

# Harness Nature Apply Science

For Health and Happiness  
Sustainably





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# About the Report

Natural Remedies Private Limited is proud to present its inaugural Sustainability Report, a milestone in our journey toward greater transparency and accountability. This report reflects our commitment to Environmental, Social, and Governance (ESG) principles and outlines our strategic priorities, performance, and key initiatives undertaken during the reporting period from 1st April 2024 to 31st March 2025 (FY 2024–2025).

Prepared in reference to the Global Reporting Initiative (GRI) 2021 Standards and aligned with the United Nations Sustainable Development Goals (UN SDGs), this report marks a significant step in strengthening our sustainability governance. It captures our efforts to identify material topics, set measurable goals, and communicate transparently with stakeholders.

The reporting boundary includes all Natural Remedies operations—our Research & Development (R&D) facility, manufacturing units, and corporate office in India, along with our global distribution footprint across more than 45 countries. It also encompasses our supply chain practices and stakeholder engagement, reflecting the full scope of our value chain.

While the disclosures have been reviewed and validated by internal cross-functional teams, external assurance was not conducted for this reporting cycle. We view this publication as the beginning of an ongoing dialogue and welcome feedback from all stakeholders to help us enhance our reporting practices and further embed sustainability into our business.



For suggestions, queries, or feedback on this report, please reach out to us at:

[info@naturalremedy.com](mailto:info@naturalremedy.com) [www.naturalremedy.com](http://www.naturalremedy.com)



# Reflections on our Sustainability Journey

## Message from our CEO

Dear Stakeholders,

In today's rapidly changing world, the need for sustainable and responsible business practices is not just evident but is urgent. Two years ago, we set our Environmental, Social, and Governance (ESG) strategy in motion. Today, we are proud to share our progress through this inaugural Sustainability Report. FY 2024–25 marks a defining moment in our sustainability journey—one of reflection, accountability, and renewed purpose. We are embedding ESG principles into the core of our business. Our ambition is clear: to integrate sustainability across our value chain and align with globally recognized standards of responsible business.

We are committed to creating systems that respect the planet and empower people, from ensuring the highest safety standards to responsible sourcing and efficient resource management. This report outlines our current practices and aspirations. Our theme— **"Harness Nature, Apply Science for Health and Happiness Sustainably"**— captures our essence and our direction. It reflects our belief in nature's wisdom, validated by science, to enhance well-being in a way that is ethical, inclusive, and enduring.

Our journey began in the 1950s with our founder, Shri Ramlal Agarwal, whose vision for holistic healthcare rooted in Ayurveda laid the foundation for what we are today. Over seven decades, that vision has evolved into a focused commitment to provide phyto-genic solutions for human and animal healthcare.

Our Ayurvedic heritage continues to guide our innovation. It inspires us to develop antibiotic-free, plant-based solutions for livestock health, backed by phytochemical standardization and clinical validation. In FY 2024–25, we expanded our HerbSecure™ Program for traceable sourcing, conducting Life Cycle Assessments on key products, and aligning our R&D with the 3R principle for ethical animal testing. These initiatives reflect our belief that traditional values and modern science together drive sustainable wellness.

Environmental stewardship guides our actions. We are advancing Zero Liquid Discharge (ZLD) and composting systems and transitioning to renewable energy sources. Social responsibility is central to our mission. We work closely with farmers and gatherers to source high-quality herbs, reinvest in communities, and support farmer loan programs to improve livelihoods. Our commitment extends to workforce well-being and responsible innovation. Governance remains the backbone of our credibility—we are strengthening compliance frameworks, enhancing data security, and embedding ethical decision-making across our operations.

This report marks the beginning of our formal ESG disclosures, but our journey is well underway. We are integrating sustainability from sourcing to distribution, driven by the conviction that doing good for the planet and society creates long-term value for all stakeholders.

**Together, we are building a future that honours our roots and inspires the world with what is possible when nature, science, and purpose come together.**

Warm regards,  
**Dr. K N Reddy**,  
CEO





**Rooted in Nature,  
Driven by Science**

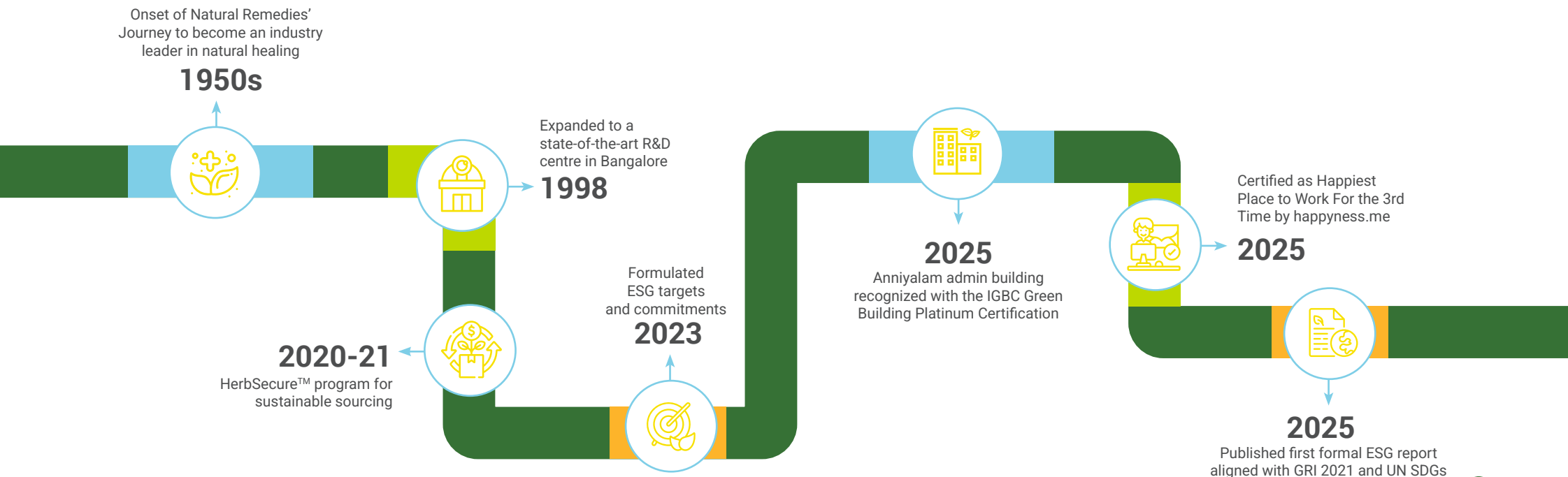
## Our Herbal Innovation Journey

The journey of Natural Remedies commenced when Mr. Ramlal Agarwal, a renowned expert in identifying and collecting herbs along with his fascination for Ayurveda was inspired to research on how herbs could be used to help in treating animals. Expanding on what the patriarch had founded as a fledgling unit, his son Mr. R.K. Agarwal established a small-scale research and development facility in Bangalore 20 years later. This small unit in 1998 was rebranded as Natural Remedies by the father and Mr. Anurag Agarwal, his son. Mr. Anurag Agarwal took over the reins of the business and rose to the challenges of this nascent industry by creating a bigger and better research and development facility, state of the art manufacturing

units and an established presence in over 45 countries. In 2000, as a natural extension, the company introduced the herbal range of products for human healthcare.

Since inception, we have built a phytochemical library of over 500 botanicals, developed patented herbal feed additives, and completed our first Life Cycle Assessment (LCA) pilots. LCAs help us measure the environmental impact of our products—from sourcing to disposal—and identify ways to reduce emissions, water use, and waste. Today, our scientists use genomics, AI-based compound screening, and the 3R principles (Replace, Reduce, Refine) to minimize animal testing and accelerate discovery.

As part of our commitment to responsible sourcing, the HerbSecure™ program complements our scientific efforts by driving sustainable and traceable procurement of raw materials from both trusted traders and directly from farmers. We prioritize farmer engagement for key herbs such as Tulsi, Kalmegh, Bacopa, and Bhringraj—cultivated in close collaboration with our Bioresource team. This year, we expanded our cultivation footprint to over 2,000 acres, managed through a lead farmer model that connects and empowers a network of more than 400 local farmers. These initiatives not only strengthen rural livelihoods but also foster responsible land use and biodiversity conservation.





## Our Vision and Values

Our vision— ***“Harness Nature, Apply Science for Health and Happiness Sustainably”***—guides everything we do. It reflects our commitment to combining natural wisdom with scientific innovation to improve well-being, protect the planet, and create long-term value.

We believe values must be backed by action. Every employee completes annual Code of Conduct training, and ESG goals are now part of leadership performance scorecards. This ensures our values—integrity, usefulness, collaboration, and continuous learning—are embedded in daily decisions and long-term strategy.



“

*Science must remain  
humble before nature.*

”

**Mr. Anurag Agarwal,**  
Managing Director and  
Consciousness Gardener





## Our Business and Products

Natural Remedies Pvt. Ltd. delivers a comprehensive range of herbal healthcare solutions, combining nature's wisdom with scientific expertise to improve health, productivity, and well-being for animals and humans.

### Animal Healthcare



We provide science-led healthcare solutions for monogastrics—such as poultry and swine—and ruminants, through targeted product categories that address key productivity and welfare needs:

- **Feed Supplements** (Phytocee, Kolin Plus, Stoodi, Feed-X, Respeace) – Comprehensive phytogenic nutritional and functional solutions that enhance reproductive efficiency, stabilize production, optimize nutrient utilization, and strengthen immunity. These supplements are designed to improve feed efficiency, reduce production losses, and support overall animal well-being in monogastrics and ruminants alike.
- **Derma Care** (Topicure, Himax) – Advanced topical and oral therapies for rapid wound healing and effective pain management, ensuring animal comfort and faster recovery.

