

ENRICHING LIVES





REPORT CONTOUR

This report presents updates on various facets of our corporate responsibility for the financial year ending on 31st March 2018. All our operational activities as well as social and environmental initiatives are geared towards achieving our mission of Enriching Lives, and are guided by the 'National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business'.

Under clause 55 of the Listing Agreement, the Securities and Exchange Board of India (SEBI) directs India's top 500 listed entities, based on market capitalization on the BSE and the NSE, to submit an annual 'Business Responsibility Report' (BRR). This

report fulfils the BRR requirement for Glenmark Pharmaceuticals Limited for FY 2017-18. A content index of the BRR disclosure is appended at the end of this report. Information presented in this report pertains to our operations in India and overseas, and is specified accordingly. The Corporate Social Responsibility describes our initiatives undertaken in communities globally, within clearly defined focus areas.

Further details of the company's corporate governance and business performance during the reporting period are available in our Annual Report FY 2017-18 on our website: www.glenmarkpharma.com.

REPORT CONTENTS

Enriching Lives	04
Chairman's Message	05
About Glenmark	06
Enriching Lives Through:	
Innovation & Operational Excellence	10
Learning & Leadership Culture	16
Environmental Sustainability & Safety First Culture	22
Corporate Social Responsibility	42
Awards & Accolades	67
Business Responsibility Report Content Index	68

ENRICHING LIVES



Glenmark's journey of 40 years has been marked by a single-minded pursuit of enriching lives by helping address the unmet medical needs of our society.

Over these years, we have grown from our humble beginnings and crossed many milestones to achieve a unique position among leading global pharmaceutical giants. This journey has been characterized by grit, determination and innovative strategies as well as a strong and consistent corporate culture.

Our successful global branded generics business as well as a strong pipeline of innovative molecules is helping us address the present day unmet medical needs of people globally, and also holds great promise for the future. This growth and success is underpinned by an unwavering commitment to quality, research & development, operational excellence, product and patient safety.

The goal of achieving sustainability is inherent in our motto of enriching lives, and is a continual process encompassing all our operations, stakeholders, communities and the planet at large. We continually identify and implement opportunities to minimize environmental impacts at our manufacturing

facilities. Through adoption of new technologies, implementation of global safety programs and employee trainings, we are building a safety first culture across the organization. Our employees fuel the Company's growth and help create a better world each day, and we provide them a culture which allows them to deliver their best and create positive outcomes for themselves, the organization and the community at large.

Addressing the needs of our communities is another important way in which we are creating a healthier and happier world. Our Corporate Social Responsibility programs are based on our strengths as a pharmaceutical company and helps us create a wider positive impact by providing quality healthcare to the underserved members of the society.

Enriching lives is the motto which unites us all at Glenmark and has guided our growth story thus far. As we celebrate our 40th anniversary this year, we take this opportunity to renew our commitment towards creating a happier and healthier world for our future generations.

CHAIRMAN'S MESSAGE



Dear Friends,

We established Glenmark in 1977 and built it on the pillars of Achievement, Knowledge and Respect. Over the last 40 years since our inception we have always been driven by the cause of building a happier and healthier world and our motto of enriching lives. This strong foundation and noble intent have served us well in achieving a unique position among the leading global pharmaceutical giants today. In our quest to enrich lives, we have ensured that the Company's business strategy is in step with our efforts to create a positive impact on people and the planet globally.

The past decade of our journey was marked by strategic investments in innovation, and the coming decade is set to witness our differentiation in terms of undertaking cutting-edge research, bringing new molecules and therapies to improve the lives of

patients worldwide. Our growth has been fueled by a strong corporate culture and committed employees. The diversity, talent and hard work of our people is key to the Company's success, and we strive to provide them an enabling and empowering work environment.

As a responsible business, we are cognizant of the need to conserve precious natural resources. In line with this, we track several key environmental indicators to assess performance of all our facilities. Our state-of-the-art manufacturing facilities and research centers globally hold various certifications including ISO 14001:2015, 18001:2007 and regulatory body certifications such as US FDA, MHRA UK, WHO-GMP to name a few. Ensuring health and safety of all our people is another important operational priority where we invest significantly in terms of technology, processes, programs and trainings.

Staying true to our motto of enriching lives, we continue to touch the lives of people across the globe through our Corporate Social Responsibility initiatives. Apart from existing programs on child health and promotion of swimming as a sport, we ran a successful pilot last year to address the critical problem of indoor household pollution. It is a matter of pride for us at Glenmark that these social causes are whole heartedly embraced and championed by our people as part of Global Joy of Giving – Glenmark's annual festival of philanthropy.

I hope you will find this report informative and inspiring. I welcome your suggestions, as we continue on this exciting journey of being a responsible and sustainable organization that enriches lives globally and brings value to all our stakeholders.

Glenn Saldanha
Chairman and Managing Director



ABOUT GLENMARK

We are a leading research driven, integrated, global pharmaceutical organization, relentlessly striving to make the lives of patients better across the globe since 1977. Over the last 40 years, we have grown to become a global company with over 70% of revenue coming from exports. We have more than 6,000 products worldwide covering dermatology, respiratory, oncology, cardiology and anti-diabetic therapeutic areas. We have not only evolved into a successful global branded generics organization,

but have also built reputation of being an innovation driven pharmaceutical company. Our decade old innovation program has begun to deliver results with new molecules, currently in different stages of development, in the three focus therapy areas of oncology, respiratory and dermatology. As we move forward, the determination to develop innovative molecules to address the needs of patients and making a positive difference continues to remain our priority.

FACT FILE



75th

Rank among the global pharma companies (SCRIP 2018 rankings)



16

Manufacturing facilities for Formulations and API in 4 continents



6

R&D Centers in India, Switzerland and USA



7

Out-licensing deals signed with global pharma companies



5

Novel Molecular Entities (NMEs) focused on Oncology, Respiratory & Dermatology



2

speciality products focused on Respiratory and Dermatology



50

countries with Glenmark offices



80+

countries with Glenmark operations



70%+

of revenue from international markets



13,500+

employees from 60 nationalities

OUR VISION & VALUES

VISION:

To emerge as a leading integrated research-based global pharmaceutical company

VALUES:



Achievement

We value achievement of objectives and consistently strive towards our vision with perseverance



Knowledge

We value knowledge such that it empowers our people to find innovative solutions to manage change



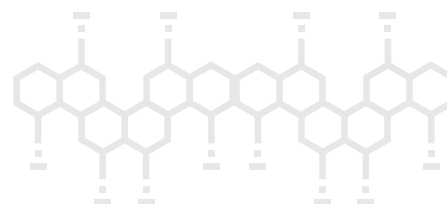
Respect

We respect all our stakeholders

OUR PHILOSOPHY

The Glenmark philosophy is about paving 'a new way for a new world' where minds without boundaries and businesses without borders are the new reality. It is a new way of doing things with a focus on providing patients suffering from chronic diseases an opportunity to lead full, unfettered lives. Our evolution into a leading player in innovation has

been fueled by our dedication to find treatments for the unmet medical needs. Everything that we seek to do is an effort to create a new path, a new way to inspire, enable and shape the larger society around us. This is what we aim to accomplish and it is the promise of our brand to all the lives we touch.



OUR BUSINESS DIVISIONS

1. FORMULATIONS DEVELOPMENT AND MARKETING

a. BRANDED FORMULATIONS

Brand building in selected therapies*

- Oncology
- Respiratory
- Dermatology

Key geographies:

- India
- Russia and CIS**
- Latin America
- Asia
- Africa
- CEE (Central and Eastern Europe)

b. GENERIC FORMULATIONS

Substitution model

- Semi-solids
- Solids
- Hormones
- Controlled substances
- Injectables

Key geographies:

- North America
- Western Europe

*Additional therapies in some markets like cardio-metabolic in India and CNS in Central and Eastern Europe (CEE)

**Commonwealth of Independent States

2. ACTIVE PHARMACEUTICAL INGREDIENTS (APIs) MANUFACTURING & MARKETING

Captive consumption and external sales

- Leadership positions in multiple products
- Filed over 190 Drug Master Files (DMFs) in various markets

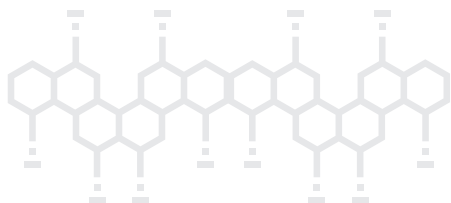
Key geographies

- North America • Europe
- Japan • India • Latin America

3. NOVEL MOLECULAR ENTITIES (NMEs) & SPECIALTY PRODUCTS

Small molecules and complex biologics

- Out licensed seven molecules to five partners



Key geographies

- Switzerland
 - Dedicated R&D center for biologics (New Biological Entities)
- India
 - Discovery and development of New Chemical Entities (NCEs)
 - Formulation development for specialty products
- USA
 - Clinical development and Project Management

CORPORATE GOVERNANCE

Glenmark has been built on the pillars of integrity, knowledge, respect and trust. We maintain high ethical values and standards applicable and are committed towards building the organization on the foundation of our core values. The Glenmark Code of Conduct is the backbone of our Corporate

Governance and outlines the principles that govern us in a constantly changing business environment. It guides our functioning by setting the highest standards for the ethical conduct of business. The Glenmark Code articulates core ethical values and standards applicable to all of our activities across the following broad areas:



**Business
Conduct**



**Conducting Business:
The Market Place**



**Employees
& Resources**



**Supporting
the Community**

POLICY ADVOCACY AND INDUSTRY ENGAGEMENT

We actively participate in various industry discussions to be updated on industry trends in the pharmaceutical sector as well as to convey our point of view in the public on relevant issues. We also participate in policy advocacy discussions to understand and help evolve the government's vision and policies pertaining to our sector.

We are active members of the following business chambers and forums:

- Bombay Chamber of Commerce & Industry (BCCI)
- Confederation of Indian Industry (CII)
- Indian Pharmaceutical Association (IPA)
- Pharmaceuticals Export Promotion Council of India (Pharmexcil)
- Federation of Indian Chambers of Commerce and Industry (FICCI)
- India-CIS Chamber of Commerce and Industry
- Indian Drug Manufacturers' Association (IDMA)



01

ENRICHING LIVES THROUGH:

INNOVATION & OPERATIONAL EXCELLENCE

Our strategic focus on research and development over the last decade has earned us the reputation of being an innovation driven organization in a space dominated by global pharmaceutical giants. The investments we have made in the focus areas of oncology, respiratory and dermatology have begun delivering results with new molecules which are in various stages of development, marking our evolution into an innovation driven pharmaceutical company.

The emphasis on operational excellence spans all aspects of our operations and value chain, including programs around supply chain transformation, product integrity and patient safety. Through these initiatives, we are not only unlocking value for our business and stakeholders, but also ensuring responsibility towards the end consumers.

RESEARCH & INNOVATION

Over the years we have emerged as a leading player in the discovery of novel molecules, both NCEs (New Chemical Entity) and NBEs (New Biological Entity). We have created an internal storehouse of skills, expertise and learnings, which together form the foundation of our innovation program.

This drive for innovation enables us to create unrelenting value and returns for our business partners and stakeholders. It also instills a sense of pride and accomplishment among our employees.

Today, we have a rich pipeline of specialty and novel molecules in various stages of development in the

three focus therapy areas - oncology, respiratory and dermatology. Our focus on these therapy areas are based on their significant size, rapid growth rate, and our cumulative experience and track record in brand-building and patient-focused innovation. We also see a vast unmet need across these therapy areas for more efficacious, economical and/or more convenient therapies. This impressive and sustained progress across our pipeline marks a transformational moment for Glenmark, paving the way for us to take our place in the global club of pharma innovators. We envision that our specialty and innovative products will contribute 30 per cent of the revenues by 2025.

NEW MOLECULAR ENTITY (NME) AND SPECIALTY PIPELINE

EVENT	MOLECULE	MoA/CLASS	INDICATION	STAGE
RESPIRATORY	Ryaltris™ - GSP 301	Steroid + AH	Allergic Rhinitis	<div><div></div><div></div><div></div><div></div><div></div></div>
	GSP 304	LAMA	COPD	<div><div></div><div></div><div></div><div></div><div></div></div>
	GBR 310	Biosimilar	Asthma, CIU	<div><div></div><div></div><div></div><div></div><div></div></div>
	GRC 39815	ROR γ t inhibitor	COPD	<div><div></div><div></div><div></div><div></div><div></div></div>
DERMATOLOGY	GBR 830	OX40 Antagonist	Atopic Dermatitis	<div><div></div><div></div><div></div><div></div><div></div></div>
ONCOLOGY	GBR 1302	HER2 X CD3	Breast Cancer Gastric Cancer	<div><div></div><div></div><div></div><div></div><div></div></div>
	GBR 1342	CD38 X CD3	Multiple Myeloma	<div><div></div><div></div><div></div><div></div><div></div></div>
	GBR 1372	EGFR X CD3	Colorectal Cancer	<div><div></div><div></div><div></div><div></div><div></div></div>

● Pre-clinical ● Phase 1 ● Phase 2 ● Phase 3 ● Approval

- Non-core assets include GRC 17536, GBR 900 and GBR 500. These 3 molecules and GRC 27864 are candidates for out-licensing
- Ryaltris™ has been conditionally accepted as the brand name for GSP 301 Nasal Spray by the U.S. Food & Drug Administration (FDA)
- Pipeline updated as of May 2018

KEY HIGHLIGHTS OF OUR RESEARCH & DEVELOPMENT CAPABILITIES



6 R&D Centers

in India, Switzerland and USA



BEAT®

Glenmark's proprietary platform for development of bispecific antibodies at our Switzerland R&D Center



Successful out-licensing

of 7 molecules to 5 companies

PATENTS GRANTED AND NUMBER OF INVENTIONS

	INVENTIONS	PATENTS
NCE	404	577
NBE	20	48
NDDS	260	42
API	262	49
TOTAL	946	716

*As of March 2018

QUALITY & COMPLIANCE

With the objective of ensuring the highest degree of quality and compliance across all operations, we stringently adhere to all internationally accepted standards of quality, purity, efficacy and safety. We ensure that our products, processes and infrastructure match the international best practices. Our manufacturing facilities have been approved by all major regulatory bodies such as the US FDA, MHRA, WHO-GMP, Canadian TPD, South African MCC, PMDA Japan and ANVISA of Brazil.



