

September 03, 2024

To,
Dy. General Manager
Department of Corporate Services,
BSE Ltd.,
P. J. Towers, Dalal Street,
Fort, Mumbai – 400 001.

To,
The Manager – Listing
National Stock Exchange of India Ltd.,
Plot No. C/1, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051.

Ref: Scrip Code: 532296

Ref: Scrip Name: GLENMARK

Dear Sirs,

Sub: Business Responsibility & Sustainability Report for F.Y. 2023-24

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility & Sustainability Report of the Company for F.Y. 2023-24.

Kindly take the above information on record.

Thanking You

Yours Faithfully,
For Glenmark Pharmaceuticals Limited

Harish Kuber
Company Secretary & Compliance Officer

Encl: As above

Glenmark Pharmaceuticals Ltd.

Glenmark House, B D Sawant Marg, Andheri (E), Mumbai 400 099

T: 91 22 4018 9999 F: 91 22 4018 9988 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai 400 026 E: complianceofficer@glenmarkpharma.com

Business Responsibility and Sustainability Report (BRSR)

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Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
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Section A: General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L24299MH1977PLC019982
2.	Name of the Company	Glenmark Pharmaceuticals Limited
3.	Year of Incorporation	1977
4.	Registered office address	B/2, Mahalaxmi Chambers, 22, Bhulabhai Desai Road, Mumbai - 400026, Maharashtra, India
5.	Corporate office address	Glenmark House, B. D. Sawant Marg, Chakala, Off Western Express Highway, Andheri (E), Mumbai - 400 099, Maharashtra, India
6.	E-mail	complianceofficer@glenmarkpharma.com
7.	Telephone	+91 22 4018 9999
8.	Website	http://www.glenmarkpharma.com
9.	Financial year for which reporting is being done	1st April, 2023 to 31st March, 2024
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	Paid-up Capital	INR 282.19 Mn
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. Harish Kuber Company Secretary & Compliance Officer complianceofficer@glenmarkpharma.com +91 22 4018 9999
13.	Reporting boundary	The disclosure under this BRSR is on standalone basis unless otherwise stated
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1	Pharmaceuticals	Research & development, manufacturing and sales of branded generics, generics, specialty and OTC pharmaceutical products in dermatology, respiratory, oncology, cardiology, diabetic, gynecology, gastroenterology and anti-infective etc.	100%

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

S. No.	Product/Services	NIC Code	% of total turnover contributed
1	Research & development, manufacturing and sales of branded generics, generics, specialty and OTC pharmaceutical products in dermatology, respiratory, oncology, cardiology, diabetic, gynecology, gastroenterology and anti-infective etc.	210	100%

III. Operations

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

S. No.	Location	Number of plants	Number of offices	Total
1.	National	8	15	23
2.	International	3	48	51

Note: Apart from the above office and plants, Glenmark Pharmaceuticals Limited (the Company) has the following facilities in India

- 3 research and development centers are located at Sinnar, Taloja and Mahape in India to drive innovation for development of new pharmaceutical products.
- 4 warehouses are located at Indore, Howrah, Panchkula & Bhiwandi to enhance distribution efficiency, inventory management and fulfilling the regulatory compliance requirements such as Good Distribution Practice (GDP) etc.

19. Markets served by the entity

a. Number of locations

S. No.	Locations	Number
1.	National (Number of states)	28 states and 8 union territories
2.	International (Number of countries)	More than 80

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

Our products are exported to more than 80 countries with a strong footprint in US, Europe, Asia, Russia and Brazil etc. Out of total turnover INR 78,911.19 Mn on standalone basis, the percentage of revenue from exports contribute to 57.25% (INR 45,180.24 Mn).