Backed by over three decades of expertise, Natural Remedies's portfolio delivers measurable benefits for farmers, consumers, and global partners, while advancing sustainable, antibiotic-free health solutions.

## Our Global Business Presence

Natural Remedies has grown from a single warehouse in Bengaluru to a global presence across 45 countries and six continents. We supply phytogenic feed additives for cattle, poultry, swine, and aqua, along with herbal actives for human health. Our values and vision guide both domestic and international operations, ensuring growth is rooted in responsibility.

### Human Health Division



Bringing health and happiness through clinically validated branded ingredients:

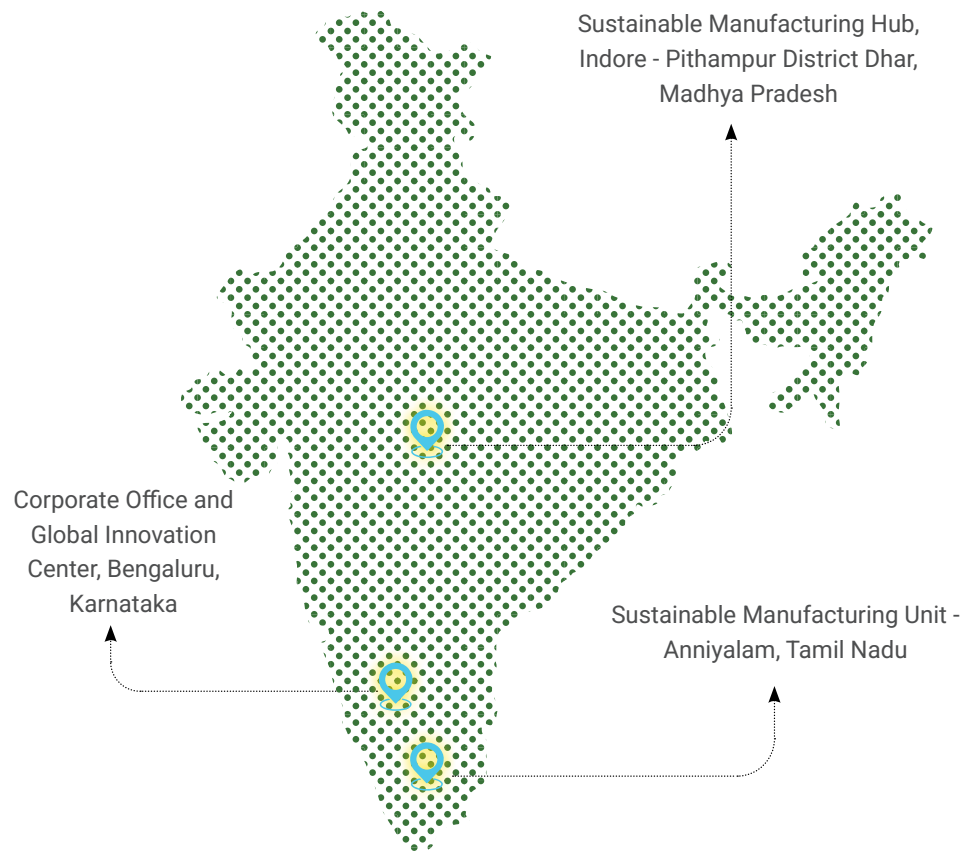
- BacoMind®, natural brain performer for cognitive wellness
- GutGard®, flavonoid rich licorice for daily digestive and gut health
- Ashwa.30™, experience true ashwagandha for endurance & vitality
- Holixer™, to stress less, find calm, and sleep sound
- Turmacin®, water soluble turmeric for joint health
- AP-Bio®/KalmCold®, using the power of Andrographis for strong human health, cough, cold, & immunity

“Sustainability is not just a responsibility for us; it's an opportunity. By embedding ESG principles into our core strategy, we create long-term value for all our stakeholders, balancing growth with environmental stewardship .”



**Dr. Suresh Lakshmikanthan,**  
Chief Business Officer





Our global strategy supports sustainability by promoting responsible sourcing, regulatory compliance, and reduced antibiotic use. In emerging markets, we focus on building local partnerships, improving traceability, and supporting community-led sourcing. Environmental initiatives in these regions help protect local ecosystems.

As we expand globally, we remain committed to ethical sourcing, scientific integrity, and partnerships that promote sustainable health solutions across diverse geographies—reflecting our vision to harness nature and apply science for health and happiness, sustainably.

## Our Awards & Recognitions



Gold Category, Green Company Award by CII  
Sohrabji Godrej Green Business Centre, India



Best Brands award by ET Edge in 2023



OHS Award by NHRD-Hosur Chapter



Product innovation of the Year: Business  
Innovation Award



Happiest Place to Work by happiness.me



IGBC Green Building Platinum Certification for  
Anniyalam Admin Building

# Measuring What Matters: Tracking and Delivering on Our Sustainability Strategy

At Natural Remedies, sustainability is not just a philosophy—it is a measurable commitment. While this is our first Sustainability report, our efforts to build a resilient, responsible, and regenerative business have been underway for years. From biodiversity-linked sourcing to digital governance upgrades, we are building systems to track progress across all ESG priorities.

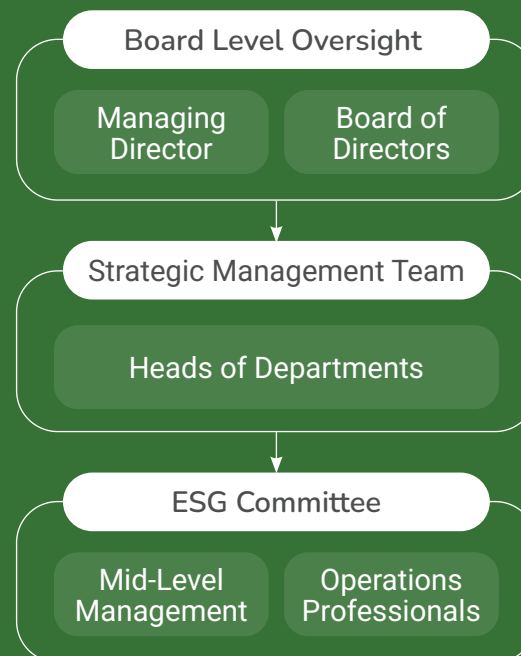
Natural Remedies' sustainability roadmap is built on three pillars: **Committed to Nature**, **Committed to People**, and **Committed to Good Governance**. It reflects the company's recognition that our success must be inclusive, ethical, and environmentally mindful. The roadmap spans over a decade (2024-2035), with short-term goals and long-term ambitions anchored in global frameworks such as the UN SDGs and GRI Standards.

## Our Sustainability Governance Framework

At Natural Remedies, sustainability is embedded into the company's purpose and strategic direction. The Board of Directors plays a pivotal role in championing sustainability across all levels of the organization. The Board oversees ESG priorities, ensures alignment with global standards such as the UN SDGs, and integrates sustainability into long-term business planning.

The Senior Management Team is responsible for operationalizing these commitments. They lead cross-functional ESG initiatives, monitor performance indicators,

and ensure that sustainability goals are embedded into day-to-day decision-making. This includes oversight of responsible sourcing, eco-friendly manufacturing, biodiversity conservation, and employee engagement programs. Natural Remedies' leadership emphasizes collaboration, transparency, and ethical governance as foundational pillars of its sustainability journey. The company's HerbSecure™ program and green manufacturing practices are direct outcomes of this governance structure.





# Sustainability Strategies

## Committed to Nature



- Building an energy conservation action plan based on insights from our energy audit
- Deploying energy-efficient technologies across labs, factories, and warehouses
- Developing on-site renewable energy generation (e.g., solar panels)
- Conducting biodiversity risk assessments aligned with TNFD
- Innovating packaging to increase recycled content

## Committed to People



- Nurturing emotional quotient and human potential at every level, we aim to create a sustainable ecosystem where individuals thrive and drive collective progress
- Working toward NASC accreditation for key products
- Digitally monitoring animal testing to enforce 3R principles
- Updating our privacy policy to meet global standards
- Strengthening internal cybersecurity aligned with international benchmarks

## Committed to Good Governance



- Conducting regular board-level ESG reviews
- Initiating ESG performance monitoring and reporting

# ESG Performance Highlights FY 2024-25

## Environmental Highlights



**68%**  
Waste diverted from landfill



**52%**  
Recyclable/compostable packaging used



**152**  
Farmers in HerbSecure™ Program



Initiated Scope  
**1** and **2** Inventorisation

## Social Highlights



**6%**  
Reduction in customer complaints



**100%**  
employees trained in Code of Conduct



**40%**  
R&D projects aligned with 3R principles

## Governance Highlights








**25%**  
Women in executive leadership team




Established ESG Governance Committee

# Stakeholder Engagement

At Natural Remedies stakeholder engagement is a cornerstone of our ESG materiality assessment. We adopt a structured approach to gather insights from key stakeholders for ensuring our sustainability strategy reflects diverse perspectives and shared priorities. By leveraging digital platforms and direct consultations, we proactively identify risks, align with evolving expectations, and foster a collaborative path toward ethical, environmental, and social responsibility.