Our Monroe manufacturing facility

OPERATIONAL EXCELLENCE

We continually strive to improve our processes and achieve operational excellence by implementation of multiple efficiency and quality improvement projects. These projects have led to operational benefits across all our business operations. In addition, we also ensure that our employees are well trained to implement higher procedural standards to unlock a new milestone every day.

We have adopted a single Quality Management System (QMS) that sets corporate quality standards

and systems for the business units associated with pharmaceutical industry as well as R&D related research materials. QMS covers complete product cycle and is frequently updated based on new regulations, experience and enhanced scientific understanding. Moreover, it makes sure that our operations comply with the cGMP (Current Good Manufacturing Practices) requirements, internationally.

PROJECT APEX – ACCELERATING PERFORMANCE EXCELLENCE IN SUPPLY CHAIN

We started on a journey to transform our supply chain in 2016 under Project APEX (Accelerating Performance Excellence). In the initial pilot phase

launched in our US business, we achieved significant improvements all along the supply chain, helping us to leverage it as a business enabler:



**Reduction of
back orders**



**Improvement of customer
service levels**



**Achieve benchmark
forecast accuracies**



Improved responsiveness



**Higher compliance
to the commits**



**Focused and timely delivery
of critical products**

We have now embarked on phase 2 of APEX with dual objectives of inventory optimization and process transformation in our other markets.

GLOBAL TRACK AND TRACE PROJECT

The probity of pharmaceutical products is a matter of serious concern as they are dealt with multiple stakeholders across the value chain before they reach the patients. The pharmaceutical industry is struggling to keep the integrity of its products intact and this is particularly a major issue across international geographies.

Ensuring product integrity is a critical challenge in the global pharmaceuticals industry today. More money is lost to counterfeiting with each passing year. Product theft is also on the rise – Freight Watch International has released statistics suggesting that drugs account for approximately 15% of the estimated US\$8 billion to US\$12 billion of annual cargo theft, which amounts to well over US\$1 billion annually.

Preventing theft and counterfeiting have therefore become a key industry focus. Early approaches

included tamper-proof packaging and 3-D holograms, but these are now considered too easy to manipulate and hence are no longer considered sufficient. Today, regulations include assigning a unique identification number to the smallest unit of sale and tracking it all the way through the supply chain for authentication

Our Track & Trace Serialization program - 'ANK' - plays a critical role in ensuring no counterfeit medicines reach the end consumers, and also confirms that the medicines are easily tracked and identified. The business objective of this program is to maintain supply continuity to our customers from our manufacturing sites and Contract Manufacturing Organization partners in accordance with the global Track and Trace mandates.

PROGRAM HIGHLIGHTS



Serialization on the lowest saleable unit as well as all subsequent packing levels to ensure product traceability across supply chain



Retrofitting existing Glenmark packaging lines with execution systems that facilitate the labeling and capture of serialization data on drug product



Ensuring organization increased compliance with serialization requirements in accordance with global legal mandate by regulatory agencies viz; FDA DSCSA, EU FMD and DGFT



Statutory Reporting – submit data per the global Track & Trace regulations

PHARMACOVIGILANCE – COMMITTED TO PATIENT SAFETY

At Glenmark, we are dedicated to providing safe, effective and affordable medicines to all our patients, and we accomplish this by ensuring high standards of product safety and full regulatory compliance. From the discovery of a prospective new medicine till the time the medicine is available in the market, we ensure that the benefits and risks of our medication are continuously monitored and well understood by regulators, healthcare providers and patients.

Our Pharmacovigilance department maintains processes and systems for collecting and assessing safety information throughout the lifecycle of each product. When important safety issues arise, we evaluate and implement risk management strategies to minimize the risks. This includes communication to healthcare providers, patients and regulatory

agencies in a timely and transparent manner. Our Global Pharmacovigilance department consists of four main functions namely; Safety Evaluation and Risk Management (SERM), Global Pharmacovigilance Operations (GPO), Compliance and Training, and Global Affiliates Relations. These functions comprise of experts (medical and scientific professionals with wide-ranging healthcare, clinical, regulatory and safety experience) who specialize in data collection, evaluation/analysis, risk management and communication of safety information.

We are also implementing a global customer service center -'Clearinghouse'. This center will support all affiliates and distributors of Glenmark's product in their customer service activities. The objective is to provide excellent customer service on a global scale.

PATIENT SAFETY AWARENESS MONTH

We consider patient safety to be our highest priority and believe it to be a responsibility of every employee. On these lines, we launched the 'Glenmark Patient Safety Awareness Month' in September 2017 to create awareness on the crucial role each of our employees play in the collection and reporting of adverse events pertaining to our

products and thereby ensuring patient safety. Our pharmacovigilance team across different countries organized skits, on-ground games, online engagement, training sessions and many other interactive activities during the Patient Safety Awareness Month to help achieve this goal.



ENRICHING LIVES THROUGH:

LEARNING AND LEADERSHIP CULTURE

At Glenmark, we believe that our organization's success relies on the collective success of our people. It is our employees who help us create a better world each day, living by our motto of enriching lives. Our talent management

process is designed to enable individuals to achieve their true potential. To this end, we provide a conducive environment for growth along with avenues and resources for talent to flourish.

INTRODUCTION

The people who fuel Glenmark's growth are inspired by the vision of enriching lives worldwide. We pride ourselves in counting over 13,500 employees from 60 different nationalities.

Our aim is to provide employees with an environment where their diverse perspectives are valued and

where they can thrive and achieve their full potential. We have built a work culture which ensures the safety, well-being and professional growth of all our employees and service providers. We promote continuous development by aligning our employee's career aspirations with our organizational goals.



Our 13,500+ employee force from 60 nationalities is dedicated towards achieving our goal of enriching lives globally.

EMPLOYEE ENGAGEMENT

As our employees drive our journey of innovation, growth, and sustainability, it is important that we build an organization that is a great place to work. One of the ways is through listening to our employees and acting on what we hear. The engagement

framework built in partnership with a leading global HR consulting firm is delivered through the 'I SAY' survey, the slogan of which reflects our inclusive approach to employee engagement - Building Better Together. This survey revolves around three themes.



**Speak
positively about the
organization**



**Want to remain
a member of the
organization**



**Inspired to exert
discretionary effort
to deliver results**

During 2017-18, about 94% of our employees participated in the 'I SAY' survey which was rolled out across 40 countries in 14 global languages, inviting close to 12,000 Glenmark voices and over 20,000 comments. The overall engagement score saw a rise from the previous year, and provided us with valuable insights and feedback which will help us create a more meaningful employee experience.



In 2017, we also introduced the Leadership Connect initiative, which is a two-way platform for employees to:



Connect

with the senior leaders
at Glenmark



Communicate

and know more about the
strategic developments and key
highlights of the organization



Collaborate

across geographies

The platform has been a successful catalyst in connecting employees across hierarchies and geographies with the leadership team and in aligning them to the Company's vision.

LEARNING AND DEVELOPMENT

At Glenmark, we aim at continuous development of our people by aligning their career aspirations with organizational goals. We design and offer customized learning solutions through a diverse

blend of delivery models. The company's growth and development is further reinforced by our comprehensive performance linked rewards and remunerations philosophy.

1. GLENMARK CENTER OF LEARNING

Employee development is driven through a blend of experience based learning, developmental relationships and focused interventions. These interventions are led by the Glenmark Center of Learning. (GCL). GCL has a strong focus on building internal capability, not just for current business

imperatives but also to ensure we are a future-ready organization. GCL offers a curated collection of learning interventions in diverse methodologies including instructor led classroom skill labs, e-learning and bite sized learnings.

2. DEVELOPMENT CENTER

The Glenmark Assessment and Development Centers have been designed for various roles across the organization with an objective of building a talent pipeline for the future. The Centers are essentially multiple assessment processes, in which a group

of candidates take part in a variety of exercises, observed by a team of trained assessors who evaluate each candidate against various job-related behaviors.

3. GLENMARK CENTER FOR ACADEMIC TRAINING

The Glenmark Center for Academic Training (GCAT) program is a comprehensive two year blended learning curriculum for the entire sales field force within the India formulation business. Its objective is to ensure a radical shift in the learning curve of the field force to make them successful in their

current role and make them ready for the next role. GCAT offers a comprehensive curriculum to the field employees comprising a series of apt functional and behavioral courses through digital platform and classroom.

EMPLOYEE RECOGNITION

At Glenmark, recognition is an important way in which we strive to acknowledge the varied contributions and achievements of our employees. U-excel, our reward and recognition framework

recognizes individuals and teams on an ongoing basis for high performance, living our values and demonstrating the behaviors that ensure the success of the organization as a whole.

AWARDS HIGHLIGHT FOR 2017-18:

Award Category	Awardees
Chairman's Excellence Award	
Individual Excellence Awards	10
Team Excellence Awards	189
Business Excellence Award	32
Business Excellence Team Award	198
Spot Awards	587



Our Chairman and Managing Director, Glenn Saldanha with the awardees

03

ENRICHING LIVES THROUGH:

ENVIRONMENTAL SUSTAINABILITY & SAFETY FIRST CULTURE

As one of the leading pharmaceutical companies globally, we are committed to our business responsibility in the area of Environment, Health and Safety (EHS) across all our business verticals. Climate change and natural resource availability are one of the most significant issues which the world is facing. We believe that a sustainable future is both vital and possible, and therefore, environmental sustainability is intrinsic to our operating philosophy. Glenmark takes responsibility for





maintaining high environmental and health standards while fostering a dynamic and well-functioning business sector. We are committed to continual improvement of our EHS performance by providing a safe and healthy workplace, conserving natural resources, preventing pollution, reducing carbon emission intensity, protecting biodiversity, ecology and designing facilities that minimize environmental impact for long term sustainability.

INTRODUCTION

In line with our motto of enriching lives, we are committed to protect the environment, human health and safety across all our operations globally. We have a robust framework which enables the Company to comply with the regulatory standards

and also achieve operational excellence. To this end, the Company has upgraded its Environment, Health & Safety (EHS) and Occupational, Health & Safety (OHS) policies. These policies are a testimony of our commitment and provide guidance for all our actions.

SOCIO-ENVIRONMENTAL IMPACT METER FY 2017-18

		2017-18	TILL DATE (from 2012-13)
	WATER SAVED	116 ML	846 ML
	IMPACT	Annual drinking water requirement of more than 63,000 people in rural India	Annual drinking water requirement of more than 4,63,472 people in rural India
	ENERGY SAVED	5,457 MWh	20,471 MWh
	IMPACT	Can light up 56,844 rural households for one year	Can light up 2,13,238 rural households for one year
	WASTE CO-PROCESSED	117 MT	490 MT
	IMPACT	Resulted in reduction of more than 129.72 tonnes of carbon emissions	Resulted in reduction of more than 544.18 tonnes of carbon emissions
	FUEL SAVED	2,449 kl	10,861 kl
	IMPACT	Equivalent to more than 16,000 trees planted	Equivalent to more than 54,700 trees planted

ML: Million Liters **kl:** Kilo Liters **MT:** Metric Tonnes **MWh:** Megawatt Hours

• 5 liters per person per day for rural areas based on http://www.nih.ernet.in/rbis/india_information/drinking.htm • 96 KWH per year for rural house hold consisting of 5 persons based on http://www.worldenergyoutlook.org/media/weowebiste/energydevelopment/weo2011_energy_for_all.pdf
 • 1 full grown tree sequesters 0.413 TCO₂ based on <http://www.americanforests.org/assumptions-and-sources/#electricity> • Fuel based on the carbon emission factor calculated by IPCC <http://www.ipcc.ch/>

ENVIRONMENT HEALTH & SAFETY SNAPSHOT FY 2013-18



CERTIFICATIONS

OHSAS 18001 CERTIFIED PLANTS 09*

ISO 14001 CERTIFIED PLANTS 12*



PRODUCTION

PRODUCTION 63,000+ MT



GREEN COVER

TREES PLANTED 36,000+



OHS

MOCK DRILLS 170

TOOLBOX TALKS 13,000

PPE ISSUED 38,000



WASTE GENERATION

WASTEWATER 1,170+ ML

SPENT SOLVENT 46+ ML

HAZARDOUS WASTE 20,600+ MT



RESOURCE MANAGEMENT

WATER SAVED 840+ ML



ELECTRICITY SAVED 20,000+ MWh



SOLVENT RECOVERED 27+ ML



HAZARDOUS WASTE CO-PROCESSED 480+ MT



E-WASTE RECYCLED 18+ MT



MANURE FOR GARDENING 21+ MT



WASTEWATER REUSED 990+ MT



RESOURCES



WATER USED 2,860+ ML



FUEL USED 40+ ML



ELECTRICITY USED 5,20,000+ Mwh



BIODIESEL USED 4,500+ kl

ML: Million Liters kl: Kilo Liters MT: Metric Tonnes

HSD: High Speed Diesel MWh: Megawatt Hours

PPE: Personal Protective Equipment

*includes facilities in Czech Republic and Argentina

SAFETY FIRST CULTURE

Employees are the most valuable asset for Glenmark. It is the people who make the products, represent the brand and fuel our success. Safety of our employees is an integral part of our ethos. Over a period of time, we have incessantly taken efforts to raise our safety standards by investing in infrastructure and implementing new technologies.

