



PHARMAGEN LIMITED
CORPORATE SOCIAL RESPONSIBILITY (CSR)
REPORT

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CORPORATE SOCIAL
RESPONSIBILITY (CSR)
REPORT

PHARMAGEN LIMITED

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SUSTAINABLE DEVELOPMENT 2025 GOALS & 2024 KPI STATISTICS

Items	SDGs	2024 KPI Data	2025 Target
Environmental Goals	 	Waste Management Data: 2024 Total Waste: 366.69 MT (Hazardous & Non Hazardous) Hazardous Waste: 182.80 MT (Incinerated) Non Hazardous Waste: 183.89 MT Waste Recycled through EPA approved 3 rd Party: 154.63 MT Recycling Rate: 42% (Hazardous & Non-Hazardous)	5% increase in waste recycling rate.
		Hazardous Waste Generation Data 2024: Hazardous Waste Generated in 2024: 182.80 MT	2% reduction in Hazardous Waste Generation by employing green manufacturing technology (production by enzymatic method instead of chemical).
		Solid Waste Classification & Solid Waste Treatment Data: 2024 Total Waste: 366.69 MT (Hazardous & Non Hazardous) Hazardous Waste incinerated through EPA approved 3 rd Party: 182.80 MT Non-Hazardous Waste Recycled through EPA approved 3 rd Party: 154.63 MT Non-Hazardous Waste (Kitchen Waste) sent to Land fill through EPA approved 3 rd Party: 29.26 MT Solid Waste Classification Achieved: 100% Waste Treatment Rate Achieved: 100%	Maintain 100 % Solid waste classification and treatment Rate.
		Environmental Accident Data 2024: Environmental Accident Reported in 2024: 02 (Minor Accidents, Spillage of Acetic Acid)	Achieve Zero Environmental Pollution accidents.
		Waste Water Emission Compliance Data 2024: Emission Compliance Rate: 100 %	Achieve 100 % Emission Compliance Rate.
		Biodiversity anomaly Data 2024: Zero anomalies detected.	Maintain Biodiversity anomaly event at zero.
		Chemical Consumption Data 2024: Chemicals Consumed: 6705.42 MT Standardization Rate: 100 %	5% Reduction in Chemical usage by employing green technology. Maintain 100 % Standardization Rate
		Greenhouse Gases Emission: Scope-I Emission in 2024: Total emissions 7471.09 tons of carbon dioxide. Scope-II Emission in 2024: Total Emissions 2273.33 tons of carbon dioxide.	Scope-I: Reduction of 3% in total emission of CO ₂ . Scope-II: Reduction of 3% in total emission of CO ₂ .

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Energy Consumption Goals	 	Power Consumption Data 2024: Total Power Consumption: 9,065,279.8 Kilowatt-hours WAPDA (Grid): 9,032,466 Kilowatt-hours Renewable Share of WAPADA: 6124022.9 Kilowatt-hours Pharmagen Production (Solar): 32813.8KWH	Reduce power consumption by 10 % as compared to 2024. 5% increase in total consumption of renewable energy as compared to 2024.
		Water Consumption Data 2024: Total water consumption of Water in 2024; 71265 MT	Reduce water consumption by 5% as compared to 2024.
Employee Skills Training, Health & Safety	 	Health & Safety Training Data 2024: Annually average of 16 hours of Health and Safety Trainings per person.	Increase Annually Average for health and safety training per person up to 19 Hours.
		Technical and on Job Training Data 2024; Annually average of employees attend on Job Technical skill training is 23 hours per person. Annually average employees attend other training (HR, Ethics etc.) is 04 hours per person.	Increase Annually average of employees attend on Job Technical skill training up to 25 hours per person. Increase Annually average of employees attend other training (HR, Ethics etc.) up to 05 hours per person.
		Combined Training Data 2024: Annually average of employees attend all training 43 Hours per Person	Increase Annually average of employees attend all training 49 Hours per Person.
		Health Surveillance and Employee Insurance Coverage Data 2024: Annual Employee Health Surveillance/Screening: 100 %. Employee Insurance Coverage: 100%	Maintain; 100 % employee Health Screening 100 % Employee Insurance Coverage
		Others: Weekly Working Hours: 48 Hours Maximum Weekly Overtime Hours: 08 Maximum. Rest Hours: 01 Whole day Weekly	Maintain: Weekly Working Hours: 48 Hours Maximum Weekly Overtime Hours: 08 Maximum. Rest Hours: 01 Whole day Weekly
		Incident Data 2024: Lost Time Incidents: 05 First Aid Cases: 20 Total: 25	Achieve 0 Lost Time Incidents in 2025.

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Employees and Society	  	Social and Employee Satisfaction in 2024: 95.7%	Increase social and employee satisfaction up to 03 % (98.7%).
		Human Rights Complaints Received in 2024 from External Stakeholders: 0	Maintain 0 Complaints w.r.t. Human Rights from External Stakeholders.
		Forced Labor & Child Labor Reported in 2024: 0	Maintain 0 Forced Labor & Child Labor.
		Discrimination, Abuse, and Harassment Incidents Reported in 2024: 0	Maintain Zero incidents of discrimination, abuse, and harassment.
		Business Ethics Training in 2024: 100% employees	Maintain 100% coverage of business ethics training.
		Information Security Breach Incidents Reported In 2024: 0	Maintain Zero information security breach incidents.
		Anti-Corruption and Bribery Training For Personnel Related To Business Relations: 100 % Employees	Maintain 100% coverage of anti-corruption and bribery training for personnel related to business relations annually.
		Corruption and Bribery Incidents Reported in 2024: 0	Maintain Zero incidents of corruption and bribery.
Sustainable procurement	 	Procurement Personnel Training Coverage Annually: 100%	Maintain 100% coverage of procurement personnel training annually.
		Supplier Code of Conduct Signing Percentage in 2024: 68%	Increase supplier code of conduct signing by 10 % (up to 78 %)
		Suppliers signing contracts with environmental, labor, and human rights requirements in 2024: 75%	Increase Suppliers signing contracts with environmental, labor, and human rights requirements by 10% up to 80%).
		Coverage Rate of Suppliers Receiving Corporate Social Responsibility Training: 70%	Increase Coverage Rate of Suppliers Receiving Corporate Social Responsibility Training by 10% (up to 80%).
		Supplier Corporate Social Responsibility Assessment Percentage: 78%	Increase supplier corporate social responsibility assessment percentage by 5%.
		Suppliers Have Participated In CSR On-Site Audits For Corporate Social Responsibility: 68%	Increase the percentage of suppliers who have participated in CSR on-site audits by 5%.
		Suppliers Obtain Third-Party Certification For Social Responsibility: 48%	Increase in the percentage of suppliers obtaining third-party certification for social responsibility by 5%.