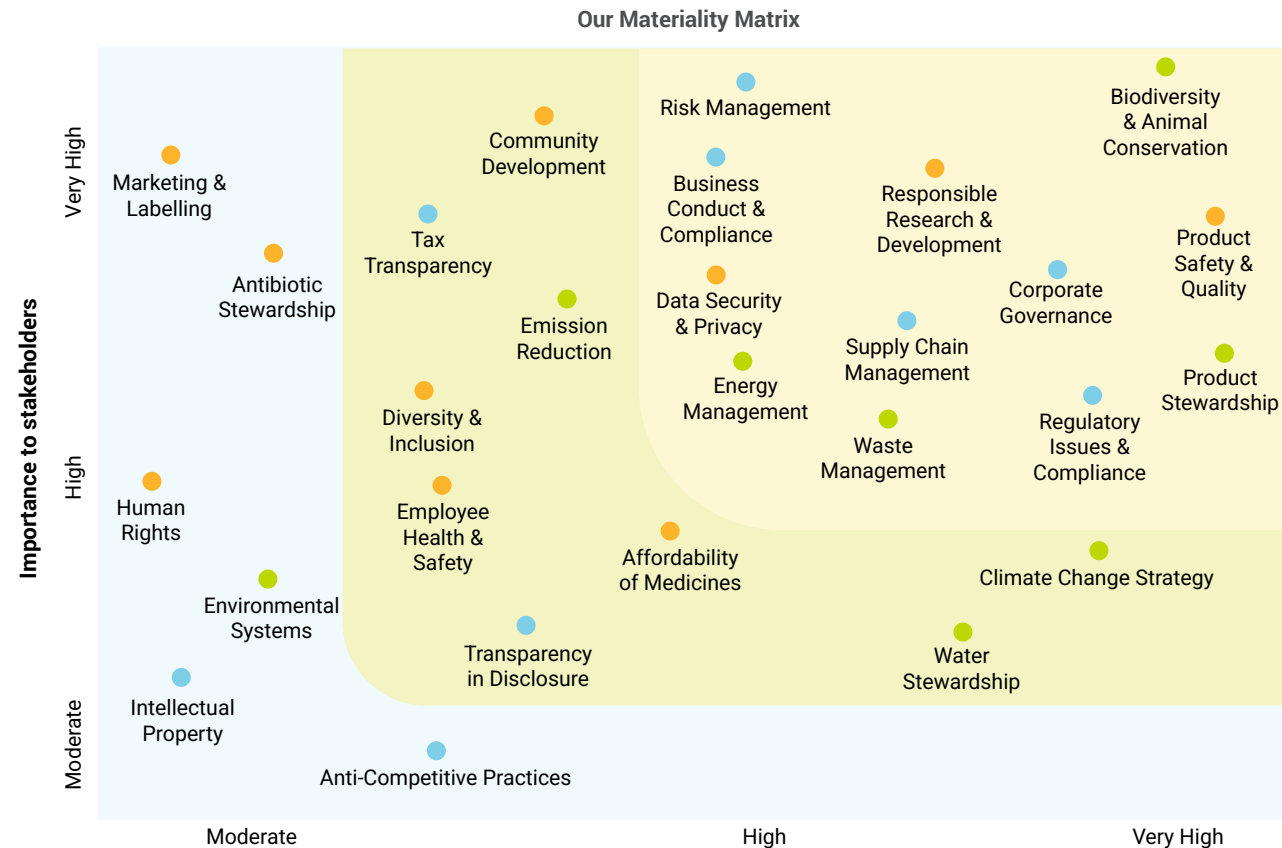
Stakeholder Type	Stakeholder Priorities	Engagement Approach	Engagement Channel	Frequency
<b>Promoters</b> 	<ul style="list-style-type: none"> <li>Financial performance and growth strategy</li> <li>ESG implementation and sustainability</li> <li>Transparency in disclosures</li> <li>Regulatory compliance</li> <li>Business strategy and cost-competitiveness</li> </ul>	<ul style="list-style-type: none"> <li>Regular publication of audited financial statements, annual reports, and performance summaries</li> <li>Sharing business growth plans, expansion updates and ESG progress through structured presentations</li> <li>Discuss financial results, operational highlights, and future-outlook</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports</li> <li>Website updates</li> </ul>	<ul style="list-style-type: none"> <li>Event-based or as required</li> <li>Quarterly and annual meetings</li> </ul>
<b>Customer</b> 	<ul style="list-style-type: none"> <li>Product quality and safety.</li> <li>Innovation in natural remedies</li> <li>Customer retention and satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Product insights, research findings, and customer success stories to build trust and transparency</li> <li>Ensure safety and efficacy of our products through a robust Quality Management System (QMS)</li> </ul>	<ul style="list-style-type: none"> <li>In-person meetings</li> <li>Customer feedback surveys</li> <li>Plant walkthroughs</li> <li>Grievance redressal</li> <li>Email communication</li> </ul>	<ul style="list-style-type: none"> <li>Event-based or as required</li> <li>Periodic feedback cycles</li> </ul>
<b>Suppliers</b> 	<ul style="list-style-type: none"> <li>Ethical sourcing and sustainability</li> <li>Building long-term relationships</li> <li>Supplier performance and compliance</li> </ul>	<ul style="list-style-type: none"> <li>Implements the HerbSecure™ program to ensure ethical, traceable, and sustainable sourcing of medicinal herbs</li> <li>Requires suppliers to comply with global standards like WHO-GACP, NMPB, ISO, and AYUSH certifications</li> <li>Conducts rigorous quality testing</li> </ul>	<ul style="list-style-type: none"> <li>Supplier site visits</li> <li>Performance review meetings</li> <li>Compliance documentation exchange</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly performance monitoring</li> <li>Event-based or as required</li> </ul>
<b>Employees</b> 	<ul style="list-style-type: none"> <li>Fair compensation and benefits</li> <li>Workplace safety and well-being</li> <li>Career development and training</li> </ul>	<ul style="list-style-type: none"> <li>Structured training, workshops, and cross-functional exposure</li> <li>Programs focused on health, happiness, and celebrating contributions</li> <li>Regular forums for open dialogue with senior management and sharing strategic vision</li> </ul>	<ul style="list-style-type: none"> <li>Internal email and communication channels</li> <li>Company intranet</li> <li>Training programs</li> <li>Performance reviews and appraisals</li> <li>Town halls</li> </ul>	<ul style="list-style-type: none"> <li>Event-based or as required</li> <li>Annual appraisals</li> </ul>
<b>Community Members</b> 	<ul style="list-style-type: none"> <li>Local employment opportunities</li> <li>Health and wellness initiatives</li> <li>Environmental stewardship</li> </ul>	<ul style="list-style-type: none"> <li>Host webinars, symposiums, and training sessions for veterinarians and livestock producers—such as “Mastering Mastitis” and “Optimizing Health During Monsoon”—to share best practices and product applications</li> <li>Work closely with farmers and veterinarians to develop tailored nutritional and healthcare products that improve animal productivity and profitability</li> </ul>	<ul style="list-style-type: none"> <li>CSR programs</li> <li>Volunteering activities</li> <li>Community events</li> <li>Local surveys and feedback forums</li> </ul>	<ul style="list-style-type: none"> <li>Event-based or as required</li> <li>Annual CSR calendar</li> </ul>

Stakeholder Type	Stakeholder Priorities	Engagement Approach	Engagement Channel	Frequency
Regulators & Industry Associations 	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Industry standards and certifications</li> <li>Policy advocacy and alignment</li> </ul>	<ul style="list-style-type: none"> <li>Audits and inspections conducted by bodies like AYUSH, NABL, and ISO</li> <li>Submission of documentation, certifications, and disclosures through designated government portals and correspondence</li> <li>Active participation in organizations like the International Feed Industry Federation (IFIF) and other bodies</li> </ul>	<ul style="list-style-type: none"> <li>Official communication channels</li> <li>Regulatory audits</li> <li>Participation in industry forums and consultations</li> </ul>	<ul style="list-style-type: none"> <li>Event-based or as required</li> <li>As per regulatory timelines</li> </ul>

## Progress on Material Priorities

We maintain open and ongoing dialogue with a broad spectrum of stakeholders—including customers, suppliers, employees, and leadership—to ensure our sustainability efforts are transparent and aligned with their expectations. By incorporating insights from peers and ESG rating agencies, we continuously refine our approach to deliver meaningful outcomes.

- **Environment**
- **Social**
- **Governance**





High Priority Material Topics	Business Focus	SDGs Aligned
	<b>Climate Change and Emission Reduction</b> Our climate strategy focuses on proactive adaptation, robust policies based on science-based targets and integrating climate risk assessments into strategic decisions.	
	<b>Water Stewardship</b> Implemented rainwater harvesting and water reuse systems; targets include 100% treated wastewater recycling, reduced freshwater dependency, and water neutrality in the long term.	
	<b>Biodiversity Conservation</b> Engaged in sustainable herb cultivation and habitat preservation; plans to expand cultivation of rare species and strengthen biodiversity monitoring in sourcing areas.	 
	<b>Affordability of Medicines</b> Maintain competitive and affordable pricing for herbal veterinary and human health products; developing affordable SKUs for rural markets to improve accessibility.	 
	<b>Responsible Research &amp; Development</b> Developed patented, clinically validated herbal products with phytochemical standardisation; future-plans include green chemistry adoption, international regulatory expansion, and new product innovation.	
	<b>Employee Health &amp; Safety</b> EHS programs in place with regular audits and training; ISO 45001 certification for all sites and strengthening wellness initiatives.	
	<b>Product Safety and Quality</b> Stringent quality protocols with multi-stage testing and traceability; will integrate advanced analytics and blockchain for end-to-end transparency.	 
	<b>Corporate Governance</b> Ensure ethical and transparent decision making and accountable leadership and integrate climate risk assessments into strategic decisions.	 
	<b>Business Conduct and Compliance</b> Embedding integrity, anti-bribery measures and ethical code of conduct across operations.	
	<b>Tax Transparency</b> Maintains responsible tax practices and compliance; aims to enhance voluntary tax disclosures in ESG reports and integrate climate risk assessments into strategic decisions.	 