Glenmark has successfully imparted safety trainings to all its employees, undertaken various interventions and implemented safety programs. This approach will enable us to build proactive safety culture. We monitor leading and lagging safety indicators at the department, facility and corporate levels.

SAFETY HIGHLIGHTS FY 2017-18



09

**OHSAS 18001
CERTIFIED PLANTS**



59,216

**MAN HOURS OF EHS
TRAINING**



5,814

**REPORTED NEAR
MISS INCIDENTS**



41

**MOCK DRILLS
CONDUCTED**

11.96 man hours of
EHS training imparted
per enrolled employee

1.2 near-miss reported per
enrolled employee, including
unsafe acts and unsafe conditions



**2 million safe
person hours
successfully
achieved through
in-house projects**

RECORDABLE SAFETY INCIDENTS

832



FY
2016-17

388



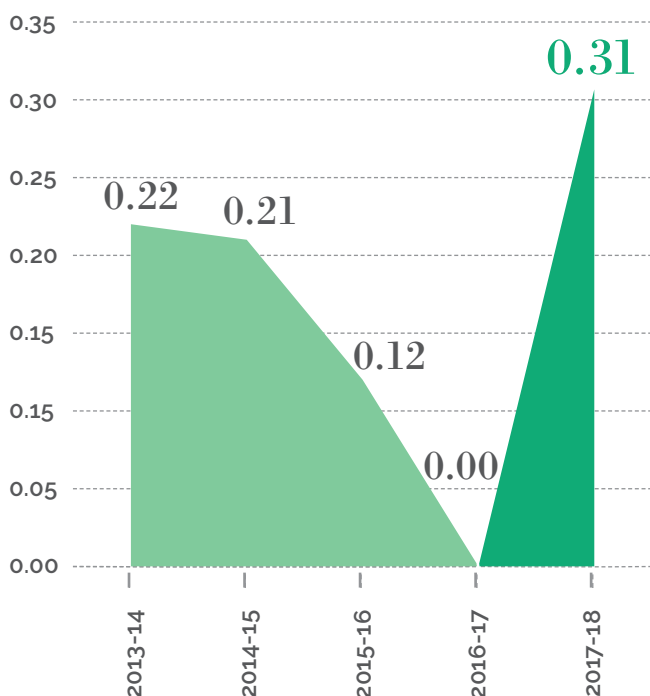
FY
2017-18

Improved
recordable
safety
incidents by

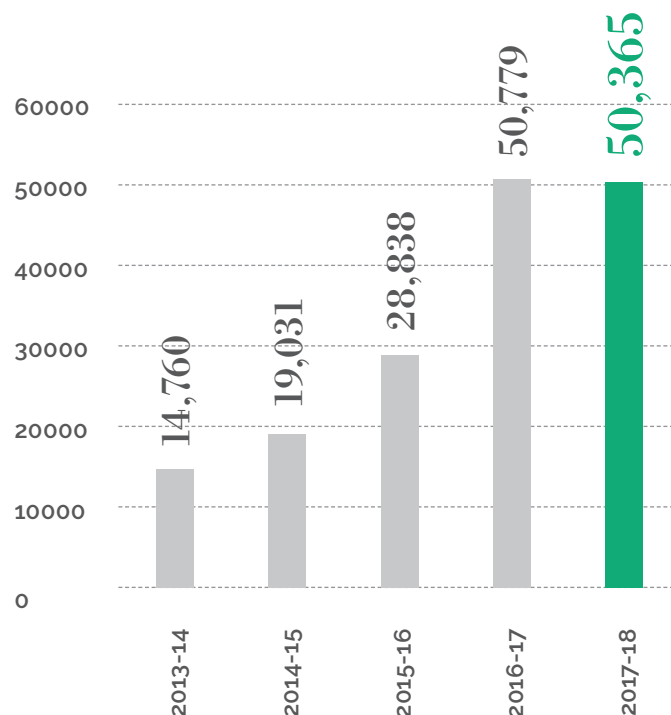
53 %

REPORTABLE INCIDENTS

(per million man-hours worked)

**NUMBER OF PARTICIPANTS**

for EHS Training

**NEAR MISS REPORTING IN GLENMARK**

Recognizing the need for an increased focus on safety, we have taken multiple initiatives to enhance the Company's safety culture. The Company has worked tirelessly to reduce the number of incidents through a comprehensive near miss reporting system and taking corrective actions. By proactively addressing leading indicators such as unsafe acts, unsafe behaviors and near miss incidents, we are able

to minimize the occurrence of severe safety incidents such as injuries and fatalities. To this end we have continued with our near-miss campaign - 'Report the Almost'. As part of this campaign, near-miss tracking is being undertaken at the department, facility and corporate levels. In the reporting year, we were successful in closing 72 % of the reported near-miss incidents.

NEAR MISS REPORTING AT OUR FACILITIES

NASHIK	349
BADDI	715
NALAGARH	400
SIKKIM	449
GOA	1,533
INDORE	977

ANKLESHWAR	551
AURANGABAD	348
DAHEJ	347
KURKUMBH	40
MOHOL	105
TOTAL	5,814

FIRE SAFETY

Recognizing the importance of fire safety at our operations, we have undertaken a number of proactive initiatives to minimize the risk of accidental fires at our facilities. These include:

New Water Sprinkler System Installation in Class A – Solvent Tank Farm

To provide additional measure for fire mitigation, we have made yet another advancement with the objective of making our people and facilities safer. Glenmark Ankleshwar, one of our flagship facilities, has installed Water Sprinkler System in Class A Solvent Tank Farm. The system will be helpful during any unprecedented emergency situation. Some of the benefits of the installation include elimination/control of heat source and prevent it from spreading to other tanks.

Fire Fighting Training for Women Employees

On the occasion of International Women's Day, Glenmark provided firefighting training to women employees at the facilities. The in-depth firefighting training empowered women employees to not only fight for their own safety but also take the responsibility of making their work station/workplace safer. The training helped women employees boost their confidence which will enable them to become

self-reliant and respond effectively to any emergency situation at the workplace.

Procurement of High Pressure Water Mist & Foam System

Extinguishing Class A, Class B and Live Electrical fires is hazardous for the firefighters. Currently available portable fire extinguishers were found to give minimum fire control performance because of technical limitations and inability to reach fire from a safe distance. As a solution to this problem, High Pressure Water Mist & Foam Systems were installed. These equipment provide higher firefighting ratings with a controlled discharge and a light weight gun. The lancing distance is 14-16m which ensures safety of the person involved in firefighting.

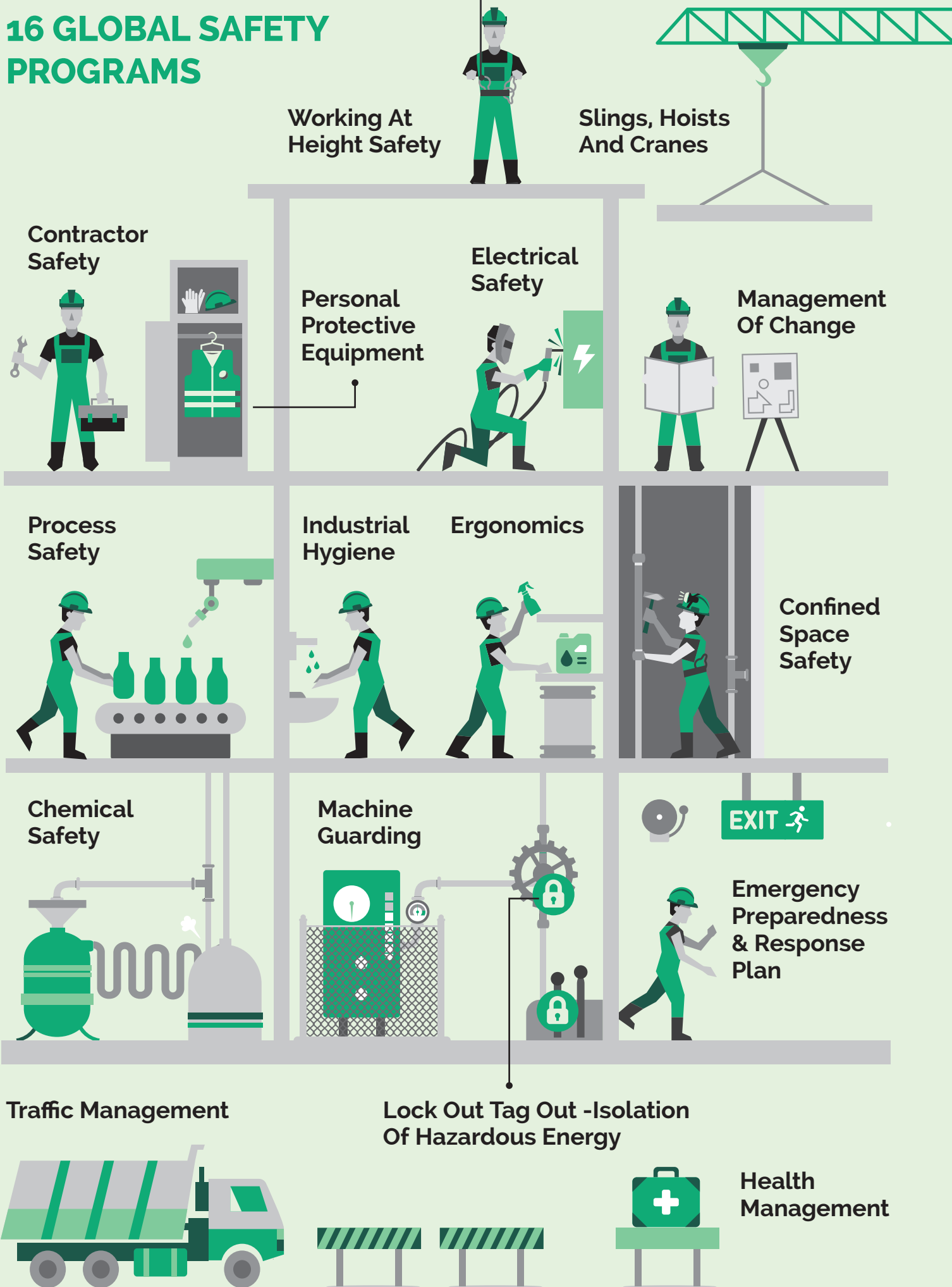
Apart from these, we also undertook an in-depth fire risk assessment at Ankleshwar and Dahej facilities in FY 2017-18. The outcomes of this assessment is being used to create and implement fire safety controls.

GLOBAL SAFETY PROGRAMS

The International Labor Organization (ILO) estimates that more than 2.7 million women and men around the world succumb to work-related accidents or diseases every year; this corresponds to over 7,500 deaths every single day, in addition to 374 million non-fatal injuries and illnesses. Realizing the gravity of this situation, we attach the highest level of importance to workplace health and safety. We have been driving this agenda since 2015 through our Global Safety Programs. We have identified 16 Global Safety Programs and 6 of them have already been rolled out till FY 2017-18.

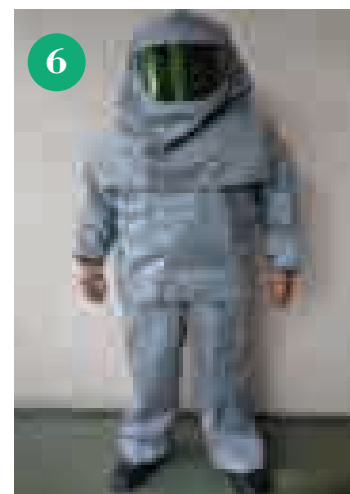
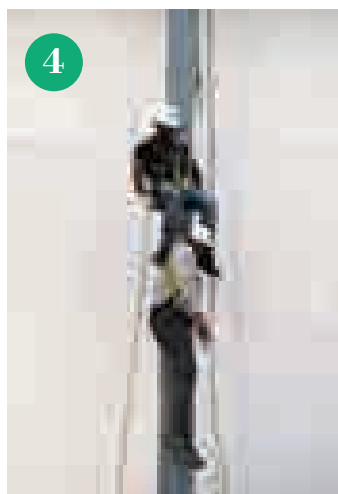
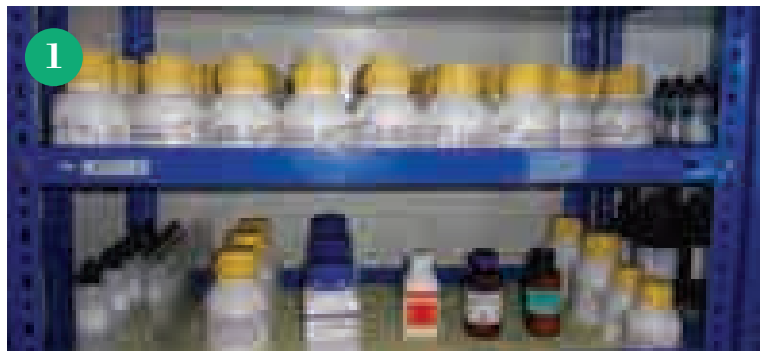
In order to make the programs more effective, the line functions are assigned ownership of the relevant program, with the EHS department playing a facilitative role. The implementation of these programs is reviewed fortnightly, biannually and annually. This process ensures that the safe practices adopted as part of these safety programs are deeply ingrained in the routine operations at the facilities.