c. A brief on types of customers

The Company has a strong customer base for various types of pharmaceutical products under key therapeutic areas such as dermatology, respiratory, oncology, cardiology, diabetic, gynecology, gastroenterology and anti-infective etc. Our products benefit diverse range of patients through our distribution network which includes wholesalers, distributors, pharmacy chains, healthcare providers, government institutions and hospitals, among others. The Company also exports products to various overseas customers through its own subsidiaries and also through other distributors.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	10,799	10,003	92.63%	796	7.37%
2.	Other than permanent (E)	120	66	55.00%	54	45.00%
3.	Total employees (D+E)	10,919	10,069	92.22%	850	7.78%
Workers						
4.	Permanent (F)	1,937	1,877	96.90%	60	3.10%
5.	Other than permanent (G)	3,431	3,029	88.28%	402	11.72%
6.	Total workers (F+G)	5,368	4,906	91.39%	462	8.61%

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	56	50	89.29%	6	10.71%
2.	Other than permanent (E)	50	22	44.00%	28	56.00%
3.	Total Differently abled employees (D+E)	106	72	67.92%	34	32.08%
Differently abled Workers						
4.	Permanent (F)	11	10	90.91%	1	9.09%
5.	Other than permanent (G)	Nil	Nil	NA	Nil	NA
6.	Total Differently abled workers (F+G)	11	10	90.91%	1	9.09%

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors	12	4	33.33%
Key Managerial Personnel (KMP)	4	1	25.00%

Note: *As per the Companies Act 2013, KMP includes Managing Director (MD), Whole Time Director (WTD), Chief Financial Officer (CFO) and Company Secretary (CS).

22. Turnover rate for permanent employees and workers

Category	FY 2024			FY 2023			FY 2022		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	18%	19%	18%	19%	24%	19%	15%	15%	15%
Permanent workers	15%	6%	15%	24%	14%	24%	27%	31%	27%

V. Holding, Subsidiary and Associate Companies (including Joint ventures)

23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
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The details of holding/ subsidiary/ associate/ joint venture companies are provided in Form AOC-1, as Annexure-I in the Board's Report and this forms part of the Integrated Annual Report.

Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)

Yes, all the entities, wherever applicable, participate in the relevant Business Responsibility initiatives of the Company.

VI. CSR details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. If yes, Turnover – (INR) 78,911.19 Mn

iii. Net worth – (INR) 2,29,706.20 Mn

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024			FY 2023		
		(If yes, then provide web-link for grievance redress policy)	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year
Communities	https://	Nil	Nil	NA	Nil	Nil	NA
Investors	glenmarkpharma.com/about-us/governance/	Nil	Nil	NA	Nil	Nil	NA
Shareholders	com/about-us/governance/	6	Nil	Nil	3	Nil	Nil
Employees and workers		18	3	Nil	15	1	Nil
Customers		2,666	356	Nil	2,275	436	Nil
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA
Other (please specify)		3	Nil	Nil	1	Nil	Nil

*The Company conducts business with honesty and integrity, and maintains high standards as set by its values and the Glenmark Code of Conduct. Weblinks of Some of the guiding policies with grievance redressal mechanism is available at <https://glenmarkpharma.com/about-us/governance/>. In addition, there are internal policies placed on the intranet platform of the Company.

**For Grievance Redressal Mechanism of customers, refer point no. 1 of Principle 9 of this report.

Apart from the above policies for grievance redressal, the Company also has a separate mechanism to raise ethics and compliance concern at <https://glenmarkpharma.com/ethics-compliance/>.

