2. undefined**

- a. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.**

No

- b. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

No. The Company considers stakeholder consultation essential for identifying and managing environmental and social topics. A comprehensive digital materiality assessment, using a double materiality approach, engaged various stakeholders. With input from stakeholders and collaboration with an external ESG consultant, the Company developed its ESG roadmap, goals, and targets. Multiple workshops were organized to gather insights and feedback. The outcomes of these consultations have been directly integrated into the Company's ESG strategy, ensuring alignment with stakeholder expectations and sustainability priorities.

- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

Currently the Company doesn't engage with any vulnerable and marginalized stakeholder groups.

# C.5: Principle 5

## Essential indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	3,471	3,471	100	3,700	2,216	59.89
Other than permanent	2,443	2,443	100	1,352	816	60.36
<b>Total employees</b>	<b>5,914</b>	<b>5,914</b>	<b>100</b>	<b>5,052</b>	<b>3,032</b>	<b>60.02</b>
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
<b>Total workers</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

- Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024 - 2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
				Employees						
Permanent	3,471	2,482	71.51	989	28.49	3,700	2,774	74.97	926	25.03
Male	2,098	1,414	67.40	684	32.60	2,228	1,478	66.34	750	33.66
Female	1,373	1,068	77.79	305	22.21	1,472	1,296	88.04	176	11.96
Other than permanent	2,443	1,482	60.66	961	39.34	1,352	57	4.22	-	-
Male	1,059	376	35.51	683	64.49	328	42	12.80	-	-
Female	1,384	1,106	79.91	278	20.09	1,024	15	1.46	-	-
				Workers						
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

**Note:** The above number excludes the Board of Directors and differently-abled employees.

- Details of remuneration/salary/wages:

- Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	2	16,00,000	1	3,01,950
Key Managerial Personnel	3	4,16,667	-	-
Employees other than BoD and KMP	2,100	19,913	1,373	16,924
Workers	-	-	-	-

- b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Gross wages paid to females as % of total wages	30.60	30.38

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company has established a formal mechanism to address complaints related to human rights issues. Grievances can be submitted to the Human Resource Department via a dedicated email. Upon receipt, the HR team validates the authenticity of the issue and forwards it to a committee specifically tasked with handling and resolving these matters. This committee operates within a predetermined timeline, as outlined in the Human Resource Policy, to effectively address and resolve the issue. These measures ensure that any complaints of human rights violations are taken seriously and treated with integrity, respect, and urgency, upholding the Company's commitment to human rights principles and standards.

6. Number of complaints on the following made by employees and workers:

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child labour	-	-	NA	-	-	NA
Forced labour/ involuntary labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Category	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has instituted a comprehensive system to address complaints related to human rights issues, functioning through a series of internal mechanisms. This structure, in compliance with the Grievance Policy and Redressal Mechanism, is dedicated to the resolution process of grievances. It is based on essential human rights principles, providing a platform for acknowledging, processing, and effectively addressing complaints. The system ensures transparent communication, allowing individuals to voice concerns without fear of reprisal. It plays a critical role in preventing and addressing harassment, upholding the values of respect, dignity, and equity within the organization, and ensuring that those affected by discrimination and harassment have their concerns adequately addressed.

9. Do human rights requirements form part of your business agreements and contracts?

No

**10. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	-
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	-

**11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.**

Not applicable

**Leadership indicators****1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

The Company currently has effective mechanisms in place to manage human rights grievances or complaints. As a result, there have been no modifications or new business processes introduced to address these issues.

**2. Details of the scope and coverage of any human rights due-diligence conducted.**

The Company has implemented thorough procedures to prevent potential human rights violations and any activities conflicting with its Ethics Policy and Code of Conduct. However, more detailed information about the framework, scope, and coverage of these human rights due-diligence exercises will need to be provided.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes

**4. Details on assessment of value chain partners:**

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	-
Discrimination at workplace	-
Child labour	-
Forced labour/involuntary labour	-
Wages	-

**5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.**

Not Applicable

C.6:  
Principle 6

Essential indicators

1. Details of total energy consumption (in joules or multiples) and energy intensity:

a. Whether total energy consumption and energy intensity is applicable to the company?