16 GLOBAL SAFETY PROGRAMS



Successfully Implemented Programs

1. Chemical Safety
2. Contractor Safety
3. Confined Space Safety
4. Working at Height Safety
5. Lock Out Tag Out
6. Electrical Safety



In FY 2018-19, two more programs are being rolled out across all the facilities, namely, Emergency Preparedness & Response Plan and Machine Guarding.

SAFETY PERFORMANCE MONITORING

Monitoring our safety performance enables us to identify areas of improvement and implement relevant interventions. In order to achieve this, we have developed a safety matrix that is implemented across our facilities. It provides us a dashboard of

multiple leading and lagging indicators like near-miss per employee and reportable incident rate. The matrix helps in tracking the safety performance in each parameter for Month-To-Date, Year-To-Date and the preceding financial year.

SUSTAINABLE USE OF WATER

Water is the most basic amenity and all individuals should have easy access to clean, drinking water. All industrial activities, including our manufacturing operations, require water for their functioning. With water being an irreplaceable natural resource, it is imperative that all human beings use water efficiently. There are several ways in which we can minimize and mitigate impact of human activities on water resources. We are cognizant of the environmental challenges around water and hence sustainable use of water is an important aspect of our environmental responsibility.

To fulfil our commitment towards environment, we undertake several initiatives that incorporate the principles of 3Rs (Reduce, Reuse and Recycle). These help us in reducing our freshwater demand and wastewater generation by increasing our process efficiency and enabling a higher rate of wastewater recycling. In FY 2017-18, multiple expansion projects and addition of new production lines have led to a

marginal increase in our specific water consumption and specific wastewater generation.

In order to decrease our water footprint, we have installed rain water harvesting structures at our facilities in Taloja, Goa and Mahape. We have also set up groundwater recharging systems at Goa, Indore, Nalagarh and Baddi. To further minimize our impacts, we have installed a state-of the-art effluent treatment plant at Kurkumbh to ensure zero discharge of liquid effluents. This makes five of our facilities capable to achieve zero liquid discharge, including Ankleshwar, Dahej, Aurangabad and Mohol. Other initiatives include use of steam condensate, raw water Reverse Osmosis reject and rain water in place of fresh water.

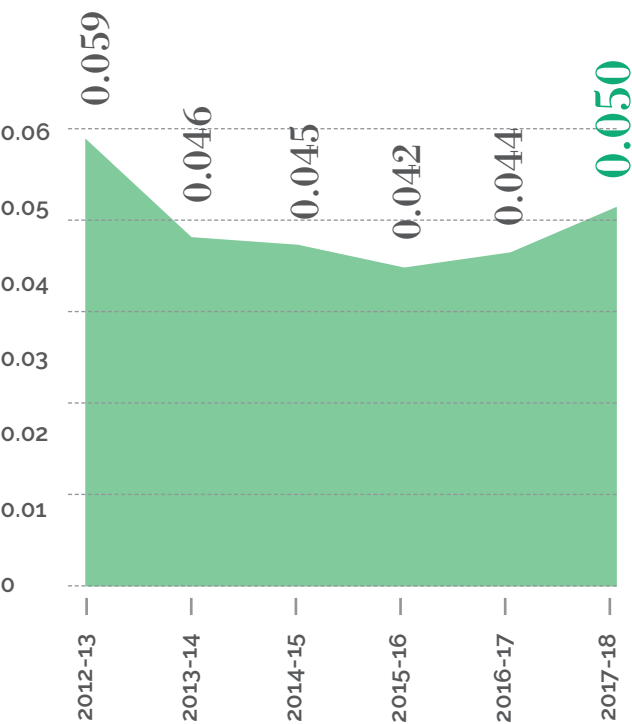
116

Million Liters of water saved in FY 2017-18

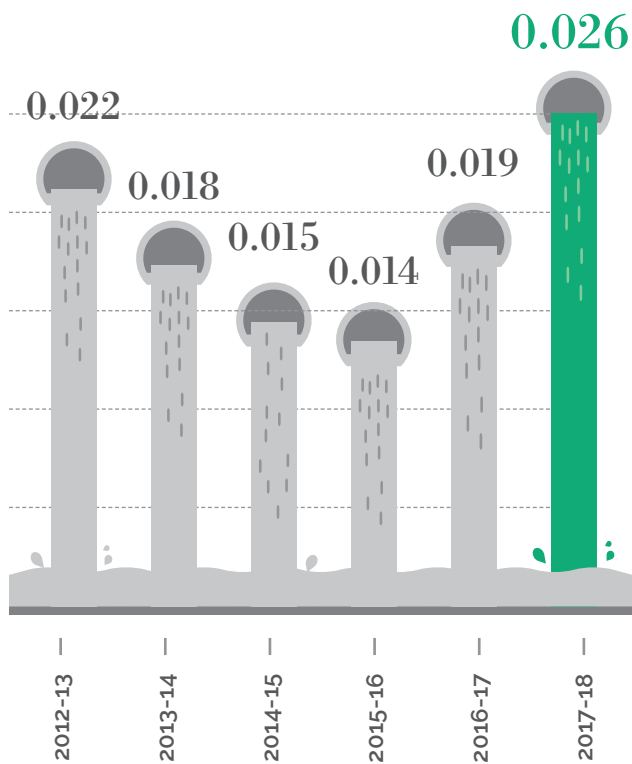
88 %

wastewater recycled in FY 2017-18

SPECIFIC WATER CONSUMPTION (kl/kg)



SPECIFIC WASTEWATER GENERATED (kl/kg)





Multi Effect Evaporator and Aeration Tank at our Kurkumbh facility

ENERGY EFFICIENCY AND RENEWABLE ENERGY

Glenmark has made significant advancements in combating the issue of climate change and promoting sustainable use of natural resources.

We have adopted practices which have reduced our dependency on fossil fuels. It is our priority to move towards a low carbon energy model through the use of biodiesel, solar and hydro power as well as continually enhancing the energy use efficiency in our operations.

In FY 2017-18, more than 4,200 MWh of power generated through renewable sources of energy was used for various operations at our facilities. In addition to a 100 kWp rooftop solar plant, we also purchased more than 636 MWh solar energy at our Mahape R&D Center.

Biodiesel based boilers are used in three of our facilities, namely, Nashik, Mohol, and Kurkumbh.

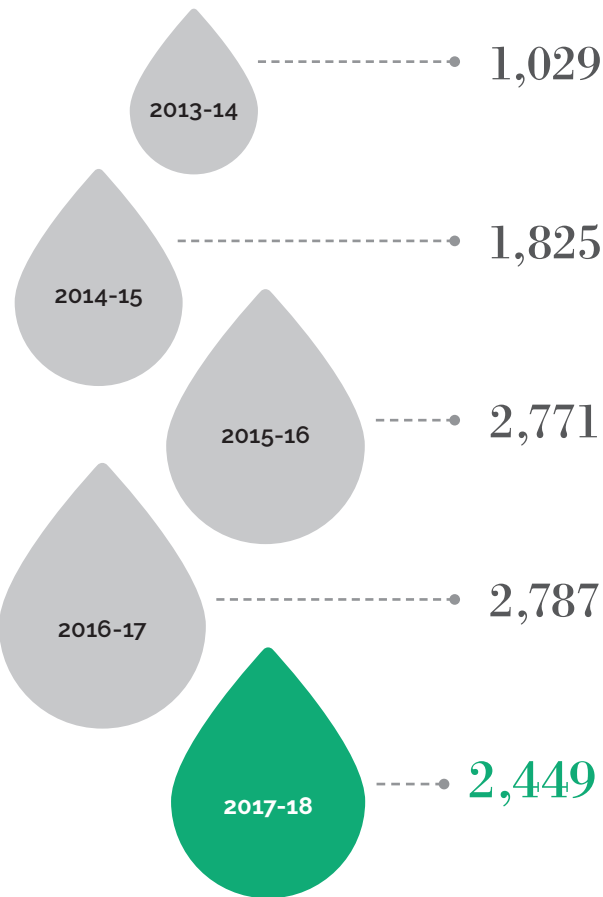
In FY 2017-18, the total biodiesel consumed by these facilities stood at more than 3,200 kl. In FY 2017-18, the CO₂ emissions due to the use of fuel and electricity in our operations are 19,568 MT and 1,24,044 MT respectively. Thus, our total emissions stand at 1,43,612 MT and the specific emission value is 10.802 (MT CO₂/ MT production).

In line with our strategy of achieving more productivity with lesser inputs, we have implemented various energy conservation measures and efficiency improvements across all facilities. A case in point is the use of LED lights that have been made mandatory for all new projects, while working towards a target of replacing all lamps with LED across the facilities by March 2019. A total capital of Rs. 18.19 Million was invested on energy conservation equipment in FY 2017-18.

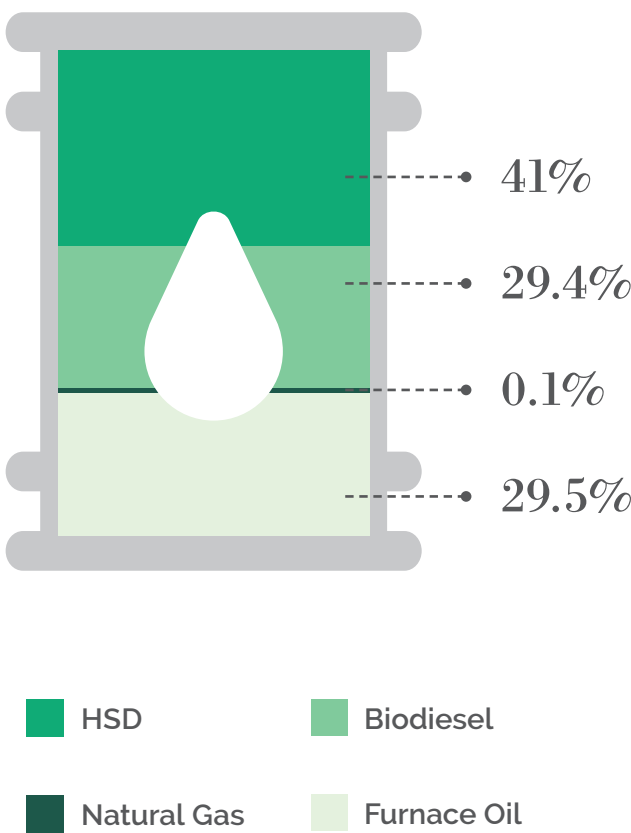
Some other examples of energy efficiency initiatives undertaken by us include installation of:

- **High efficiency pumps in chiller systems and cooling towers**
- **Temperature based Variable Frequency Drive controls for cooling tower fans**
- **Optimum capacity motors in cooling towers and Effluent Treatment Plant (ETP)**
- **Energy efficient blower on Air Handling Units**

HIGH SPEED DIESEL SAVED (kl)



DIRECT FUEL MIX



CASE STUDY / STEAM CONDENSATE RECOVERY SYSTEM, INDORE

Earlier Condition:	The steam condensate at 85°C was earlier routed to the ETP as effluent.
Intervention:	Collect steam condensate from all processes to a centralized location and use as boiler feed water.
Outcome:	This has led to a reduction in consumption of fresh water for boiler operation and lower fuel required to raise the feed water temperature to 100°C.
Benefits:	<ul style="list-style-type: none">Reduction in fresh water consumption and effluent generation by 9 kl/day eachReduction in fuel consumption by 350 Liters per day

INDORE FACILITY / A textbook case of excellence in EHS



Certified

with OHSAS 18001 &
ISO 14001 since 2014



Zero

non-conformity observed
during external audits in
last four years



34%

injury reduction in FY 2017-18
from previous year



Zero

fatal accidents till date



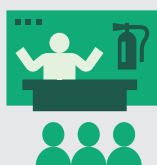
3.39 Million

safe work hours from
2015-2018



977

near miss, unsafe acts
and unsafe conditions
reported in FY 2017-18



Safety

induction to all the
contract employees



10.62

man hours per enrolled
employee of training
imparted in FY 2017-18



14,878 kWh

per month saving due to
replacement of 1,148 CFL
by LED



70 kl

per day treated effluent
recycled for gardening
and toilet flushing



500 mg

per liter reduction in tds in
treated effluent

kl: Kilo Liters kWh: Kilowatt Hours mg: Milligrams

RESPONSIBLE WASTE MANAGEMENT AND RESOURCE CONSERVATION

It is a well-known fact that appropriate waste management practices reduce the burden on landfills. Hence, we have adopted several measures to streamline our waste management systems. We ensure that waste generated at our premises is segregated into the right category. This enables further processing of the waste easier. In order to achieve this, we have identified separate collection areas for different categories of waste.

As a pharmaceutical company producing a variety of medicines, we generate hazardous waste across our facilities. However, we have been sending a part of this hazardous waste to cement factories for co-processing, while the rest is sent to common hazardous waste treatment, storage and disposal facilities. In FY 2017-18, 116 MT of hazardous waste was co-processed. We employ vermicomposting to dispose the organic waste generated at our facilities. The manure thus generated is used for landscaping our in-house gardens.

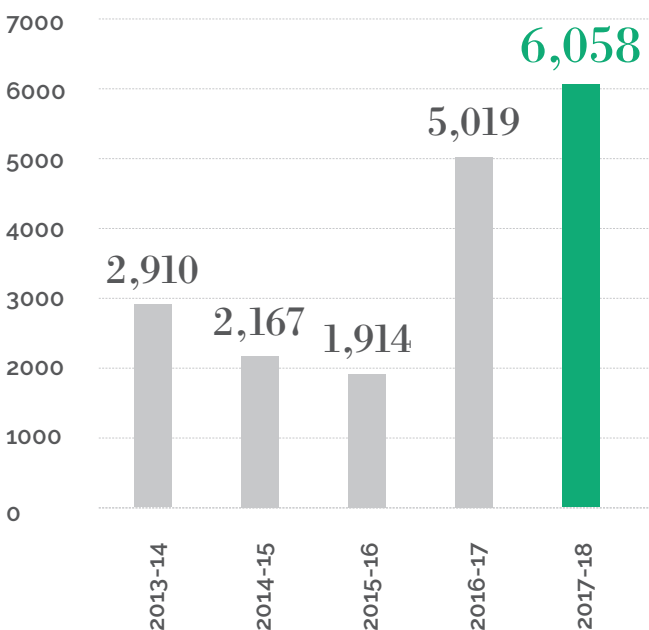
Our clinical research center at Sanpada and R&D centers at Taloja and Mahape generate bio-medical waste. Special care is taken to handle and store this

waste, before it is disposed at an authorized disposal facility.