26. Overview of the entity’s material responsible business conduct issues

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Environment					
1.	Climate Change	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Climate change poses significant physical and transition risks to the Company. Enforcement of new laws and compliance criteria by regulatory agencies may require operational changes and incurs additional expenditure. Extreme climate change events may hamper the operations and hinders the growth of the Company. <p>Opportunity:</p> <ul style="list-style-type: none"> Switching to sustainable practices improves operational efficiency and reduce costs in long term. Enhancing sustainable practices attracts environmentally conscious consumers, investors, and partners leading to improvement of market share and growth of the Company. 	<ul style="list-style-type: none"> Develop and implement climate resilience plan by identifying potential vulnerabilities in the operations and supply chain of the Company. Reduce the greenhouse gas emissions (GHG) through energy conservation, switching to clean fuels and increasing the percentage of renewable energy in the total energy consumption. Mitigate the supply chain disruptions due to climate change by diversifying suppliers and locations. 	<p>Negative:</p> <ul style="list-style-type: none"> Disruption of operations and supply chain of the Company leads to delay in procurement of raw materials, manufacturing and timely delivery of products to the customers. <p>Positive:</p> <ul style="list-style-type: none"> Achieve operational resilience by adopting sustainable practices and mitigating climate change related risks. Address physical and transition risks to the Company ensuring sustainable and long-term growth.
2.	Water and Waste Management	Risk & opportunity	<p>Risk:</p> <p>Water:</p> <ul style="list-style-type: none"> Disposal of wastewater without proper treatment leads to legal action by central & state pollution control boards and local regulatory agencies. Higher consumption of water may pose several water related risks which in turn affects the operations and productivity of the Company. 	<p>Water:</p> <ul style="list-style-type: none"> Implement water conservation measures by deployment of water efficient equipment and processes. Ensure treatment and reuse of wastewater in various activities to reduce the dependency on freshwater resources. Implement Zero Liquid Discharge (ZLD) across all manufacturing facilities wherever possible. Maintain water inventory and track the performance of the Company on water conservation measures. 	<p>Negative:</p> <p>Water:</p> <ul style="list-style-type: none"> Higher dependency on local freshwater resources may pose significant operational risks to the Company. <p>Waste:</p> <ul style="list-style-type: none"> Improper disposal of waste may lead to legal action by statutory or regulatory agencies and affects the brand value & reputation of the Company.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Waste:</p> <ul style="list-style-type: none"> Improper disposal of waste may have adverse consequences on the environment. Non-compliance to stringent environmental regulations such as hazardous waste management rules and other regulations by central or state pollution control boards may lead to legal action by the respective agencies. <p>Opportunity:</p> <p>Water:</p> <ul style="list-style-type: none"> Improving water utilization efficiency and implementation of water conservation practices helps in conservation of water resources thereby mitigating water related risks. <p>Waste:</p> <ul style="list-style-type: none"> Promoting circular economy by implementing 3R waste management hierarchy i.e. Reduce, Reuse and Recycle conserves resources and minimizes operational expenditure. 	<p>Waste:</p> <ul style="list-style-type: none"> Promote recycling of waste reduces the dependency on natural resources. Adopt co-processing of waste with calorific value to recover energy from the waste. Ensure compliance with waste management rules. Adopt innovative practices to reduce waste generation during manufacturing and packaging of products. Track the performance of the Company on sustainable waste management practices such as waste reused, waste recycled, co-processed and safely disposed. 	<p>Positive:</p> <p>Water:</p> <ul style="list-style-type: none"> Water conservation through reducing the dependency on freshwater resources saves water procurement costs. Treatment and reuse of treated wastewater improves water utilization efficiency and also mitigates the water related risks. <p>Waste:</p> <ul style="list-style-type: none"> Recycling and co-processing of waste conserves resources and generates additional revenue to the Company. Reduces the waste disposal costs.
3.	Biodiversity	Risk	<p>Risk:</p> <ul style="list-style-type: none"> Considering the impact that our Company's manufacturing and business operations may have on the surrounding biodiversity, particularly in ecologically significant areas. Some of our manufacturing are in proximity to Protected and Key Biodiversity Areas, critical for the conservation of several species. 	<ul style="list-style-type: none"> Conducted site proximity analyses across our business operations to assess potential impacts. The analysis serves as a basic screening of our sites to understand environmental risks associated with our sites. 	<p>Negative</p> <ul style="list-style-type: none"> Incurs additional expenditure to implement biodiversity mitigation plan.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Social					
4.	Human Rights	Risk	<p>Risk: Any violations related to human rights policies and guidelines can lead to reputational damages.</p>	<ul style="list-style-type: none"> Actively assessing the dependency and impact of our business operations on ecosystem services (Provisioning, Regulating, Cultural and Supporting), which helps us to understand the biodiversity related dependency, impacts and risks. Carrying out the site level impact analysis and risk mitigation plan. Development of site level Biodiversity Management Plan for our priority sites. These assessments will help us to minimize the environmental footprint and safeguarding Biodiversity. 	<p>Negative: Violation of human rights leads to legal challenges and also affects the reputation of the Company.</p>
5.	Occupational Health & Safety	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Exposure of employees and workers to toxic or hazardous chemicals, solvents and Active Pharmaceutical Ingredients (APIs) may lead to several occupational related health diseases. Potential workplace safety incidents, ergonomic risks could lead to health & safety risks. 	<ul style="list-style-type: none"> The Company undertakes human rights due diligence (HRDD) annually to identify any potential human rights related violations. Assessment of human rights will continue to be a core part of our value chain assessments. Identify the potential hazards at workplace such as chemical exposure, equipment operation risks, ergonomic issues and mitigate the risks by following appropriate safety practices. Conduct regular training programs on health and safety. Prepare and implement emergency preparedness plan. 	<p>Negative:</p> <ul style="list-style-type: none"> Health & safety related accidents may lead to disruption of operations and also attracts legal action by regulatory agencies affecting the brand value and reputation of the Company.