Yes

b. Details about revenue from operations (in ₹)

	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Revenue from operations (in ₹)	6816.96 Mn	5900.19 Mn

c. Details of total energy consumption (in joules or multiples) and energy intensity, in the following format:

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	-	-
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	257	251
<b>Total energy consumed from renewable sources (A+B+C)</b>	GJ	<b>257</b>	<b>251</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	40,823	35,205
Total fuel consumption (E)	GJ	282	323
Energy consumption through other sources (F)	GJ	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ	<b>41,105</b>	<b>35,528</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	GJ	<b>41,362</b>	<b>35,779</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/revenue from operations)	GJ/₹ turnover	0.0000061	0.0000061
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/revenue from operations adjusted for PPP)	GJ/US\$ turnover	0.00014	0.00014
<b>Energy intensity in terms of physical output</b>	GJ/unit production	-	-
<b>Energy intensity (optional)</b> – the relevant metric may be selected by the entity			
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	-	No	No
If yes, name of the external agency.	-	NA	NA

2. Details about Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Questions	Response
Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?	No
If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	NA

3. Provide details of the following disclosures related to water, in the following format:

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Water withdrawal by source</b>			
(i) Surface water	kilolitres	-	-
(ii) Groundwater	kilolitres	-	-
(iii) Third party water	kilolitres	37,727	20,443
(iv) Seawater/desalinated water	kilolitres	-	-
(v) Others	kilolitres	-	-
<b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>	kilolitres	<b>37,727</b>	<b>20,443</b>
<b>Total volume of water consumption</b>	kilolitres	<b>37,727</b>	<b>20,443</b>
<b>Water intensity per rupee of turnover</b>	kilolitres/₹	0.000006	0.000003
(Total water consumption / Revenue from operations)	turnover		
<b>Water intensity per rupee of turnover adjusted for purchasing power parity</b>	kilolitres/US\$	0.00013	0.000069
(Total water consumption / Revenue from operations adjusted for PPP)	turnover		
<b>Water intensity in terms of physical output</b>	-	-	-
(Total water consumption / physical unit)	-		
Water intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	-	No	No
If yes, name of the external agency.	-	NA	NA

4. Provide the following details related to water discharged:

Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No	No
If yes, name of the external agency.	NA	NA

**Notes:** The Company primarily operates in government hospitals, making it challenging to compile water discharge data. However, it is committed to efficient resource use and implementing appropriate water-saving initiatives whenever possible.

5. Details about zero liquid discharge (ZLD):

Questions	Response
Has the entity implemented a mechanism for zero liquid discharge (ZLD)?	No
If yes, provide details of its coverage and implementation.	NA

6. Details of air emissions (other than GHG emissions) by the entity:

a. Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

No

- b. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
No <sub>x</sub>			
So <sub>x</sub>			
Particulate matter (PM)		Nil	
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?	-	No	No
If yes, name of the external agency.	-	NA	NA

7. Details of greenhouse gas emissions (scope 1 and scope 2 emissions) & its intensity.

- a. Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?

Yes

- b. Provide details of greenhouse gas emissions (scope 1 and scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Total scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	31.98	56.20
<b>Total scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	150.67	150.38
<b>Total scope 1 and scope 2 emission intensity per rupee of turnover</b> (Total scope 1 and scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/₹ turnover	0.000000027	0.000000035
<b>Total scope 1 and scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity (PPP)</b> (Total scope 1 and scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO <sub>2</sub> e/US\$ turnover	0.000000061	0.000000080
<b>Total scope 1 and scope 2 emission intensity in terms of physical output</b>	tCO <sub>2</sub> e/unit production	-	-
<b>Total scope 1 and scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity	-	-	-
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?	-	No	No
If yes, name of the external agency.	-	NA	NA

8. Details about projects related to reducing GHG emission.

- a. Does the entity have any project related to reducing GHG emission?