We make every effort to increase the life of our old electrical and electronic equipment by refurbishing them. However, for equipment that have reached end-of-life, we ensure that they are sent to authorized recyclers, where these equipment are processed in an environmentally safe manner. To streamline the process of e-waste disposal, this year we entered into a pan-India agreement with an authorized e-waste recycler. In FY 2017-18, more than 6,000 kg of e-waste was sent to authorized recyclers.

The Company is committed to conserve resources and reduce waste in its operations. To this end, we make every effort to reduce the packaging waste generated due to our products. This is done by minimizing the quantity of material required for packaging, while meeting all the requirements with respect to regulations and performance. We have also developed a low weight Teneligliptin Tablet by reducing the tablet weight by about 65%. This will reduce the raw material required to manufacture the tablet and lead to annual savings of about 13 MT.

TOTAL E-WASTE RECYCLED (kg)



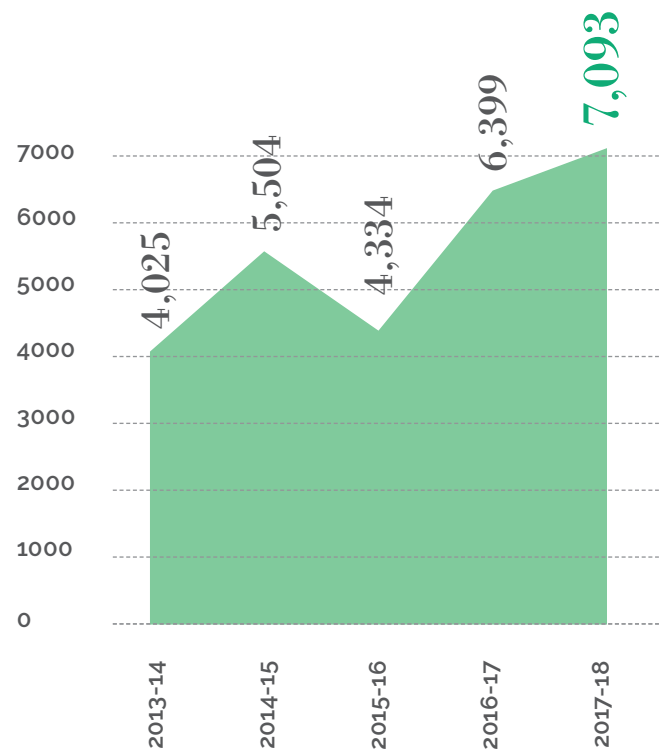
Hazardous waste storage area at Indore facility

SOLVENT RECOVERY

With the aim of optimizing the raw material requirement for our processes, we have installed state-of-the-art solvent recovery plants at our API facilities in Ankleshwar, Dahej and Aurangabad. By recovering and recycling the spent solvent, we have reduced the volume being disposed. The portion of spent solvent that is not recycled in-house is sent for recovery to authorized third party processors. We have installed carbon towers to reduce the Volatile Organic Compound (VOC) emissions from the solvent recovery plant as well as installed an online VOC meter for continuous monitoring of emissions.

Embedding sustainability in our products, efforts are made to eliminate requirement of organic solvents in the formulation of new products. In order to achieve this, methods like direct blending-compression and water granulation are employed.

TOTAL SOLVENT RECOVERED (kl)



Solvent Recovery Plant at Ankleshwar

EHS MANAGEMENT SYSTEM

We truly believe that external certifications of our facilities enable us to demonstrate the importance that we attach to our EHS performance. In line with this belief, in FY 2017-18, we achieved multi-site ISO 14001:2015 certification for our formulation facilities in Goa, Indore, Baddi, Nalagarh, Nashik, Sikkim and Aurangabad.

This certification process involved:

- Providing training to steering and core committee members at the facilities
- Preparation of centralized and facility specific documents
- Conducting internal audit at the facilities
- Organizing transition audit
- Management review meeting at corporate office
- Organizing certification audit at the facilities
- Issuance of ISO 14001:2015 common certificate for the above facilities



Multi-site ISO 14001:2015 certificate



In addition, our facilities at Baddi, Nalagarh, and Dahej received OHSAS 18001 certification. This has taken the total number of OHSAS 18001 certified facilities to nine and ISO 14001 certified facilities to thirteen. We also have a robust in-house EHS management system

that provides a strong foundation to our initiatives in this domain. It is based on the Plan Do Check Act cycle of ISO 14001 (Environmental Management System) and OHSAS 18001 (Occupational Health and Safety Management System).

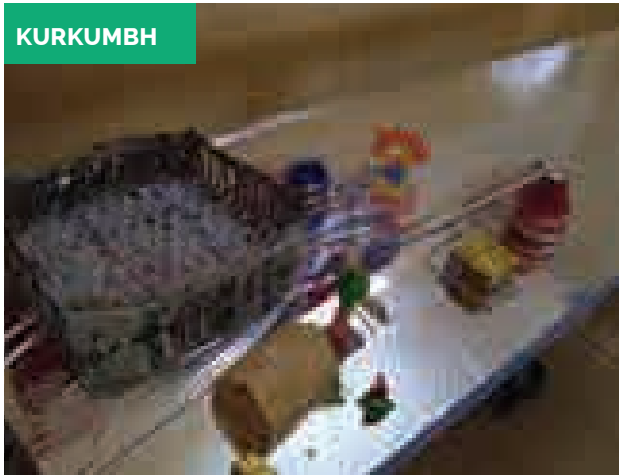
SAFETY AND ENVIRONMENT CELEBRATIONS

Continuing our tradition of spreading awareness about environment conservation and importance of health and safety, we celebrated World Environment Month and National Safety Week across all our facilities.

- | | | | |
|---|--|---|---|
|  | Tree plantation by employees, contractors & visitors |  | World Environment Day and National Safety Day rallies |
|  | Best out of waste competition |  | Distribution of saplings |
|  | Plastic waste cleaning drive around the facilities |  | Banner display and infographic emailers |
|  | Workshops on energy management and tree plantation |  | Solar product exhibition |
|  | Drawing / Poster competition in schools & respective locations |  | Intranet Quiz competitions |
|  | Firefighting training |  | First aid training |

Various activities being conducted as part of Safety & Environment Week Celebrations across our facilities:





ENVIRONMENT & SAFETY PERFORMANCE*

ENERGY



**ELECTRICITY SAVED THROUGH
ENERGY EFFICIENCY INITIATIVES**

20,471 MWh



**RENEWABLE
ENERGY USED**

24,916 MWh



**REDUCTION IN SPECIFIC HSD
CONSUMPTION**

45 %



**HSD SUBSTITUTED
BY BIODIESEL**

4,560 kl

• Reduction of 34,577 MT of carbon emissions

ENVIRONMENT HEALTH & SAFETY



**ISO 14001
CERTIFIED**

12 facilities**



**OHSAS 18001
CERTIFIED**

09 facilities**



**EHS TRAINING
CONDUCTED**

55,658 hours



**ONLINE ENVIRONMENT
MANAGEMENT SYSTEM**

03 facilities

WATER



POTENTIAL OF GROUNDWATER RECHARGE SYSTEMS

205 ML



WASTEWATER RECYCLED

88 %

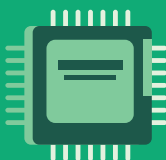
- Quantity of freshwater saved equivalent to annual drinking water requirement of 63,000 people in rural India

WASTE



HAZARDOUS WASTE CO-PROCESSED

490 MT



E WASTE SENT TO AUTHORISED RECYCLERS

18,074 kg

- Reduction of 545 MT of carbon emissions

SOLVENT RECOVERY



SPENT SOLVENT RECOVERED & RECYCLED IN-HOUSE

62 %



TREES PLANTED

36,594

- 27 ML of spent solvent saved from being discarded

- 2,878 MT of sequestration potential

ML : Million Liters kl : Kilo Liters MT : Metric Tonnes kg : Kilograms MWh : Megawatt Hours
* Base Year FY 2012-13 ** includes facilities in Czech Republic and Argentina

A full-page photograph of a woman in a bright yellow sari and matching headscarf, holding a young child in a green and yellow patterned shirt. They are standing in front of a weathered blue door set into a light-colored, textured wall. The woman is smiling slightly at the camera. The child is looking directly at the camera.

04

ENRICHING LIVES THROUGH:

CORPORATE SOCIAL RESPONSIBILITY

For us, Corporate Social Responsibility (CSR) is our way of creating change. We have been implementing initiatives which have constantly improved lives and made a difference to the society. We put our best foot forward to be at the forefront in the

focus areas identified for our CSR activities. These are complemented by our approach of responsible business, thereby enabling us to continually move forward in our journey of enriching lives.

INTRODUCTION


Glenmark's CSR ethos complements our approach to do business responsibly and demonstrates an unwavering commitment to giving back to society. We focus on improving health standards, supporting projects that help in creating sustainable livelihood, providing access to healthcare for the underprivileged and enriching lives to create a healthier and happier world. Enriching lives is therefore a commitment that we fulfil not only in our business but also beyond our operational boundary, making it a common thread that binds everything we do at Glenmark.



CHILD HEALTH

AIM	Reduction of infant and child mortality			
APPROACH	Enhancing nutrition levels amongst pregnant women, new mothers and infants, encouraging good hygiene habits, and ensuring complete immunization of children.			
INTERVENTIONS	Ambulatory Care, Backyard Nutrition Gardens and Backyard Poultry Farming, Model Anganwadis, Community Crèches, Colored Beads, Immunization Calendars, Peer Educators Program, Health Libraries, Behavior Change Communication, Health Camps, Home Visits, Couple Counselling, Trainings and Workshops, Digital Technology, Mobile Health Care Units for Children			
IMPACT CREATED		10,00,000+		1,80,000+
		lives touched through our child health interventions		children reached out through nutrition, immunization and sanitation interventions
		31,000+		90,600+
		malnourished children reached		pregnant & lactating women provided with healthcare

ACCESS TO HEALTHCARE

AIM	Provide access to healthcare facilities to the underserved population		IMPACT CREATED
APPROACH	Augmenting accessibility of medicines in remote areas		Donated medicines and conducted health camps across different states in India
INTERVENTIONS	Providing Medicines and Promotion of Right Treatment		

GLENMARK AQUATIC FOUNDATION

AIM	To achieve podium finishes in swimming at International Meets
APPROACH	Enhance the ecosystem of swimming in India
INTERVENTIONS	Centers of Excellence, Sponsorship of National Events and Coach Education

IMPACT CREATED



170

medals won at national and international meets



2,450+

swimmers trained

SUSTAINABLE LIVELIHOOD

AIM	Promote inclusive development
APPROACH	Providing an opportunity to the youth to earn while they learn and rehabilitating the differently-abled to help them lead an independent & productive life
INTERVENTIONS	Learn & Earn Initiative, Providing Artificial Limbs, Fitments and Calipers

IMPACT CREATED



1,000+

trainees enrolled



18,000 +

differently-abled lives improved

JOY OF GIVING

AIM	Opportunity for our employees to make a difference to the communities around them
APPROACH	Employees are encouraged to supplement our efforts by contributing both financially and non-financially for social causes
INTERVENTIONS	Digitalized Classrooms, Donation of Food Grains and School Requirements, Health Camps, Awareness Creation Rallies, Setting Up of Libraries, Shramdaan, Competitions and Sessions to Educate on Health, Nutrition & Hygiene and Building Upcycled Playgrounds.

IMPACT CREATED



5,400+

employees participated



40

locations



24

countries

27,000 man hours of voluntary service offered by our employees over the years

CHILD HEALTH

It is our belief that healthy children are the foundation for a better tomorrow and this makes child health one of the key focus areas of our CSR efforts. Our interventions on child health revolve around 3 main target areas - immunization, right nutrition and sanitization.

The Sustainable Development Goals (SDGs) seek to end child mortality by 2030, preventable deaths of new-borns and children under 5 years of age, with

all countries aiming to reduce neonatal mortality to at least as low as 12 deaths per 1,000 live births and under-five mortality to at least as low as 25 deaths per 1,000 live births. In line with this goal, the Glenmark Foundation has initiated several projects across the country and beyond. The Foundation presently, has eight projects across Madhya Pradesh, Himachal Pradesh, Maharashtra, Sikkim, Gujarat and Kenya.

mMITRA, IMPACTING WOMEN'S LIVES THROUGH INNOVATION, MAHARASHTRA

mMitra is a free mobile based Health Advisory Voice Messaging Service targeting the most underserved pregnant women and mothers. The mMitra service provides with timed and targeted health-related information, equipping the beneficiaries to take informed decisions for themselves and their family's health, which in turn reduces maternal and infant mortality and morbidity.

These medically verified voice messages are sent in relevant regional languages and have been researched and developed to create the desired impact even on uneducated women.

It is provided free of cost to every woman attending the antenatal OPD and Postnatal Care ward at our intervention areas.