# Our Sustainability Targets

At Natural Remedies, we remain committed to embedding sustainability across our operations. We uphold strong employee protections and foster positive community relationships to ensure a safe, inclusive, and respectful workplace. Our governance policies strictly prohibit bribery and corruption, reinforcing our dedication to ethical conduct and building trust within the organization.

We also place high importance on sustainable sourcing, regenerative agriculture, and biodiversity conservation—key pillars in our efforts to protect natural ecosystems and promote long-term environmental resilience.

## Environmental

### Energy Management

**On Track**

#### Goal

- 100% renewable energy by 2030
- 10% YOY reduction in electricity consumption for 3 years

#### Progress Efforts

- 51% Renewable energy
- 9.05% reduction in specific energy consumption from FY 2023-2024

### Product Stewardship

**On Track**

#### Goal

- Antibiotic Stewardship Policy by 2024
- Life Cycle Assessments for major products by 2026

#### Progress Efforts

- Two Life Cycle Assessment Completed

### Biodiversity & Conservation

**On Track**

#### Goal

- Impact 200 farmers via HerbSecure™ Program by 2025
- Fair Wild/Fairtrade certification by 2026

#### Progress Efforts

- 152 farmers enrolled
- 3 products certified under Fair for Life

### Waste Management

**Delayed**

#### Goal

- Zero waste to landfill governance by FY 2025

#### Progress Efforts

- 25% reduction in waste to landfill compared to last year

## Social

### Product Safety & Quality

Delayed

#### Goal

- Achieve NASC Quality Seal
- Reduce safety/quality complaints YOY for 3 years

#### Progress Efforts

- FSCC implemented replacing ISO22000

### Responsible R&D

Achieved

#### Goal

- Adopt 3R Principle (Replacement, Reduction, Refinement) for animal testing

#### Progress Efforts

- Adopted 3R Principle for animal testing

### Data Security & Privacy

Achieved

#### Goal

- Update data security policy
- Monitor training hours per employee

#### Data Security & Privacy

- Data security policy has been updated
- Training conducted on data security

## Governance

### Corporate Governance

Achieved

#### Goal

- Set up ESG Committee with board oversight
- Increase women representation

#### Progress Efforts

- ESG Committee established
- 25% women in executive leadership committee

### Business Conduct & Compliance

On Track

#### Goal

- Ensure Code of Conduct training coverage for all employees

#### Progress Efforts

- 100% employees trained on Company Code of Conduct

### Risk Management

Achieved

#### Goal

- Integrate ESG risks into enterprise risk framework using SWOT analysis

#### Data Security & Privacy

- ESG risks incorporated into overall strategy





# Committed to Nature: Environmental Stewardship

In FY 2024–25, we strengthened our environmental stewardship by embedding sustainability into core operations, guided by our ISO 14001:2015-certified Environmental Management System.



Our approach was referenced to the GRI and aligned with SDGs, reflecting our commitment to sustainable resource use, climate resilience, and ecosystem preservation.

Environmental accountability was integrated across planning, procurement, quality, and site-level functions, enabling consistent monitoring and continuous improvement. We ensured traceability of materials through process efficiency and digital tracking systems. Our sourcing practices avoided species restricted under the Directorate General of Foreign Trade (DGFT) and IUCN Red List notifications and were aligned with Good Agricultural and Collection Practices (GACP).

Progress was systematically tracked using defined metrics, dashboards, and internal audits, with oversight from senior leadership. These efforts supported pollution prevention, risk mitigation, and compliance with national and international standards—building a responsible and resilient supply chain.

## Nature's Blueprint: Commitment to Biodiversity and Animal Conservation

We continued to strengthen biodiversity and animal conservation across our cultivation zones by expanding native herb farming and preserving the agro-ecological balance. In FY 2024–25, we cultivated 976 acres, producing 5,169 MT of herbs. By FY 2025–26, we remain on track to meet around 80% of our raw material demand for key botanicals through contract farming, thereby reducing reliance on external wild harvesting.



# 5169

metric tonnes of herbs cultivated in 976 acres

“Our sourcing operations prioritize minimizing environmental impact by promoting biodiversity conservation, sustainable resource usage, upholding ethical & transparent practices across the value chain.”

**Naresh Venkatachalam,**  
Associate Vice President Procurement,  
Bioresources and Packaging Development



“

We are highly committed to minimize environmental impact throughout the supply chain by focussing on reducing carbon emissions, using sustainable materials, and promoting circular economy practices.

**Sivaiah Kota,**  
Vice President Product Supply Organization & Strategic Procurement



## Pesticide and Soil Management

We encourage farmers to adopt natural farming practices and do not recommend the use of synthetic agrochemicals in the cultivation of botanicals. Natural Remedies collaborates with government institutions to organize training programs on organic farming, with a primary focus on maintaining soil health. To improve soil health, we recommend the application of sufficient quantities of farmyard manure and vermicomposting. We also encourage the use of Jeevamrit to enhance the microbial load in the soil, providing farmers with Jeevamrit drums at no cost.

## Protected Species and Sensitive Zones

Our cultivation zones were located away from protected areas and biodiversity hotspots. We did not cultivate or source any species listed under the IUCN Red List and strictly adhered to DGFT trade guidelines, avoiding plants under international ecological trade controls or conservation risk.

## Invasive Species and Community Engagement

We organized plantation drives with customers and school children to promote native vegetation and prevent the spread of invasive species. These initiatives helped raise biodiversity awareness and fostered long-term environmental stewardship within local communities. We conducted plantation drives with customers and school children to promote native vegetation and avoid invasive species. These drives helped build biodiversity awareness and fostered long-term stewardship among communities.

## Waste to Worth: Composting & Circular Practices

At Natural Remedies we continued embedding circular practices across herbal processing, packaging, and community engagement to reduce waste, close resource loops, and enhance value across our operations.



**5169**  
metric tonnes of herbs  
cultivated in 976 acres



**18%**  
reduction in packaging  
on pilot SKUs



**25%**  
reduction in waste  
to landfill



**400+**  
saplings planted at Anniyalam  
& Indore Facility

## Circular Manufacturing & Packaging Initiatives

In FY 2024–25, we adopted circular practices at source to reduce waste and optimize materials. We reused logistics packaging, recycled paper, plastic, and glass via certified vendors, and segregated herbal waste for reuse. Rainwater harvesting and water recycling systems supported non-potable use.

## Community Engagement for Waste Awareness

- In FY 2024–25, 30 farmers were trained in waste-to-value practices.

## Scaling Circularity Across the Value Chain

To advance material reuse and reduce landfill, Natural Remedies has taken the following efforts:

- Implemented zero-waste protocols at key sites
- Used digital tools to track waste flows and packaging
- Conducted waste audits and carbon footprint assessments to improve diversion rates



## CASE STUDY

### In Focus: Variable Frequency Drives to Optimize Energy Efficiency in Herbal Processing

To reduce energy consumption in our high-load hammer mills, we installed VFDs during FY 2024–25. This resulted in a 157 GJ energy saving over the year. It also enabled real-time load control, reduced mechanical wear, and improved our internal Specific Energy Consumption benchmarking—supporting site-wide optimization of energy performance.



## Energy Smarts: Cleaner, Leaner Energy Systems

At Natural Remedies, our energy strategy is designed to balance operational excellence with environmental responsibility. By embedding sustainability into our core systems, we are driving greater energy efficiency while steadily transitioning to cleaner, renewable sources. This dual approach supports our broader climate commitments and aligns with our ESG priorities, ensuring that growth is both responsible and resilient.



**7%**

reduction in energy intensity  
from FY2023-24



**9.05%**

reduction in specific energy  
consumption



**51%**

of our electricity is sourced from  
renewable sources, including solar  
and wind

### GHG Emission Reduction

Central to Natural Remedies' decarbonization strategy is a focused effort to reduce greenhouse gas (GHG) emissions across all scopes. Scope 1 and 2 emissions are being actively mitigated through cleaner fuels and renewable energy integration, while foundational work is underway to



map and manage Scope 3 emissions, including upstream impacts from herbal sourcing and downstream logistics. Beginning FY 2025–26, Natural Remedies will expand its climate disclosures to include Scope 3 emissions from warehousing and third-party logistics, reinforcing its long-term commitment to a net-zero transition.

Integrating Energy Efficiency

Energy efficiency continues to be a cornerstone of operational improvements. Targeted upgrades—such as installation of variable frequency drives, replacing low-efficiency old motors with high efficiency IE3/ IE4 motors, automation of AHUs, lighting systems and load optimization in dryers and reactors—have led to a 7% reduction in energy intensity compared to the previous year, even as production volumes and facility footprints have grown. These interventions not only reduce environmental impact but also improve cost-effectiveness and system reliability.

Transition to Renewable Energy

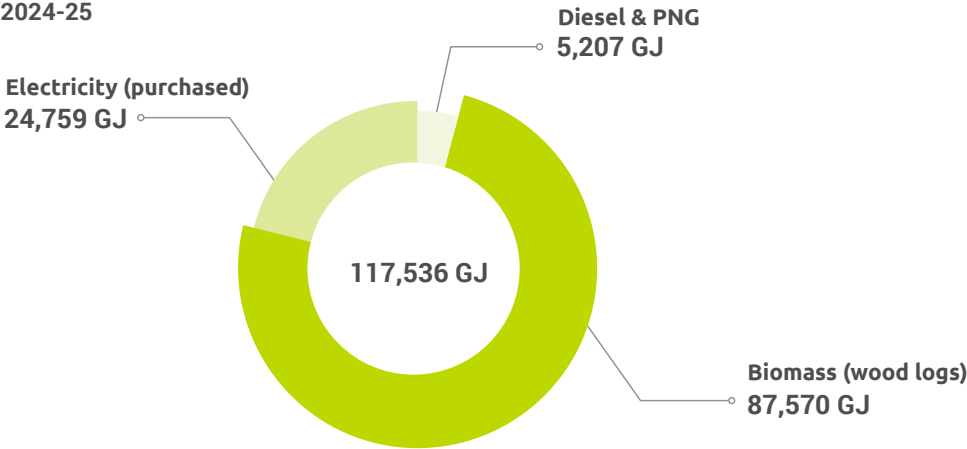
Complementing these efforts is Natural Remedies' transition to renewable energy, which is gaining momentum across sites. The company has installed a 400-kW rooftop solar system and deployed Variable Frequency Drives (VFDs) across motors to optimize energy use. Feasibility assessments for solar photovoltaic systems have been conducted at the R&D campus to identify optimal deployment strategies for both rooftop and ground-mounted installations. Natural Remedies has committed to shifting 60% of its total electricity consumption to renewable sources by FY 2027–28, aligning with India's national decarbonization roadmap and its own Net Zero ambitions.