Yes

- b. If yes, then provide details.

Yes, The Company is dedicated to reducing Greenhouse Gas (GHG) emissions. A key project involves implementing high energy efficiency systems across all utilities, strategically designed to significantly reduce energy consumption and, consequently, net GHG emissions.

9. Details related to waste management:

- a. Different types of waste generated by the entity, in the following format:

Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B)	2.71	1.71
Bio-medical waste (C)	86.92	43.44



Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Construction and demolition waste (D)	-	-
Battery waste (E)	20.00	25.78
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any	-	-
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>109.63</b>	<b>70.93</b>
<b>Waste intensity per rupee of turnover (tonne/₹ turnover)</b>	0.000000016	0.000000012
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/US\$ turnover)</b>	0.000000037	0.000000275
<b>Waste intensity in terms of physical output (tonne/unit production)</b>	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

b. Different types of waste recovered or disposed by the entity, in the current financial year:

Category of waste (in metric tonnes)	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Recycled	-	-
Re-used	-	-
Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

Category of waste (in metric tonnes)	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Incineration	86.92	43.44
Landfilling	-	-
Other disposal operations	22.71	27.49
<b>Total</b>	<b>109.63</b>	<b>70.93</b>

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company has implemented a comprehensive biomedical waste management system, strictly adhering to the Bio-Medical Waste Management Rules of 2016. This process involves meticulous segregation of waste, ensuring effective management. Categorized waste is allocated to an authorized state pollution control vendor for secure and environmentally responsible disposal. The Company believes that proper waste management and reducing dependency on harmful substances are essential for eco-friendly business practices. When the use of such chemicals is unavoidable, the Company upholds best practices in waste management, including thorough treatment of waste to mitigate harm and strict compliance with local and international regulations. Recognizing hazardous waste control as both a legal requirement and social responsibility, the Company continuously strives to manage harmful by-products appropriately.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
	NA	NA		NA

Notes: NA

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	Relevant web link
NA	NA	NA			NA

Notes: NA

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	NA	NA	NA	NA

Notes: NA

## C.7: Principle 7

### Essential indicators

- Number of affiliations with trade and industry chambers/ associations.  
1
- List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations
1	NATHealth (Healthcare Federation of India)	National

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.		

Notes: There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.



## Essential indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant web link
NA					

Notes: NA

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
NA						

Notes: NA

3. Describe the mechanisms to receive and redress grievances of the community.

The Company has implemented a comprehensive approach for community engagement and grievance redressal, utilizing feedback channels such as dedicated email addresses, helplines, and regular community meetings. A dedicated grievance officer and team ensure timely acknowledgment and resolution of community concerns. The transparent grievance redressal process is clearly communicated, with regular monitoring and reporting to maintain accountability. Additionally, The Company actively engages with stakeholders, including local authorities, NGOs, and community leaders, to collaboratively address systemic issues. These initiatives aim to foster trust, accountability, and positive relationships with the community while ensuring the success of The Company's CSR endeavors.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Category	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	6.55	3.91
Sourced directly from within the district and neighbouring districts	-	-

5. Job creation in smaller towns – disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of total wage cost.

Location	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
1. Rural		
% of Job creation in Rural areas	10.62	3.26
2. Semi-urban		
% of Job creation in Semi-Urban areas	35.42	17.48
3. Urban		
% of Job creation in Urban areas	53.49	78.99
4. Metropolitan		
% of Job creation in Metropolitan areas	0.47	0.27

Place to be categorized as per RBI Classification System- rural/semi-urban/urban/metropolitan

## Leadership indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (reference: Q1 of essential indicators above).

Details of negative social impact identified	Corrective action taken
NA	

Notes: NA

- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.