The project is being implemented in collaboration with our NGO partner ARMMAN, Lokmanya Tilak Municipal General Hospital & Lokmanya Tilak Municipal College (Sion Hospital), and the Government Medical College and Hospital, Aurangabad. Over the years, mMitra has improved the interaction between women and the health care system as a result of which women are having safer and more informed pregnancy and the children are born healthier.

Building on the success in Sion Hospital Mumbai, we have extended the initiative to Aurangabad in the Government Medical College and Hospital. We are the first to launch such an initiative in the Marathwada region of Maharashtra.



Dignitaries at the launch of mMitra at the Government Medical College and Hospital, Aurangabad

IMPACT CREATED:**5,800+**

women have been enrolled in the program this year at Sion Hospital, Mumbai

**6,000+**

women have been enrolled in the program this year at Government Medical Hospital, Aurangabad

STORY OF CHANGE

Anita shared her experience of mMitra as a guide throughout the pregnancy as she and her husband didn't have ample guidance. After registering in Sion hospital, she started receiving mMitra calls which were helpful to her throughout her pregnancy. As she approached the delivery date, her husband too showed keen interest in hearing and understanding the guidance. She conveyed how she received information on Iron and Folic Acid tablets, T.T Injections, growth of the child etc. She was educated on the kind of diet intake that she should focus on during her pregnancy. It was only through mMitra that she got a better understanding about the various nuances of pregnancy and medication related to it.

HEALTH ON WHEELS FOR CHILDREN, EAST DISTRICT, SIKKIM

To ensure accessibility to quality healthcare services, 'Health on Wheels for Children (HoW)', a mobile health delivery service was launched by Glenmark in Sikkim along with our NGO partners Voluntary Association of Sikkim and Inclusive India Foundation. Through this project, health camps are conducted at regular intervals covering 8 villages in east district of Sikkim and 30 Integrated Child Development Services (ICDS) centers. Venues for health camps have been decided in consultation with other stakeholders

and concerned authorities of various departments of the State Government. The Health on Wheels team this year collaborated with the Government in Pulse Polio Immunization program at Tumlabong PHSC. Awareness programs on various health issues was conducted on Reproductive & Child Health: Importance of Antenatal Care (ANC) and Postnatal Care (PNC), Institutional Delivery, Immunization, Family Planning and Exclusive Breast feeding.

IMPACT CREATED:**6,100+**

people benefitted from 331 camps

**2,100+**

children in the age group of upto six years benefitted

**30**

Integrated Child Development Services centers covered to provide healthcare services nearest to the beneficiaries



Beneficiaries at one of the health camps

STORY OF CHANGE

Accessibility of healthcare facilities in remote hilly areas can be a major bottleneck for the population. Mamta Sharma, a lactating mother of a 4 months old baby, lives on the top of a hill in the Rumtek Monastery area. She used to visit the STNM hospital in Gangtok for her regular check-up; the hospital is situated nearly 22 kms from her home, making her visit difficult. Our HoW team started conducting health camps in the ICDS center near her house. Mamta was happy and relieved to meet the team and has immensely benefited through the home visits by the team. Timely available medical officer, regular ANC and PNC check-ups, advice and counselling on the aspects of nutrition, infant care and general health care helped her and the child to stay in the best of health.

MATERNAL AND CHILD HEALTH IN RURAL HIMACHAL PRADESH

To support mother and child health in Baddi and Nalagarh districts of Himachal Pradesh, we have initiated several interventions which benefit the community. The 'Health on Wheels (HoW) for Children', the mobile health delivery service was launched by Glenmark Foundation along with our partner NGO, Institute for Global Development in Himachal Pradesh. The objective is to provide correct medication and guidance to adolescent girls, pregnant women and lactating mothers.

This intervention is mainly aimed at providing primary health care at the community level, working with village health committees to encourage behavior change among the underserved people, addressing issues of pregnancy, new-born and child health and facilitating access to obstetric and new-born care at public and private facilities.

IMPACT CREATED:



1,600+

children (0 to 5) reached out through all our various interventions



1,800+

people benefitted from the health camps



2,600+

people reached out through the sanitation campaign



Mothers and children attending a health awareness session

STORY OF CHANGE

Asha, a resident of a village near Haripur Sandholi was seven months pregnant. She was not aware of the immunizations and other doses of medicines which are mandatory during pregnancy. Our health worker, counselled her on the importance of receiving relevant prenatal care including institutional delivery. Through monthly sessions she received information about antenatal and postnatal care, importance of institutional delivery, receiving nutritious supplements and the importance of breastfeeding. She gave birth to a beautiful baby boy. He weighed 2.8 kg and was breastfed within the first hour of birth. Today, Asha is a happy mother.

MATERNAL AND CHILD HEALTH PROGRAM, GUJARAT

We have initiated a project in collaboration with our partner NGO, Institute for Global Development to promote holistic development of children under 6 years of age, through the strengthened capacity of caregivers and communities with improved access to knowledge and skills at the community level through ICDS in the Bharuch District of Gujarat. The core idea is to lay the foundation for proper psychological, physical and social development of the children.

To enhance capacity building for caregivers and communities, we organized a two day training and capacity building workshop of district health functionaries, anganwadi and ASHA workers of Ankleshwar and Vagra blocks. The focus area for the training was maternal, newborn and child health, follow-up mechanism for pregnant women

and lactating mothers, their registration and new technological tools for follow up of pregnant women.



Healthcare workers attending a capacity building workshop

LEVERAGING TECHNOLOGY TO ENRICH LIVES

Technological advancements play a crucial role in early detection of any health issues that might affect the health of the mother and child during pregnancy. CareNx Innovations at IIT Bombay has developed CareMother, a technological health solution platform for early detection of potential risks during pregnancy. It constitutes an application, a web portal and a kit with digital devices to help field level workers in providing effective antenatal care services to the beneficiaries in a timely manner. Glenmark Foundation has partnered with Institute

for Global Development to initiate the CareMother platform to provide basic quality maternal and child health amenities to the most deprived population in rural areas of Himachal Pradesh and Gujarat.

IMPACT CREATED:



2,600+ pregnant women have benefited from the CareMother platform

CHILD HEALTH PROJECT IN REMOTE TRIBAL FOREST AREAS OF MADHYA PRADESH

Malnourishment is a common syndrome observed in remote tribal areas of Madhya Pradesh. To counter the issue, we, along with our NGO partner, Spandan Samaj Seva Samiti, initiated this project with the aim of improving the status of child health in the tribal villages of Khalwa block. After the success of the project, we have scaled up to other locations such as Khaknar (Burhanpur district) and Bhimpur (Betul district).

The project has been able to generate synergy to engage the beneficiaries in its community based interventions. The children have been recovering at the community in a non-facility based care. The design of the project has dual focus: It helps to relieve

the suffering of currently malnourished children on one hand while on the other it tries to provide food security in which most of the vulnerable families can access adequate food and nutrition.

The backyard nutrition garden and the free range indigenous backyard poultry has been able to help marginalized families have access to direct absorption of protein and other nutrients. The revival of millets has also been advantageous for the poor families, as they now have nutritious food to consume and the surplus can be sold for their financial gain. Regular home visits for monitoring and counselling on various issues of child health and health camps are also undertaken.

IMPACT CREATED:



2,00,000+

lives enriched through child health interventions



2,200+

malnourished children reached out



1,400+

children immunized



4,000+

pregnant and lactating women benefited



1,200+

families provided with the backyard nutrition gardens



More than 60%

of the families in our supported villages have reverted to growing traditional crops and millets which has ensured availability of more food and nutrition round the year

STORY OF CHANGE

Due to lack of resources and both parents working as daily wage laborers to make ends meet, Samit, a two year old child was found to be severely malnourished. He weighed 6.3 Kgs and his Mid-upper Arm Circumference (MUAC) reading was 10.7 cm. Through our program, Samit was admitted to the Nutrition Rehabilitation Center (NRC). The field worker counselled his mother on the importance of diversified diets to prevent malnutrition. Regular advice and support, motivated the mother to grow a nutrition garden in her backyard. Recent anthropometric measures show that Samit's MUAC reading had increased to 13.5 cm and the weight had increased to 8.2 Kgs.



Backyard nutrition garden



Backyard poultry farm

HOLISTIC IMPROVEMENT OF CHILD HEALTH, MUMBAI, MAHARASHTRA


Malnutrition contributes to more than half of all childhood deaths in India. Our project in Marol pipeline Mumbai focuses on addressing the issues of malnutrition, immunization and poor sanitation by creating awareness amongst pregnant, lactating women and mothers and providing interventions to children (0-6 years old) in the urban slum communities of Mumbai.

In association with our NGO partner Niramaya Health Foundation, we have carried out three intervention camps for children of the age group 2 to 6 years. An individual intervention card with growth chart assessment is maintained for every child by the

health workers. We provided Iron, Folic acid tablets daily for 90 days and deworming tablets for 6 months.


Demonstrations for making paushtik (nutritious) powder at home for the parents to enable them to improve the health of their children have been organized. We have also conducted undernourished children's parents meeting to explain the importance of nutritious food, healthy food eating habits and a balance diet for child growth and development. Another major aspect of the project is creating peer leaders and training them to ensure continuation of activities beyond the program.

IMPACT CREATED:




12,200+

people benefited from 76 libraries



1,300+

children immunized



1,000+

health awareness session were carried out through peers



25

new peer leaders identified and trained



1,100+

people benefited from 11 health camps



7,300+

pregnant and lactating women benefited

STORY OF CHANGE

Bhakti, a three year old baby girl weighed only 9.1 kg. She was under-weight and very weak. Unhygienic surroundings and improper eating habits were impacting her health adversely. Bhakti's mother wasn't well versed with the components of a balanced diet. Our health worker explained in detail about the growth and development of the child and importance of a balanced diet. After continuous counselling, a lot of positive changes have been observed in the child. She has started eating homemade food and her parents have also adopted healthy dietary habits.



Beneficiaries attending an awareness session



Health workers celebrating children's day with our beneficiaries

LISHE BORA MTAANI, IMPROVING CHILD HEALTH IN THE SLUMS OF NAIROBI, KENYA

Kibera slums in Nairobi have a population suffering from prolonged nutrition and low immunity, thus affecting the growth of children in that area. Under the project 'Lishe Bora Mtaani', we have partnered with Carolina for Kibera to address these issues which cripple the Kibera slums. This project includes initiatives such as Water, Sanitation and Hygiene (WASH), Integrated Management of Acute Malnutrition (IMAM), door step health screening and mobile based awareness and reminder service. In addition, we also conduct training sessions for volunteers and staff at the community health center.

One of the many positive outcomes of the initiative is an increased rate of breast feeding for the first 6 months among care givers who have been nurtured through our health sessions. A 95% sustained health post discharge of the severely malnourished children, has been recorded.

To benefit more number of children in the Kibera slums, we have expanded the project to the Silanga area as well. The primary objective is to reduce stunting among local children under the age of five. We are working towards fulfilment of this objective by improving the nutritional status, access to healthcare services and health and hygiene practices of the population.


Community based sensitization and growth monitoring sessions, individual counselling on child-care practices, and training on hygiene and nutrition for caregivers at daycare centers are some of the activities implemented as part of the project. Nutrition screening drives to identify malnourished children and provide them with supplements are also held from time to time



Children at our nutrition center

TARGET COVERAGE:

 **19,400+**
individuals

 **3,500+**
children under five
years of age

 **6,400+**
women of
reproductive age

PROJECTS COMPLETED SUCCESSFULLY

We had initiated programs for child and maternal health in Rajasthan (Sanganer) and Himachal Pradesh (Nalagarh). These programs experienced a positive response from the communities and were implemented successfully. These programs were

then handed over to the village panchayats as the people were well aware and equipped with the nuances of the implementation. We are happy to have successfully enriched lives in these areas.



We have identified child health as one of the key focus areas of our CSR efforts. Our interventions enrich the lives of mothers and children by focusing on the main target areas of Immunization, Right Nutrition, Sanitation and Indoor Air Pollution.



Initiating the Flagship Program - Combating Household Air Pollution and Promoting Right Nutrition

According to the 2011 Census, 142 million rural homes, that is almost 85 per cent of total rural households in India, depend on traditional biomass fuel for cooking. There is ample scientific research to prove that household air pollution, primarily caused by smoke from burning solid fuels for cooking, has huge health implications on our country's rural population. The health outcomes are especially severe for the women and children in such households, including various acute and chronic diseases as well as premature births and congenital anomalies.

Taking cognizance of the severity and scale of this issue, Glenmark Foundation has adopted an integrated approach to address the problem of indoor air pollution through our flagship project: Mission clean air and nutrition. By aligning this initiative with our core therapy area of respiratory, we aim to leverage the technical expertise in helping address this problem.

Glenmark Foundation undertook a pilot project in collaboration with Spandan Samaj Seva Samiti

and Smokeless Cookstove Foundation to organize training programs on building and installing smokeless chulhas (cook stoves). The trainings were held in Khandwa district of Madhya Pradesh for our frontline workers and community leaders. The trained frontline workers supported in development and installation of the chulhas in homes especially of pregnant women and lactating mothers.

Given the positive initial feedback from the pilot project, we plan to scale this initiative to achieve our objective of creating Smoke Free Villages. The project aims at providing the most basic amenities to the citizens - Clean Air and Nutritious Food. This will be achieved through 100% utilization of better cooking methods like smokeless chulhas, improved cook stoves and LPG etc. and also by encouraging healthy food habits. Apart from prevention in respiratory and other health problems among women, children and their families, our intervention on smokeless chulhas will also lead to cleaner environment and conservation of forests and biomass fuel.