Energy Efficiency in Herbal Processing

To reduce energy consumption, we conducted third party energy audits. Based on the findings we implemented various energy saving initiatives like installation of VFDs in our high-load hammer mills, and replacing old motors with energy efficient IE3/IE4 motors. These initiatives

resulted in a 157 GJ energy saving over the year. It also enabled real-time load control, reduced mechanical wear, and improved our internal Specific Energy Consumption (SEC) benchmarking, supporting site-wide optimization of energy performance.

Our Performance FY2024-25



There was a 10% increase from FY 2023–24 due to higher herbal processing volumes and expanded

Energy Intensity Reductions

Energy Intensity Metric	FY 2023–24	FY 2024–25
Energy per ₹ million turnovers	2447 GJ/millions	2351 GJ/millions
Energy per m² floor area	2.21 GJ/m²	2.04 GJ/m²

Scope Emissions	Emission in t CO <sub>2</sub> (FY 2024-2025)	Emission in t CO <sub>2</sub> (FY 2023-2024)
Scope 1 emissions	484 tCO <sub>2</sub>	393 tCO <sub>2</sub>
Scope 2 emissions	1415 tCO <sub>2</sub>	1270 tCO <sub>2</sub>
Total	1,899 tCO <sub>2</sub>	1663 tCO <sub>2</sub>

Emissions Intensity	Emission intensity in t CO / million INR (FY 2024-2025)	Emission intensity in t CO / million INR (FY 2023-2024)
GHG emissions intensity	0.38	0.38

CASE STUDY


In Focus: Converting Herbal Residue into Organic Fertilizer

Herbal extraction processes yield substantial quantities of biomass, which were traditionally considered waste. In FY 2024–25, we adopted a sustainable composting initiative that repurposes approximately 2,000 metric tons of herbal residue annually. By blending this biomass with cow dung and green manure to optimize the carbon-to-nitrogen ratio, we produce high-quality bio-manure. This organic fertilizer now supports 352 farmers across villages in the Krishnagiri district, fostering a gradual shift toward organic agriculture. Additionally, the herbal substrates undergo aerobic decomposition, further enhancing their agronomic value and contributing to regenerative farming practices.




Water Stewardship: Sustaining Every Drop Across Operations and Communities

In FY 2024–25, we strengthened our water stewardship through a dual approach: efficient internal practices and community-oriented interventions. Our efforts focused on reducing freshwater dependence, enhancing water recycling, and ensuring responsible withdrawals across facilities.



45

megalitres of total water withdrawal



100%

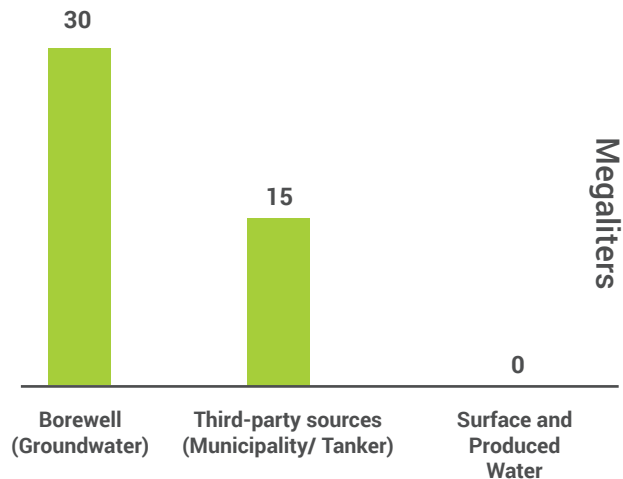
facilities are ZLD compliant

Operational Efficiency

In FY 2024–25, our total water withdrawal increased to 45 megalitres, up from 34 megalitres in FY 2023-24. This rise was primarily due to the expansion of processing lines and enhanced sanitation protocols to support operational growth. Despite the increase, we ensured that all water sourcing remained within approved limits and was fully metered. Groundwater (borewells) continued to be our primary source, accounting for most of the usage, while third-party sources such as municipal supply and tankers supported operational flexibility. We did not rely on surface or harvested water during this period.

## ZLD Integration

A Zero Liquid Discharge (ZLD) system was commissioned for post effluent-treatment at the Anniyalam unit, enabling daily recovery of 23 KL of water and replacing approximately 8,400 KL of annual freshwater demand. All Natural Remedies manufacturing sites operated under a ZLD framework, where effluents were treated and reused via multi-stage systems such as reverse osmosis and evaporators. This approach significantly reduced freshwater consumption and environmental impact, reflecting a strong commitment to sustainable water management.



Sources of Withdrawal (FY 2024-2025)

## Water-Related Compliance

We maintained full compliance with Central Pollution Control Board (CPCB) norms, ensuring that all treated effluent met quality standards and operated with valid permits across all locations. No untreated wastewater was released into external water bodies. Our water

management practices were aligned with ISO14001:2015-Environmental Management Systems and supported by rigorous internal monitoring systems. These efforts reinforced our commitment to transparency, safety, and sustainability in every aspect of water use.

## Partners in Sustainability: Responsible Sourcing & Product Stewardship

In FY 2024–25, we advanced responsible sourcing and product stewardship across our supply chain by strengthening traceability, ensuring ethical procurement,

and minimizing ecological risks. All sourcing adhered to our internal framework prioritizing national and local origins while ensuring compliance with ecological and safety standards.



Antibiotic Stewardship Policy in place



Two Life Cycle Assessments completed

## CASE STUDY

### In Focus: Enabling Community Access to Water

In the past we supported Solai Eri Lake rejuvenation in Tamil Nadu through desilting, bund strengthening, and channel re-linking, enhancing the water-holding capacity and groundwater recharge potential in the region. In FY 2024-2025, we installed community borewells and RO filtration units in rural settlements, enabling clean water access for underserved populations. These interventions reflected our intent to extend water stewardship beyond our gates and support local climate resilience.





### Procurement and Site Standards

- Maximum traceability was ensured for all raw materials and avoided sourcing from areas with ecological sensitivity.
- No plant species listed in the DGFT's restricted trade list, or the IUCN Red List were procured or cultivated, thereby avoiding international trade risks and supporting species conservation.
- All manufacturing sites were certified to FAMI-QS, FSSC 22000, ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, Ayush GMP, HALAL and Kosher standards, confirming product safety and operational quality. Our Anniyalam facility is certified for NSF-GMP, IMO.
- Facility siting protocols ensured locations were selected away from biodiversity hotspots, using land suitability analysis and soil health risk assessments.

### Pest, Packaging, and Data Practices

- We implemented a pest management plan to reduce hazardous pesticide usage and trained farmers in safe application.
- We reclaimed a significant volume of our packaging through product take-back systems and deployed traceable packaging formats across SKUs, with recycling verified through EPR certificates issued by authorized agencies.
- Packaging and material efficiency data were captured digitally to support circularity and waste reduction.

## CASE STUDY

### In Focus: Traceable Procurement from Tribal Farmers

Natural Remedies encourages farmers to cultivate selected herbs viz., *Ocimum tenuiflorum* (Tulsi), *Andrographis paniculata* (Kalmegh), *Bacopa monnieri* (Bacopa), *Elcipta alba* (Brigaraj) etc., exclusively for its use. A dedicated team regularly visits the farmers and provides farm solutions for better value realization. This team mainly emphasizes natural farming to obtain pesticide residue-compliant material, which is routed through facilitators. Natural Remedies plays a major role in improving farmers' livelihoods, ensuring supply chain transparency, and reinforcing its commitment to ethical and locally rooted sourcing.



## LOOKING AHEAD

In FY 2024–25, we turned intent into action—restoring ecosystems, reducing impact, and building circular, ethical operations. Every initiative reinforced our belief that nature is not a constraint, but a catalyst for innovation. As we move ahead, we will continue to scale what works, challenge what doesn't, and stay rooted in our purpose: to grow sustainably, with nature at the heart of every decision.



# Committed to People: Elevating Well-Being, Trust & Innovation

In FY 2024–25, we at Natural Remedies advanced our social responsibility efforts by placing people at the centre of our services, collaborations, and community engagements.

3GOOD HEALTH AND WELL-BEING

5GENDER EQUALITY

10REDUCED INEQUALITIES



Our commitment to social sustainability was reflected in initiatives aimed at enhancing the well-being of humans, animals, and the community at large. As a science-led and nature-inspired organization, we acknowledged our responsibility across the entire value chain—from research and product development to stakeholder engagement and digital integrity. These efforts reinforced our values of trust, inclusivity, and ethical innovation.

## People at Natural Remedies

Our people were at the heart of our purpose-driven journey in FY 2024–25. We cultivated a culture of empathy, equity, and growth, empowering individuals to thrive. Our commitment to diversity was reflected in inclusive people policies and initiatives such as the Journey of Empowerment (JOE), which promoted gender equity, diversity, and respect for all. Natural Remedies was recognized as one of the 2024 Happiest Places to Work by House of Cheer Networks, affirming our focus on holistic well-being. We offered comprehensive benefits including health insurance, mental wellness programs, flexible work options, and parental leave.