S. No.	State	Aspirational district	Amount spent (In ₹)
1	Assam	Barpeta	10,00,000

- undefined

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups?

No

- From which marginalized/vulnerable groups do you procure?

NA

- What percentage of total procurement (by value) does it constitute?

- Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual property based on traditional knowledge	Owned/acquired	Benefit shared	Basis of calculating benefit share
		NA		

Notes: NA

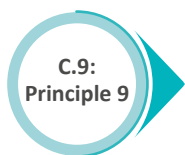
- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective action taken
	NA	

Notes: There have been no adverse order passed in intellectual property related disputes wherein usage of traditional knowledge is involved

- Details of beneficiaries of CSR projects:

S. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Education & Skill Development: Paramedical Courses	40	100
2	Facilitating the construction of Hostel for Tribal Girl Students	250	100
3	Saksham: Strengthening Tribal Healthcare through Arogyasakhi and CHC Ugradation	10,000	100
4	Nutritional food Supplement Kits distribution and awareness session for TB Patients	1,107	100
5	Driving Digital Health adoption amongst small healthcare providers	500	100



## Essential indicators

### 1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has implemented an efficient system for complaint and feedback reception and resolution. For the convenience of customers or patients, a specific email address ([enquiry@krsnaa.in](mailto:enquiry@krsnaa.in)) and an exclusive helpline number (020 6814 6814) are provided to facilitate the ease of registering complaints and grievances. Once a complaint is lodged, it is promptly assigned to the relevant department for necessary measures towards resolution. The complaint management process prioritizes customer satisfaction and aims to swiftly address issues. Upon resolution, the respective customer or patient is promptly informed. Their feedback is integral to enhancing services and maintaining a high standard of customer service. The Company highly appreciates their patience and understanding and is committed to continual service improvement based on their valuable input.

### 2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about.

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

### 3. Number of consumer complaints in respect of the following.

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	-	-	NA	-	-	NA
Advertising	-	-	NA	-	-	NA
Cyber-security	-	-	NA	-	-	NA
Delivery of essential services	-	-	NA	-	-	NA
Restrictive trade practices	-	-	NA	-	-	NA
Unfair trade practices	-	-	NA	-	-	NA
Other	89	-	-	124	-	-

### 4. Details of instances of product recalls on account of safety issues.

Category	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	NA

### 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Questions	Response
Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes
If available, provide a web-link of the policy.	Yes, The Policy is at the intranet of the Company.

### 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

### 7. Provide the following information relating to data breaches.

#### a. Number of instances of data breaches.

0

#### b. Percentage of data breaches involving personally identifiable information of customers.

0

#### c. Impact, if any, of the data breaches.

NA

**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Information about the products and services offered by The Company can be conveniently accessed through various platforms, including the official website ([www.krsnaadiagnostics.com](http://www.krsnaadiagnostics.com)), the dedicated mobile application, the customer service hotline, and physical visits to local centers.

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

All of The Company's centers display banners promoting the prudent and safe use of its services. Additionally, for the benefit of consumers, The Company regularly posts videos on sample collection procedures, relevant information, and the importance of various diagnostic tests for all age groups on its YouTube channel.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

To ensure consumers are adequately informed about any potential disruption or discontinuation of essential services, the Company employs several communication mechanisms. Notifications are posted on its official website to provide public awareness, ensuring customers have direct access to updates. Furthermore, the Company complies with SEBI's Listing Obligations and Disclosure Requirements Regulations by promptly notifying stock exchanges of material events that could affect its operations. This regulatory adherence ensures transparency and timely dissemination of information to stakeholders.

**4. Details about display of product information.**

Questions	Response
Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief.	As a provider of diagnostic services, the Company does not display product information. However, The Company conducts Net Promoter Score (NPS) surveys after each customer transaction to analyse results and enhance performance.
Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?	