OUTCOMES AND IMPACT OF THE PILOT INTERVENTION:



Installed chulhas in more than 200 households



Reduced cooking time, and less drudgery of fetching fuelwood



The chulha was made locally, at no extra cost



Significant lowering of visible smoke emissions from the chulha



Reduced incidence of respiratory tract infections among women and children



Villagers attending a workshop on making the smokeless chulha

The program has been designed with the following three major action points:

- 1. Adoption of smokeless chulhas in rural households
- 2. Activities to encourage healthy food habits and cooking practices that affect nutrition
- 3. Activities around community health issues, especially respiratory ailments

Our target and goals for the next three years are as follows:

 **1,000+**
villages to be covered

 **2,00,000+**
households to be reached

CHILD HEALTH INTERVENTIONS



CUSTOMIZED IMMUNIZATION CALENDARS for tracking vaccination schedules



HEALTH LIBRARIES for making health related literature available to local communities



BACKYARD NUTRITION GARDENS & POULTRY to ensure better nutritious diet for children in tribal families



NUTRITIONAL STATUS BEADS for visual identification of the nutritional status of children



PEER EDUCATORS PROGRAM for training women from within the community to act as peer educators, equipping them with basic knowledge, which they share with the members of their communities



TRANSFORMING EXISTING ANGANWADIS into child friendly ones with toys, recreational materials and pre-school learning materials in the local language



BEHAVIOR CHANGE COMMUNICATION through exhibitions, sensitization and awareness programs, poster displays, focus group discussions & street plays



MOBILE HEALTH CARE UNITS to provide access to healthcare facilities to mothers and children in remote areas



HEALTH CAMPS to address the immediate healthcare needs & ensure prevention of illness in the local communities



HOME VISITS to provide counselling on various health related topics and to increase the reach of our interventions



COUPLE COUNSELLING to provide a platform for young couples to gain the right information on reproductive health, safe pregnancy, use of contraceptives, and parenthood



TRAININGS AND WORKSHOPS for Panchayati Raj Institution members, frontline health workers, paramedical staff, medical officials, anganwadi workers and skilled birth attendants



COMMUNITY CRÈCHES for infants of daily wage laborers



DIGITAL TECHNOLOGY to record and track key health indicators of the mother and child



CELEBRATION OF NUTRITION WEEK to create awareness regarding the importance of a nutritious and healthy diet



GENERATION OF AWARENESS ON GESTATIONAL DIABETES by engaging with subject matter experts and employing resources to help pregnant women

ACCESS TO HEALTHCARE

Quality healthcare is every citizen's need, and we aim to make healthcare available to the most underserved sections of the society. We are committed to donating medicines where they are sorely needed. Glenmark has partnered with Americares and other NGOs working on health care to provide medicines at no cost to the less privileged sections of our society. In addition we also donate medicines to disaster affected regions and

conduct health camps for detection and prevention of illnesses. One such health camp was initiated to create awareness about hypertension being a silent killer. The theme of the camp was 'Know Your Numbers', to raise awareness about the optimum blood pressure "120/80". **Through this initiative, more than 8,000 individuals were reached to garner awareness regarding hypertension.**

SUSTAINABLE LIVELIHOODS

A key focus area for us is to enrich lives by creating livelihood opportunities to empower the underprivileged and improve the quality of their lives through our projects.



Beneficiary of our Jaipur Foot initiative

LEARN AND EARN INITIATIVE

To address the issue of unskilled manpower, the Government introduced a Learn & Earn scheme called the 'National Employability Enhancement Mission' (NEEM). The objective of the scheme is to bridge the skill gap and address the concern of rising unemployment. In line with the NEEM framework, the Learn & Earn initiative of Glenmark aims to enhance the employability of the youth through 'On the Job Training', while simultaneously making them financially independent. This results in better employment opportunities for the disadvantaged but aspirational youth, especially in the rural areas. We have trained over 1,000 students across our manufacturing plants at Baddi, Aurangabad, Goa and Prithampur in India.

THE JAIPUR FOOT

In association with Bhagwan Mahaveer Viklang Sahayata Samiti (Jaipur Foot) this year, we have provided over 3,000 differently-abled individuals an opportunity to lead a productive and independent life. Under this collaboration, artificial limbs, calipers, and fitments are provided to the differently-abled individuals.

GLENMARK AQUATIC FOUNDATION

The Glenmark Aquatic Foundation (GAF) is focused on promotion of swimming as a sport in India and aims to improve the ecosystem around this sport by building a core team of highly motivated experts, developing meaningful partnerships with national and international organizations and focus on maximizing the potential in every athlete.



Swimmers and coaching team from GAF Mumbai

To achieve this objective, GAF operates in three key areas:

DEVELOPING CENTERS OF EXCELLENCE:

GAF has set up a Center of Excellence in Dharavi, Mumbai and a state-of-the-art center at the National Swimming Academy, Talkatora, New Delhi, in association with the Government of Maharashtra and the Sports Authority of India respectively. Reputed international as well as Indian coaches train and mentor aspiring swimmers at these centers.

SPONSORSHIP OF THE JUNIOR, SUB JUNIOR AND SENIOR NATIONAL AQUATIC CHAMPIONSHIP:

GAF has entered into a long term understanding with the Swimming Federation of India to provide better facilities to swimmers in the country. Initiatives like live streaming have allowed the sport to grow and encouraged promising athletes to make India proud.

COACH EDUCATION:

GAF aims to create a Coach Education Program to ensure that standards of coaching improve in India.

ACHIEVEMENTS OF GLENMARK AQUATIC FOUNDATION

Event	Gold	Silver	Bronze	Total
Glenmark GMAAA Age Group aquatic Championships 2017	44	25	12	81
MSAAA Age Group State Aquatic Championships 2017	19	16	11	46
Glenmark Sub Junior & Junior National Aquatic Championships 2017	11	15	5	31
GMAAA Senior aquatic Championships 2017	6	4	2	12
MSAAA Senior State Aquatic Championships 2017	5	1	1	7
Glenmark Senior National Aquatic Championships	1	0	3	4
Asian Age Group Aquatic Championships	1	4	8	13
SFI All India Inter Club Championships	25	13	6	44
SGFI National School Games	39	36	4	79
Khelo India School Championships	10	21	12	43
Thailand National Age Group Championships 2018	5	5	5	15
Middle Eastern Swimming Championships	1	2	5	8



Swimmers and coaching team from SAI Glenmark TIDM Delhi

GLENMARK JOY OF GIVING

An important way in which our employees bring to life the motto of "Enriching lives" is through our employee volunteering initiative 'Glenmark Joy of Giving', reflecting their social awareness and sensitivity towards the community. Under this initiative, employees provide both monetary and non-monetary support with the intent of helping the underserved communities.

Through the years, 40 Glenmark locations across 24 countries have been celebrating the annual festival of philanthropy. This year over 700 employees in India have volunteered over 6,000 hours for community service. The focus areas this year

were digitalization of classrooms, donation of food grains and school requirements, health camps, awareness creation rallies, setting up of libraries, shramdaan, competitions and sessions to educate on health, nutrition & hygiene and building upcycled playground.



JOY OF GIVING - INDIA



INDORE



KURKUMBH



MAHAPE



MOHOL



NALAGARH



NASHIK



SIKKIM



SINNAR



• **Ankleshwar:** Supported local schools with educational materials • **Aurangabad:** Built Digital Classrooms for a municipal school and provided educational materials for underprivileged school children • **Baddi:** Supported the local school children with educational materials • **Dahej:** Beautified a government run preschool • **Goa:** Supported a local school • **Head Office and India Formulations:** Built upcycled playgrounds for Government schools and digital classrooms and set up classroom libraries • **Indore:** Supported a charity working for the needs of special children • **Kurkumbh/Mohol:** Supported a shelter home by providing care for children affected by AIDS/HIV • **Nalagarh:** Supported local school children with educational materials • **Nashik:** Contributed essentials to a hostel for tribal girls • **Navi Mumbai:** Supported a local school with classroom necessities • **Sikkim:** Extended support towards the education of local school children • **Sinnar:** Supported a home for people with disability

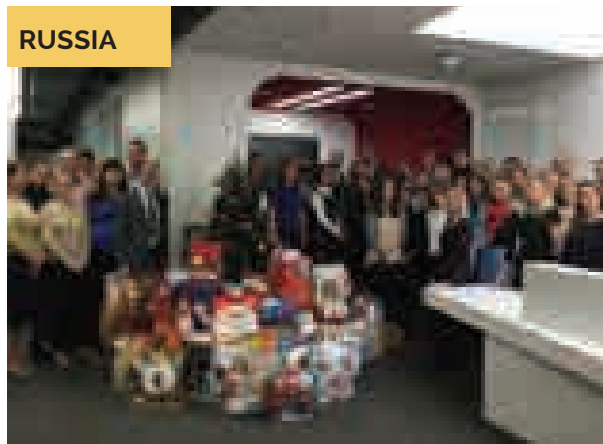
JOY OF GIVING - GLOBAL



PHILIPPINES



RUSSIA



SOUTH AFRICA



SWITZERLAND



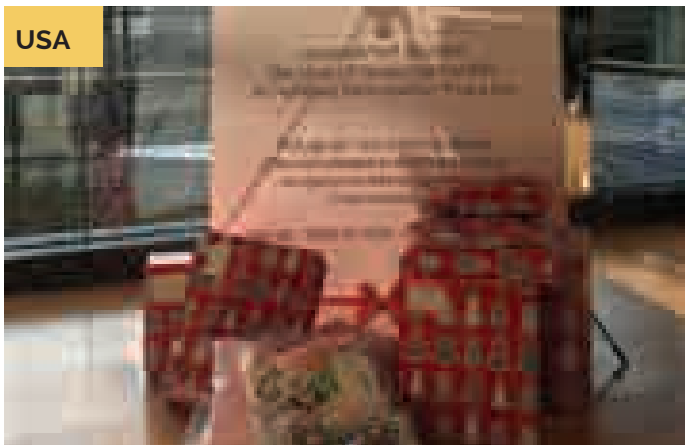
UNITED KINGDOM



UKRAINE



USA



CZECH REPUBLIC



- **Brazil:** Donated school supplies & personal hygiene items to a shelter home
- **Czech:** Registered as bone marrow donors
- **Ecuador:** Supported a charity home
- **Germany:** Spread smiles on the faces of underprivileged children
- **Kazakhstan:** Underlined their care towards children suffering from cerebral palsy and cancer
- **Kenya:** Spread smiles in a home for the underprivileged children and renovated their dining hall
- **Myanmar:** Spread smiles in a home for the underprivileged
- **Philippines:** Spread smiles in a home for the underprivileged
- **Peru:** Beautified a Ludo-library and trained children on hygiene
- **Poland:** Supported two children's home, a charity for single mothers, oncology hospice for children and an animal shelter
- **Russia:** Spread happiness among orphan children by spending a day and fulfilling their wishes through a wish tree
- **South Africa:** Supported a school for special children and youth with complicated disabilities
- **Switzerland:** Underlined their care towards underprivileged cancer patients through a local association
- **Ukraine:** Supported an orphanage with necessities for everyday use
- **UK:** Volunteered with a local food bank
- **USA:** Adopted local families and provided them gifts and necessities for the holidays.

OTHER INITIATIVES

PROMOTION OF EDUCATION

Education is the basic right of an individual and one must not be deprived of it. We take this as our responsibility and is translated into action by our initiatives in the field of education. We have made incessant efforts to enhance the educational standards in Maharashtra's tribal areas by making provision for better infrastructure.

ROUNDTABLE ON MALNUTRITION

In association with our partner IDOBRO Impact solutions, a roundtable discussion was organized in Mumbai in September 2017 to create awareness about the issue on malnutrition in India. Subject matter experts from various verticals participated in the discussion and gave their point of view on actions that must be taken to address the issue of malnutrition.

"MERI POUSHTIK RASOI" - ADDRESSING THE ISSUE OF MALNUTRITION

The core idea behind this initiative was to leverage India's vast pool of traditional and nutritional history of food. India's culinary knowledge is very much relevant for the local way of life. "Meri Poushtik Rasoi" was aimed at discovering local recipes from the kitchens (rasois) of India. Over 265 participants from 16 states signed up for the contest and shared their respective recipes for a healthier India. A cook off was held at APB Cook Studio for 15 finalists, who came

from diverse locations such as Guwahati, Jamnagar, Khandwa, Chiplun, Pune, Nashik and Mumbai. The findings of this contest will help to draw out and document this existing knowledge and take it to a wider audience for advocacy around leading a more nutritious lifestyle. The event was organized by Glenmark Foundation in association with Idobro Impact Solutions and APB Cook Studio.



The eminent jury of Professor Mahesh Kamble, Chef Varun Inamdar and Ms. Rushina Munshaw-Ghildiyal with the finalists at APB Cook Studio

COMMUNICATION CATALYST 2018

Communication Catalyst 2018, a behavior change strategy competition launched by the Glenmark Foundation, in collaboration with Idobro Impact Solutions was conducted this year to gauge the issue of malnutrition and bring into focus the importance of a multi-stakeholder approach to finding solutions and effective responses. The student fraternity designed

and implemented an innovative behavioral change campaign in collaboration with several NGOs. There were 145 registrations from all over India. The team with the best intervention on how to address the challenge of malnutrition was selected by a panel of experts.



Finalists of Communication Catalyst from colleges across India

SHARING OF BEST PRACTICES: IMPROVING MATERNAL, NEW BORN AND CHILD HEALTH IN INDIA

Working with societal issues in a dynamic world requires constant knowledge & skill up-gradation. Glenmark Foundation, in partnership with FICCI Aditya Birla CSR Center for Excellence organized the "National Conference on Sharing of Best Practices: Improving Maternal, New Born and Child Health in India" to build capacities of NGOs working in the domain of maternal and child health. This conference was aimed at connecting the NGOs and subject experts/practitioners to stimulate innovative ideas and adopt best practices in public health interventions. A compendium of 33 case studies of NGO initiatives- "Sharing of Best Practices: Improving Maternal, New Born and Child Health in India" was also released by the dignitaries at the conference. The conference witnessed a participation of 170 participants from 120 NGOs across several states in India.