### Key People Metrics



**1,155**  
employees with a mix of  
938 male, 217 female



**27,720**  
total hours of employee  
training



**25%**  
female representation in  
company governance

We believe business sustainability hinges on several factors, but none as complex and volatile as the stability and continuity of its people. In today's dynamic environment, talent retention stands out as one of the most critical and challenging priorities.

Employee's satisfaction and happiness are ever evolving. What once brought joy and fulfilment may no longer have the same effect, as individual needs and expectations continue to shift over time.

Journey of Empowerment (JOE) is a unique initiative taken by Natural Remedies to help people feel empowered dealing with any situations they face in life with strength and positivity.

It is a people-centric initiative designed to enhance emotional well-being and inner resilience across the organization. At its core, JOE aims to empower every individual to respond appropriately to situations in life, rather than reacting impulsively fostering a sense of balance, clarity, and purpose. By cultivating self-awareness, emotional balance, and appropriate decision-making, JOE supports employees in leading more fulfilling and joyful lives, both professionally and personally.

“

*We believe in leaving behind  
a better world to our future  
generation through intentional  
actions that sustains and gives  
back to nature.*

”

**Baskar Varadhan,**  
CHRO and CTO



The impact of JOE was reflected in our workplace culture. We were certified as a 'Great Place to Work' and honoured as one of the 'Happiest Places to Work' by House of Cheer Networks for the third consecutive year.

## Our Commitment to Employee Well-Being

### Occupational Health

- Maintained a proactive health and safety management system
- Conducted regular safety drills, provided occupational health services, and ensured continuous monitoring



### Preventative Screenings

- Offered annual health screenings for all employees
- Provided specialized tests for high-risk roles exposed to dust, noise, and chemicals



### Well-being Initiatives

- Vaccination programs
- Exercise promotion campaigns
- Meditation-based mental health initiatives
- Access to gynaecologist for female employees
- Snake bite awareness programme



## Learning & Development

Our learning and development programs equipped employees with technical, leadership, and sustainability skills, reinforcing our core value: Learn and Evolve. From induction training to periodic refreshers and specialized sessions for high-risk roles, we prioritized continuous growth from day one.

### Key Learning programs:

- Induction and Onboarding Programs to familiarize new employees with company culture, safety, and compliance
- Technical Skill Development Workshops for roles in research and development, manufacturing, and quality assurance
- Digital Enablement Training focused on tools, systems, and process optimization
- Compliance and Ethics Training aligned with regulatory and internal standards

Cross-functional Learning Opportunities to encourage collaboration and holistic growth



## Community Engagement & CSR

Beyond the workplace, Natural Remedies extended its commitment to people through impactful CSR initiatives. Highlights included:

- Nature restoration in Devarulimangalam
- Provided Borewell RO water in Vysore Agraharam, benefiting 1,000 families
- School renovations in Mayanayakkapalli and Kakkadasam

We partnered with NGOs such as Diyaghar, Ekal Foundation, and STEPs to support education, skill development, and social empowerment. Our community engagement also included training farmers, promoting sustainable agriculture, and enabling access to clean water. These efforts reflected our belief in inclusive growth and our dedication to building healthier, more resilient communities across India.

We built trust through partnerships with farmers, traders, and local communities—offering financial assistance and prioritizing local sourcing to strengthen our supply chain.



## Stakeholder Engagement & Insights

To build trust within the organization, we actively engaged employees for feedback and improvement. Internal mechanisms allowed employees to raise concerns and share suggestions, helping us refine our practices. Insights from our stakeholder engagement activity are detailed in the dedicated section of this report.

“

*We are dedicated to integrating ESG principles to ensure a sustainable and responsible supply of phytogenic solutions, fostering environmental stewardship, social responsibility, and rigorous governance in all our endeavours.*

”

**Prashanth D'Souza,**  
Technical Director, Animal Health





## Digital Responsibility: Safeguarding Data with Integrity

In the digital era, trust is built on the integrity with which data is managed. At Natural Remedies, we recognized that protecting personal, professional, and proprietary information is a vital aspect of our social responsibility. As we continued to innovate in natural health solutions, we remained equally committed to safeguarding the digital well-being of our stakeholders.

### A Foundation of Digital Ethics

Our approach to data security was grounded in ethical responsibility. We upheld the belief that every individual has the right to privacy, and every organization has the duty to protect it. Whether handling customer preferences, employee records, or research data, we treated all information with confidentiality, care, and compliance.

We collected only the data necessary to deliver value and maintained transparency regarding its use. Our privacy policy clearly outlined the types of data collected, the purposes for which it was used, and the rights of individuals to access, correct, or delete their information.

### Privacy by Design, Security by Default

Privacy was embedded into the architecture of our systems and processes. Following the principle of 'privacy by design', we ensured that data protection was integrated from the earliest stages of platform development. Our digital infrastructure was safeguarded by multi-layered security protocols, including:

- End-to-end encryption for data in transit and at rest via GMAIL encryption and Sophos data encryption for critical users

- Role-based access controls to limit data exposure
- Regular vulnerability assessments and penetration testing
- Secure cloud storage with backup and disaster recovery systems

These measures were supported by a dedicated IT team that continuously monitored systems and responded swiftly to potential threats.

### Compliance and Global Alignment

We implemented robust internal data protection policies in compliance with India's Digital Personal Data Protection Act (DPDPA). We also ensured that third-party vendors and partners adhered to similar standards, reinforcing a secure and compliant digital ecosystem.

Our commitment to compliance extended beyond regulation—it was about building trust. We empowered users by providing clear, accessible information about their data rights.

### Empowering People Through Awareness

Technology alone cannot ensure data security; people play a critical role. To foster a culture of digital responsibility, we invested in regular training and awareness programs for employees. These covered key topics such as phishing prevention, password hygiene, and secure data handling. We maintained open channels for reporting data concerns or breaches, ensuring that any issue was addressed promptly and transparently.

## CASE STUDY

### In Focus: Post-Ransomware Incident

In FY 2024–25, Natural Remedies reinforced its digital resilience following a ransomware attack that occurred in December 2022. The incident impacted core systems, including SAP, prompting an immediate and coordinated response. The IT team swiftly isolated the network, activated a clean Disaster Recovery (DR) site, and restored critical operations within three days. Full system recovery was completed within two weeks using verified tape backups.

Building on lessons learned, we implemented long-term preventive measures including Sentinel One endpoint protection, Veeam Backup with immutable storage, and upgraded tape infrastructure. Regular vulnerability assessments and security posture reviews were integrated into our IT protocols—demonstrating our commitment to data integrity, business continuity, and stakeholder trust.



“

*Through innovation, we advance natural, science-driven solutions that are safe, effective, and sustainable – creating a healthier future for people and the planet*

”

**Dr. Aboli Girme,**  
General Manager Research & Development



## Healing through Innovation: Responsible R&D

In FY 2024–25, innovation remained a strategic priority at Natural Remedies, guided by the belief that healing must be thoughtful, ethical, and future-ready. Our R&D efforts were rooted in the understanding that nature holds profound wisdom, and science offers the tools to unlock it responsibly.

We developed phytogenic solutions that were safe, effective, and sustainable for both humans and animals. Our integrative R&D model combined traditional botanical knowledge with rigorous scientific validation. Through multidisciplinary research in pharmacognosy, phytochemistry, veterinary science, and clinical medicine, we explored the therapeutic potential of herbs to address real-world health challenges such as stress, immunity, digestion, and joint health.

Each formulation was the result of ethical sourcing, scientific inquiry, and robust testing—ensuring the highest standards of safety, efficacy, and consistency.

### **Ethical, Evidence-Based, and Impact-Oriented**

Responsible R&D at Natural Remedies in FY 2024–25 was guided by three core principles:

- **Ethical Inquiry**  
We respected biodiversity and traditional knowledge systems, ensuring inclusive, transparent research aligned with global ethical standards.
- **Evidence-Based Development**  
Our products underwent rigorous validation—from lab-based assays to clinical trials—ensuring every claim was backed by data.
- **Impact-Oriented Innovation**  
We prioritized long-term wellness through preventive care and reduced reliance on synthetic interventions.

“

*Sustainability is an integral element of our vision statement and therefore taking concrete actions under ESG is a critical part of our journey. ESG actions contribute to raising the quality, efficacy and safety of our products*

”

**Dr. Deepak Mundkinajeddu,**  
Senior Vice President R&D





### Innovation in Action

In FY 2024–25, our proprietary HerbSecure™ program continued to exemplify responsible innovation. It ensured full traceability of ingredients from source to shelf.

We also advanced our commitment to green chemistry, developing formulations that minimized environmental impact while maximizing therapeutic value. Our R&D teams

were trained in eco-conscious design principles, and our facilities operated on renewable energy—reinforcing our commitment to clean, responsible innovation.

## Pure, Proven & Safe: Product Safety and Quality

In FY 2024–25, product safety and quality remained the cornerstone of our trusted natural health solutions. Every product was designed, developed, and delivered with care, reflecting our belief that quality is a continuous journey—from sourcing to shelf.

Our holistic approach integrated scientific rigor, ethical sourcing, and transparent communication to meet stakeholder expectations and global regulatory standards.



# 100%

of raw materials are traceable through HerbSecure™, either up to trader level or farm level (in case of own cultivation)



# 12-15

quality checks conducted per product



# 0.6%

product return rate (Return volume as a % of total sales)

In FY 2024–25, product safety and quality remained the cornerstone of our trusted natural health solutions. Every product was designed, developed, and delivered with care, reflecting our belief that quality is a continuous journey—from sourcing to shelf.