Unveiling of the compendium of NGO Case Studies in the presence of Dr. Dinesh Arora, Director - Ayushman Bharat

GLENMARK EXTENDS QUALITY DRINKING WATER IN SIKKIM

Glenmark Foundation has made the provision of a dedicated water pipeline for the Tumlabong Public Health Center (PHC) in Sikkim. The pipeline has helped the PHC with a continuous water supply,

thereby ensuring adequate sanitation and hygiene at the facility. Previously, water supply for the PHC was seasonal and caused major difficulties for the people in the facility.

RECOGNIZING THE EFFORTS OF OUR NGO PARTNERS

A key element in the success of our CSR efforts are our NGO partners. To recognize their contribution we have institutionalized the 'NGO of the Year' award. The winner of this award is decided by a third party evaluator who assess the performance of our partner NGOs on various parameters

**Winner of the 'NGO of the Year' Award' 2016-17:
Carolina for Kibera**



AWARDS & ACCOLADES FY 2017-18

1

CSR Programme of the Year at the 3rd India Pharma Awards 2018 by Department of Pharmaceuticals of Ministry of Chemicals and Fertilizers; the highest award for CSR in the pharmaceutical sector

2

Featured in the 3rd Annual Inclusive Business List 2017

3

Best Outstanding Award in HSE Friendly Enterprise by Indore facility

4

CII SHE Excellence & Innovation Award 2017 in large industry category by the Goa manufacturing facility

5

First Place in "Best Environmental Practice Competition" by Goa State Pollution Control Board (GSPCB) for Goa facility

6

Gomant Suraksha Purashkar from Green Triangle Society for Safety Performance Evaluation by the Goa manufacturing facility

7

Golden Peacock Award received by Goa Facility

8

Grow-Care Award – Environment & Occupational Health & Safety Awards in Gold Category by Nalagarh & Baddi facilities

9

GreenTech Environment Award received by Nalagarh facility

10

GreenTech Safety Award in Silver Category received by Ankleshwar facility

11

Global Finalist at the prestigious SCRIP Awards in the Community Partnership Category

12

The Asia Responsible Entrepreneurship Awards in the Health Promotion category for our child health interventions

13

Outstanding Achievement Award in Large Scale Industry from Federation of Madhya Pradesh Chambers of Commerce and Industry (FMPCCI).

14

Recognition by Union Minister of State for Law and Justice and the Ministry of Corporate Affairs for our commendable work in CSR at an event organized by FICCI

BUSINESS RESPONSIBILITY REPORT CONTENT INDEX

SR. NO.	SEBI – BRR DISCLOSURE	RESPONSE / REFERENCE
SECTION A: GENERAL INFORMATION OF THE COMPANY		
1	Corporate Identification Number	L24299MH1977PLC019982
2	Name of the Company	Glenmark Pharmaceuticals Limited
3	Registered Address	B/2, Mahalaxmi Chambers, 22, Bhulabhai Desai Road, Mumbai 400026, Maharashtra, India
4	Website	www.glenmarkpharma.com
5	Email id	csr@glenmarkpharma.com
6	Financial year reported	1 st April 2017 to 31 st March 2018
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	Pharmaceuticals
8	List 3 key products / services that the Company manufactures / provides (as in balance sheet)	The Company's key products/services and global market presence are described in the Annual Report FY 2017-18, under Business Review section of Management Discussion and Analysis
9	Total number of locations where business activity is undertaken by the Company	16 manufacturing facilities • 6 R&D Centers
10	Markets served by the Company	We have a global presence in over 80 countries with our key geographies being USA, India, ROW, Europe & LATAM.
SECTION B: FINANCIAL DETAILS OF THE COMPANY		
1	Paid up capital (INR)	28,21,68,156
2	Total turnover (INR)	91,030.70 million (Consolidated Ind AS)
3	Total profit after tax (INR)	8,038.70 million (Consolidated Ind AS)
4	Total spending on CSR as percentage of PAT (%)	1.52%
5	List of activities in which the above expenditure has been incurred	Child Health, Access to healthcare, Sustainable livelihoods, Promotion of education and swimming in India
SECTION C: OTHER DETAILS		
1	Does the Company have any Subsidiary Company/ Companies	Yes
2	Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	Yes, the subsidiary companies participate in Glenmark's Business Responsibility initiatives. A complete list of subsidiary companies is available in the Annual Report FY 2017-18.

3	Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company?	Glenmark's Business Responsibility initiatives do not extend to other entities. However, we encourage our external stakeholders, such as suppliers and contractors, to adhere to responsible business practices.
SECTION D: BUSINESS RESPONSIBILITY INFORMATION		
1	Details of the Director / Directors responsible for BR	
1a	Details of the Director / Directors responsible for implementation of the BR (Business Responsibility) policy / policies	
	DIN Number	00111844
	Name	Mrs. Cherylann Pinto
	Designation	Director - Corporate Affairs
1b	Details of the BR head	
	DIN Number (if applicable)	00111844
	Name	Mrs. Cherylann Pinto
	Designation	Director-Corporate Affairs
	Telephone number	+91 22 4018 9999
	E-mail id	csr@glenmarkpharma.com
2	Principle-wise (as per NVGs) BR policy / policies	
	<p>As a responsible corporate citizen, Glenmark has adopted several internal policies that guide all aspects of our operations and business activities.</p> <p>These policies are in line with the NVG Principles, relevant global standards and industry best practices.</p> <p>Thematic areas of the NVG Principles:</p> <p>Principle 1: Ethics, Transparency and Accountability.</p> <p>Principle 2: Safety and sustainability throughout the life cycle.</p> <p>Principle 3: Well-being of all employees.</p> <p>Principle 4: Respecting interests of all stakeholders.</p> <p>Principle 5: Promotion of human rights.</p> <p>Principle 6: Protection of environment.</p> <p>Principle 7: Responsibly influencing public and regulatory policy</p> <p>Principle 8: Inclusive growth and equitable development.</p> <p>Principle 9: Customer engagement</p> <p style="text-align: right;">..... contd.</p>	

Details of Compliance:		
	Questions	P1 P2 P3 P4 P5 P6 P7 P8 P9
1.	Do you have a policy/policies for	Yes
2.	Has the policy being formulated in consultation with the relevant stakeholders?	Yes
3.	Does the policy conform to any national/ international standards? If yes, specify? (50 words)	The Environment, Health & Safety Policy conforms to ISO 14001 and OHSAS 18001 standards.
4.	Has the policy being approved by the Board?	Yes
	Has the policy being approved by the Board?	Yes
5.	Does the company have a specified committee of the Board/ Director/Official to oversee the implementation of the policy?	Yes
6.	Indicate the link for the policy to be viewed online?	www.glenmarkpharma.com
7.	Has the policy been formally communicated to all relevant internal and external stakeholders?	Yes
8.	Does the company have in-house structure to implement the policy/policies.	Yes
9.	Does the Company have a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies?	Yes
10.	Has the company carried out independent audit/evaluation of the working of this policy by an internal or external agency?	Yes
3	Governance related to BR	
3a	Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year	The Board of Directors assess the Company's BR performance annually
3b	Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?	Yes, the Company publishes the Corporate Responsibility Report annually as per the 'National Voluntary Guidelines on Social, Environmental and Economic Responsibility of Business'.
SECTION E: PRINCIPLE-WISE PERFORMANCE		
P-1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability	<p>We have policies, governance structures and procedures in place to ensure high level of corporate governance and ethics within our organization. The 'Glenmark Code' sets standards to ensure that we do the right things, at right time and in a right manner. Further details are available in the corporate governance section of the Annual Report FY 2017-18.</p> <p>During the reporting year, the Company received 174 stakeholder complaints, of which all were resolved as of year end.</p>

P-2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	We stringently adhere to all internationally accepted standards of product quality, purity, efficacy and safety. Our Pharmacovigilance department maintains processes and systems for collecting and assessing safety information throughout the lifecycle of each product. We are also continually focused on decreasing the environmental impacts of our operations and products. For details, please refer to the 'Innovation and Operational Excellence' (pg 10) and 'Environmental Sustainability and Safety First Culture' (pg 22) sections of our Corporate Responsibility Report 2017-18.
P-3	Businesses should promote the wellbeing of all employees	<p>At Glenmark, we believe that our Company's success relies on the collective success of our people. It is our employees who help us create a better world each day, living by our motto of enriching lives. We have built a working culture which ensures the safety, well-being and professional growth of all our employees and service providers. We promote continuous development by aligning our employee's career aspirations with our organizational goals. For further details, please refer to 'Learning and Leadership Culture' (pg 16) section of our Corporate Responsibility Report 2017-18.</p> <p>In FY2017-18, the Company had 13,716 total employees, 1,995 women employees and 3,263 contractual employees. It has a recognized workers' union at its Nashik plant and 1% of the permanent workers are its members. No complaints pertaining to child labor, forced labor or involuntary labor were reported in FY 2017-18. Two complaints related to sexual harassment of women at workplace were received and addressed in the reporting year.</p>
P-4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized	All our business activities as well as Corporate Social Responsibility initiatives are guided by the motto of Enriching Lives. These initiatives aim to create a positive impact on the lives of the most disadvantaged and vulnerable sections of the society within India and abroad. For further details, please refer to the 'Corporate Social Responsibility' (pg 42) section of our Corporate Responsibility Report 2017-18.
P-5	Businesses should respect and promote human rights	Employee well-being and safety is an important aspect of our business responsibility. We have built a working culture which ensures the safety, well-being and professional growth of all our employees and service providers. We stringently adhere to all local laws in the geographies that we operate. Our policies related to Equal Employment, Anti-Discrimination and Anti-Harassment cover all our employees. For further details, please refer the 'Learning and Leadership Culture' (pg 16) section of our Corporate Responsibility Report 2017-18.
P-6	Business should respect, protect, and make efforts to restore the environment	<p>Protection of the environment and conserving natural resources are key aspects of our business responsibility. We continually seek opportunities to make our processes more resource-efficient, increase the use of renewable energy sources and minimize release of wastes in the environment. Going beyond legal compliance, our Environment, Health & Safety actions seek to implement global best practices within our operations. For details about our environmental initiatives please refer the 'Environmental Sustainability and Safety First Culture' (pg 22) section of our Corporate Responsibility Report 2017-18.</p> <p>The Company does not have any Clean Development Mechanism (CDM) projects, but it has undertaken several initiatives which have led to reduction of Greenhouse Gas emissions.</p> <p>The Company has adhered to the applicable standards and limits for emissions and waste prescribed by the respective SPCB / CPCB and did not receive any show-cause notice which is pending as of end of FY 2017-18.</p>

P-7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner	Glenmark proactively participates in discussions at industry forums and policy advocacy on industry issues. For further details please refer the 'About Glenmark' (pg 6) section of our Corporate Responsibility Report 2017-18.
P-8	Businesses should support inclusive growth and equitable development	Enriching Lives is a commitment that we fulfil not only in our business but also beyond our operational boundary. Our ongoing initiatives on child health, access to healthcare, sustainability livelihoods and promotion of aquatic sports continue to create a significant positive impact within our communities. In addition, we have initiated a flagship program to address the problem of indoor pollution by installing smokeless chulhas in rural households. This initiative complements one of our three core therapeutic focus areas and is aimed at addressing respiratory illnesses. As part of the annual Joy of Giving philanthropy festival, our employees continue to champion our efforts through volunteering and monetary contributions to social causes. Further details about our initiatives can be found in the 'Corporate Social Responsibility' (pg 42) section of our Corporate Responsibility Report 2017-18.
P-9	Businesses should engage with and provide value to their customers and consumers in a responsible manner	<p>Responsibility towards our customers is well reflected in our stringent and incessant focus on ensuring product safety, leading to patient safety. For further details please refer the 'Innovation and Operational Excellence' (pg 10) section of our Corporate Responsibility Report 2017-18.</p> <p>There are no customer complaints not addressed and are pending as on the end of FY 2017-18. The Company complies with all applicable product labelling standards as per the laws of the land in all the markets that it serves.</p> <p>There are no stakeholder cases pending against the Company regarding unfair trade practices, irresponsible advertising and/ or anti-competitive behavior as of end of FY 2017-18, except for the cases below:</p> <p>Case 1: On a complaint by a stockist with the CCI in July 2015 against pharma co.'s (including the Company and its C&F agent) and the Trade associations, alleging refusal to supply medicines to them in spite of having all valid licenses and documents, CCI ordered the DG to investigate and submit a report. CCI clubbed this matter with other matters on a similar complaint against other pharmaceutical co.'s and local Trade associations. On submission of DG's report CCI has recently issued notices to the Company and some of its employees to submit their objections to the said report. The company and its impugned employees have filed its objections to the said report. The Company has represented the matter through Senior Council before the commission.</p> <p>Case 2: Upon a complaint filed by a stockist against the Chemist & Druggist Association Goa (CDAG), Glenmark and another Company, alleging refusal to supply them drugs, the CCI passed an order imposing a penalty of Rs.10,62, 062/- on CDAG. No penalty was imposed on the Company. CDAG's appeal against the said order has been admitted for hearing on merits. Company is a proforma party to the appeal. In the interim CDAG has been directed to deposit the penalty amount with CCI, to be maintained as fixed deposit till the final hearing and outcome of the matter.</p> <p>We undertake regular surveys of consumers and other stakeholders.</p>





www.glenmarkpharma.com | www.glenmarkfoundation.org | www.glenmarkaquatic.org