Our holistic approach integrated scientific rigor, ethical sourcing, and transparent communication to meet stakeholder expectations and global regulatory standards.

### Ensuring Purity and Safety from the Ground Up

Our proprietary HerbSecure™ program ensured full traceability of raw materials and adherence to stringent quality protocols. This included:

- Good Agricultural and Collection Practices (GACP): Partnering with farmers and collectors who followed sustainable and regenerative practices to ensure environmentally conscious sourcing.

- Good Manufacturing Practices (GMP): Operating certified facilities powered by renewable energy, where products were manufactured under controlled, hygienic conditions.
- Good Laboratory Practices (GLP): Conducting multi-stage testing for identity, contaminants, and active constituents to ensure safety and consistency.
- Good Quality Practices (GQP): Deploying field quality managers to monitor every step of the supply chain—from planting to packaging.
- Our Central Lab is NABL accredited and approved by “Ayush”



### Quality Assurance Across the Lifecycle

Our quality assurance framework was proactive and preventive. We leveraged advanced technologies, robust documentation systems, and continuous training to uphold product integrity. Each batch underwent rigorous testing and validation before market release, ensuring long-term safety and efficacy.

### Transparency and Consumer Trust

We empowered consumers through clear, accurate, and internationally compliant labelling—ensuring transparency on ingredients, usage, and safety. Responsible disposal practices were promoted to reduce environmental impact. Customer feedback channels remained open and

responsive, helping us refine our offerings. Our Supplier Management and Control processes ensured that all sourced components met our stringent quality standards. Through our Testing, Verification, and Release procedures, we assessed product content for environmental and social impacts, with 100% of significant product categories evaluated for compliance prior to market release.

To further strengthen transparency, we fostered long-term, ethical relationships across our value chain. Our compliance with global standards—including FDA, GMP, Kosher, NABL, ISO 22000, ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018—reflected our commitment to quality, safety, and accountability.

“

*To create a healthier and sustainable future by integrating Environmental stewardship, social responsibility and robust governance in every aspect of our business, driving innovation and delivering quality and safe products.*

”

**Thippeswamy Papareddy,**  
Associate Vice President; Head, Corporate  
Quality Control and Assurance



## LOOKING AHEAD

This year, we deepened our commitment to people—empowering employees, engaging communities, and advancing well-being across our value chain. From inclusive workplace policies to farmer partnerships and CSR outreach, every initiative reflected our belief that care is the foundation of sustainable growth. As we move forward, we will continue to nurture resilience, foster equity, and build meaningful connections that strengthen lives and livelihoods.





# Committed to Good Governance: Leading with Integrity

In FY 2024–25, Natural Remedies strengthened its commitment to ethical business conduct and robust compliance practices—ensuring integrity across all levels of operation. Governance remained a key enabler of our sustainability strategy, with responsible practices embedded into strategic decision-making and risk management frameworks. Our approach to supply chain governance reflected our dedication to transparency and sustainability, reinforcing our mission to harness nature responsibly.



## Ethics at the Core: Business Conduct

We upheld a strong culture of ethics and accountability. Our comprehensive policies ensured that employees, suppliers, and leadership operated in compliance with regulations and maintained a safe, respectful, and ethical workplace. The Employee Handbook served as a cornerstone document, outlining our values, code of conduct, and expectations for ethical behaviour across the organization.

### Stakeholder Integrity and Workplace Culture

From senior management to supply chain partners, every stakeholder was expected to act with integrity, transparency, and fairness. Inclusivity and respect were

integral to our culture, with handbook guidelines promoting a workplace where diverse perspectives were valued. Our open-door policy encouraged employees to share feedback and ideas freely, fostering trust and innovation.

### Training and Anti-Corruption Measures

We provided ongoing training to enhance technical competencies and promote responsible practices across procurement, R&D, and manufacturing. The handbook also included strong anti-bribery and anti-corruption guidelines, reinforcing our zero-tolerance stance on unethical behaviour.

### Safe and Respectful Workplace

To ensure a safe and respectful workplace, we maintained a robust Prevention of Sexual Harassment (PoSH) policy, supported by a dedicated redressal committee. This ensured swift and fair resolution of complaints, reinforcing our commitment to employee well-being and dignity.

By aligning our ethical responsibilities with our phyto-genic innovations, we continued to build trust and deliver safe, sustainable, and effective products for human and animal health.

## ESG Champions and Governance

In 2025, we continued to embed sustainability across our operations—starting at the board level.



**Mr. R.K. Agrawal**  
Director



**Mr. Anurag Agarwal**  
Managing Director



**Dr. Amit Agarwal**  
Director



**Mayank Agarwal**  
Director



**Ayush Agarwal**  
Director



**Dr. K.N. Reddy**  
Director and Chief  
Executive Officer



While our sustainability vision was shaped at the top, our strategic management team played a key role in translating this vision into action across the organization.



**Mr. Anurag Agarwal**  
Managing Director



**Dr. K.N. Reddy**  
Director and Chief Executive Officer



**Baskar Varadhan**  
Chief Human Resource Officer and  
Chief Technology Officer



**Prakash Dugar**  
Chief Financial Officer



**Dr. Suresh Lakshmikanthan,**  
Chief Business Officer



**Sivaiah Kota**  
Vice President PSO & Strategic  
Procurement



**Dr. Deepak Mundkinajeddu,**  
Senior Vice President,  
Research & Development



**Prashanth D'Souza**  
Technical Director, Animal Health



# Anticipate, Adapt, and Act: Risk Management

In FY 2024–25, risk management remained central to ensuring operational resilience at Natural Remedies. We worked to minimize risks across our value chain—from raw material cultivation to R&D—through comprehensive risk mapping and proactive mitigation strategies.



## Agricultural Risk Mitigation

Our agricultural risk assessments addressed challenges such as adverse weather, pest infestations, and market volatility. We collaborated closely with farmers and local gatherers to secure raw materials sustainably and ethically. Periodic policy reviews and internal risk exercises, including SWOT analysis, helped us remain agile in a dynamic business environment.



## Supplier Governance and Continuity

Our strategy included regular supplier audits, training programs to promote best agricultural practices, and long-term partnerships to reduce supply disruptions. By maintaining a diverse supplier base, we ensured continuity while upholding ethical and environmental standards.



## Innovation with Safeguards: R&D Risk Controls

In R&D, we balanced innovation with risk mitigation through stage-gate processes, cross-functional reviews, and strict quality controls. Every new phytogenic product was developed with safety, efficacy, and market readiness in mind.



## Manufacturing Excellence and Operational Resilience

Our manufacturing operations adhered to Good Manufacturing Practices (GMP) and robust quality protocols. Investments in automation and monitoring systems helped reduce production delays and defects, while enabling swift responses to operational challenges.



## Enterprise Risk Management Framework

Across all functions, our enterprise risk management framework enabled continuous monitoring, evaluation, and improvement. A centralized risk reporting system compiled data from across operations, allowing for timely interventions. Regular assessments, stakeholder engagement, and scenario planning ensured preparedness for both current and emerging risks.



## Governance for Long-Term Value

This integrated approach to risk management reinforced our commitment to sustainability, ethical governance, and long-term value creation—ensuring that Natural Remedies remains resilient, responsible, and ready for the future.

“

*ESG integration in financial strategy supports sustainable growth, strengthens risk management, and enhances long-term value for stakeholders.*

”

**Prakash Dugar, CFO**



# Trust Through Transparency: Regulatory Compliance

At Natural Remedies, transparency and regulatory compliance remained foundational pillars of our operations in FY 2024–25. As we developed phyto-genic solutions for both animal and human consumption, we recognized that compliance was essential to ensuring product safety and maintaining stakeholder trust.

Our operations spanned herb sourcing and cultivation, research and development, manufacturing, and distribution. To build confidence across our value chain, we prioritized proactive disclosures and accountability over reactive responses.

## Technology-Driven Compliance Management

We leveraged the Grant Thornton Compliance Management System (GTCMS) to monitor and manage our compliance obligations. This real-time dashboard tracked regulatory requirements, identified responsible personnel, and facilitated reporting and documentation. Automation ensured that relevant teams were promptly informed of new regulations and upcoming deadlines—keeping our compliance processes agile and responsive.

## Public Disclosures and Ongoing Commitment

We operated in alignment with both domestic and international standards for phyto-genics, including certification under Good Agricultural Practices (GAP).

These standards emphasized food safety, environmental stewardship, worker welfare, and economic sustainability. Using GTCMS, we navigated a rapidly evolving regulatory landscape to ensure that our cultivation, R&D, and manufacturing practices met all necessary benchmarks.

Our commitment to transparency extended to public disclosures aligned with Global Reporting Initiative (GRI) standards, enabling customers to make informed decisions and reinforcing confidence in our products.

Regulatory compliance remained an ongoing commitment—central to our mission of delivering safe, effective, and sustainable natural health solutions.

“

*Trust and transparency begin with strong governance and strict compliance*



**Ms. Meenakshi S,**  
General Manager, Finance



## Together in Care: Supply Chain Management

In FY 2024–25, our supply chain strategy remained central to operational excellence—ensuring that every step, from herb cultivation to product distribution, was executed with precision, transparency, and sustainability.

We began at the source, cultivating herbs on our farms and partnering with trusted vendors who shared our commitment to quality and responsible practices. Investments in advanced agricultural techniques and agronomic technologies helped us manage risks such as climate variability and environmental stress. Additional raw materials were sourced from vendors working with local farmers and licensed gatherers, creating a dual-sourcing model that enhanced supply stability and organizational resilience.

### R&D and Procurement Synergy

During research and development, high-quality raw materials formed the foundation of our herbal innovations. Our R&D teams collaborated closely with procurement to ensure that extracts used in formulations and trials were potent and effective. This feedback loop between R&D and sourcing enabled continuous improvement and quality assurance.

### Packaging and Global Distribution

In the final stages of the supply chain, we focused on sustainable packaging and efficient distribution. We used recyclable materials and advanced packaging technologies to protect product integrity and extend shelf

life. Our logistics systems supported timely delivery to domestic and international markets, with a presence in over 30 countries. We partnered with reliable carriers to reduce transport risks and maintain product quality.

### Planning, Sustainability, and Impact

Supply chain planning teams proactively monitored demand and aligned manufacturing capacity to meet market needs. By integrating environmental sustainability and social responsibility into our supply chain practices, we optimized production, minimized waste, and ensured timely delivery.

Our commitment to eco-friendly operations, fair labor practices, and transparency created long-term value for customers, stakeholders, and the planet—driving sustainable growth and customer satisfaction worldwide.

66

*By leveraging digital tools and ensuring robust data security, we are strengthening supply chain resilience while building transparency and trust across stakeholders*

**Narayan Rao Vakamudi,**  
Assistant General Manager,  
Information Technology





## Governance and Ethical Leadership

In FY 2024–25, we reinforced governance as a driver of trust, transparency, and long-term value. From board-level oversight to enterprise risk management and ethical sourcing, our actions reflected a culture of integrity and accountability. As we evolve, we remain committed to leading responsibly embedding good governance into every decision, every relationship, and every step of our sustainability journey.



## LOOKING AHEAD

This year, we deepened our commitment to people—empowering employees, engaging communities, and advancing well-being across our value chain. From inclusive workplace policies to farmer partnerships and CSR outreach, every initiative reflected our belief that care is the foundation of sustainable growth. As we move forward, we will continue to nurture resilience, foster equity, and build meaningful connections that strengthen lives and livelihoods.



“

*We drive phytogetic innovation with sustainability at the core, growing globally with trust, ethics, and security.*

”

**Dr. Divya Divakaran,**  
General Manager Marketing



# Tomorrow's Promise: The Future is Herbal, Scalable, and Sustainable

In FY 2024–25, Natural Remedies reaffirmed its commitment to transparency and continuous improvement across its ESG journey. This inaugural sustainability report marked a key milestone in our efforts to establish comprehensive disclosures, guided by global frameworks such as GRI 2021 and the UN SDGs. Looking ahead, we aim to advance with clearly defined KPIs, timelines, and organization-wide engagement—ensuring that Natural Remedies continues to grow responsibly and sustainably.

## Strategic Priorities FY2025–27

Backed by a strong governance charter and a purpose-led culture, our long-term strategy integrates:

- **Decarbonization:** Scaling renewable energy, reducing emissions, and adopting energy-efficient technologies
- **Biodiversity & Regenerative Sourcing:** Pursuing Fair Trade/Fair for Life certification, habitat restoration, and farmer training
- **Circularity:** Advancing toward zero waste-to-landfill, promoting packaging reuse, and implementing product stewardship programs
- **Responsible Research:** Applying the 3R principle, strengthening animal welfare frameworks, and enhancing R&D traceability
- **Digital Trust:** Progressing toward comprehensive, conducting internal audits, and integrating data governance

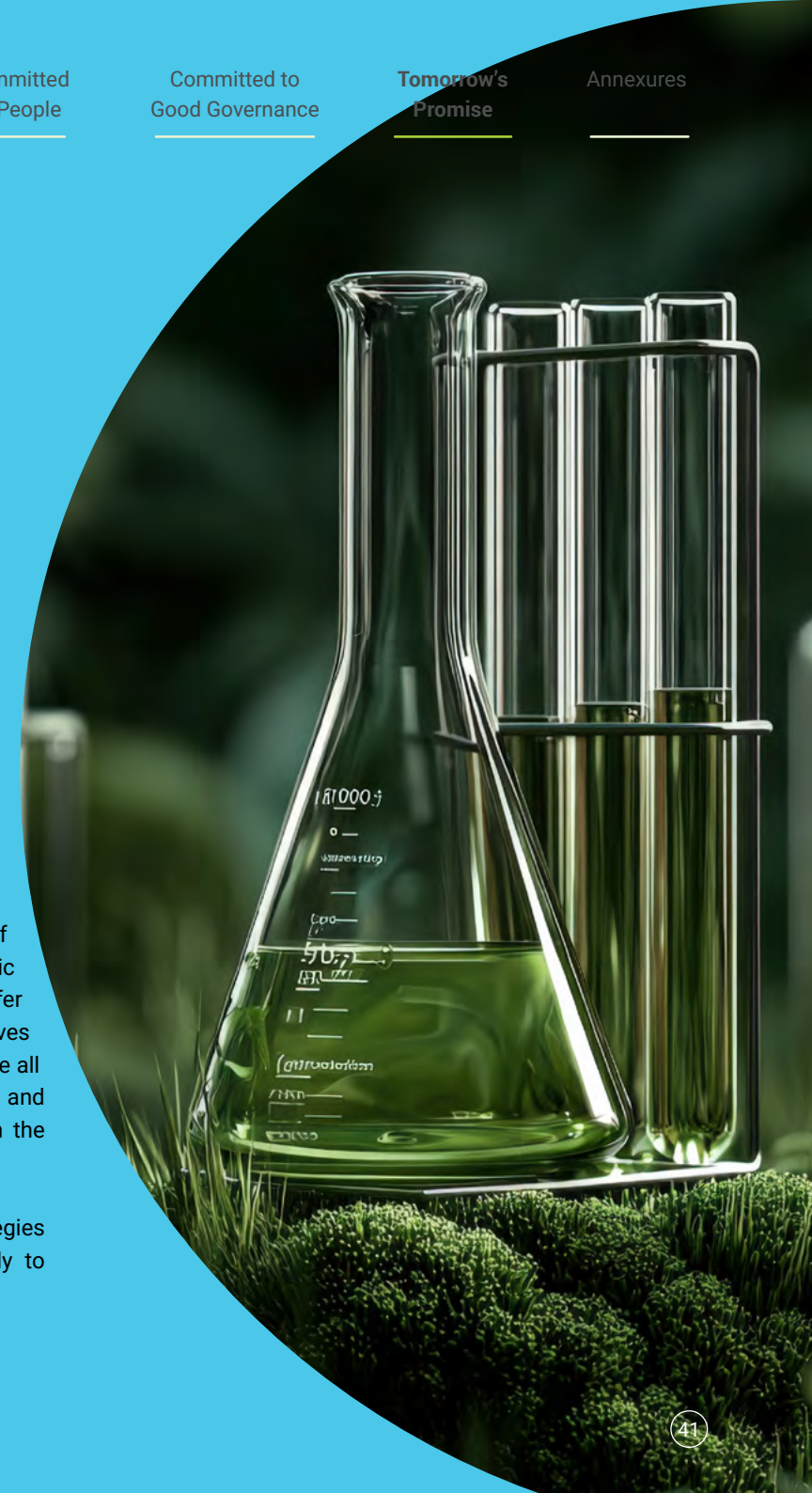
- **Transparent Governance:** Strengthening ESG board oversight, ethics hotlines, and consequence management systems
- **Social Equity:** Promoting gender-balanced leadership, inclusive hiring, human rights risk mapping, and SDG-linked community actions

## A Living Roadmap, A Lasting Commitment

Our sustainability roadmap is designed to be dynamic and resilient—guiding responsible expansion across more than 30 global markets. Whether through ethical sourcing, zero-defect product quality, or governance aligned with ESG principles, our goal is to build enduring trust with regulators, customers, and communities.

We are constantly striving to become enablers of safe food worldwide ensuring that our phyto-genic solutions contribute to healthier ecosystems and safer food systems. This roadmap is not static; it evolves with emerging challenges and opportunities. We invite all stakeholders to join us in this journey of co-creation and innovation, as we scale solutions that respect both the environment and future generations.

Together, we can question, adapt, and implement strategies that uphold our values and contribute meaningfully to global sustainability efforts.



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Abbreviation	Full Form
3R	Replace, Reduce, Refine (Animal Testing Principles)
CDP	Carbon Disclosure Project
CII	Confederation of Indian Industry
CSR	Corporate Social Responsibility
DGFT	Directorate General of Foreign Trade
DPDPA	Digital Personal Data Protection Act
ESG	Environmental, Social, and Governance
FDA	Food and Drug Administration
GACP	Good Agricultural and Collection Practices
GAP	Good Agricultural Practices
GLP	Good Laboratory Practices
GMP	Good Manufacturing Practices
GRI	Global Reporting Initiative
GQP	Good Quality Practices
GTCMS	Grant Thornton Compliance Management System
IGBC	Indian Green Building Council
IUCN	International Union for Conservation of Nature
ISO	International Organization for Standardization
KPI	Key Performance Indicator
LCA	Life Cycle Assessment
ML	Megalitres

Abbreviation	Full Form
NABL	National Accreditation Board for Testing and Calibration Laboratories
NASC	National Animal Supplement Council
Natural Remedies	Natural Remedies Private Limited
OHS	Occupational Health and Safety
OHSAS	Occupational Health and Safety Assessment Series
R&D	Research and Development
SDGs	Sustainable Development Goals
SKUs	Stock Keeping Units
SWOT	Strengths, Weaknesses, Opportunities, Threats
TCFD	Task Force on Climate-related Financial Disclosures
TNFD	Taskforce on Nature-related Financial Disclosures
UN SDGs	United Nations Sustainable Development Goals
USP	United States Pharmacopeia
VFD	Variable Frequency Drive
ZLD	Zero Liquid Discharge



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