Corporate Overview

Statutory Reports

Financial Statements

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<ul style="list-style-type: none"> Lack of adequate knowledge on hazards involved in the plant operations and appropriate training to mitigate the risks may pose health & safety related risks to employees and workers. Operations in the Company may involve working with heavy equipment and may prone to higher temperatures, chemical and physical hazards. <p>Opportunity:</p> <ul style="list-style-type: none"> Ensuring safe and healthy work environment boosts employees morale which in turn increase operational efficiency & productivity, reduce absenteeism & turnover rates, improve quality control practices by adopting safe material handling practices and enhances overall reputation of the Company. 	<ul style="list-style-type: none"> Ensure compliance with health & safety related laws, regulations and guidelines. Conducted Safety Champion Programme. Monthly review of EHS performance metrics and safety campaigns are carried out. Ensure PPE is mandatory to all employees and workers while entering plant premises. Implement ISO 45001 (Occupational Health & Safety), British Safety Council's 5-star Safety System and aligning with various global safety programs. Conduct health & safety and fire safety audits to identify and mitigate health & safety related risks. 	<p>Positive:</p> <ul style="list-style-type: none"> Safe environment at workplace protects the employees & workers from potential health hazards facilitating healthier and more productive workforce. Adopting best industrial health & safety standards reduces the downtime and enhances the overall productivity.
6.	Talent Attraction & Retention	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> People are our biggest asset, attracting and retaining the right talent fuels organizational growth towards achieving our vision. 		<p>Positive:</p> <ul style="list-style-type: none"> Talent Attraction and retention enable sustainable financial growth of the Company.
7.	Human Capital Development	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> Employees with desired skills helps in improving the productivity in plant operations, innovations through research & development activities, improvements in product quality, business expansion through sales and marketing. Helps in improving the performance and overall growth of the Company. 		<p>Positive:</p> <ul style="list-style-type: none"> Improves productivity in the plant operations. Improves quality of the products Improves performance of the Company and overall growth of the organization.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Promoting Diversity	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> Promoting gender diversity and fostering a cohesive global workplace culture encourages innovation and excellence at every level. Ensuring optimal blend of skills, gender, industry experience, geographic backgrounds, and age fosters diverse perspectives in decision-making, enhancing oversight and long-term sustainability. 		<p>Positive:</p> <ul style="list-style-type: none"> Increase in diversity facilitates innovation and problem-solving skills of the Company. Improves overall productivity and performance of the Company.
9.	Supply Chain Management	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Disruption of supply chain could potentially impact the supply and sales of products in a timely manner. Delay in supply of products to patients and health care providers may affect the treatment process. Non-availability of products in a timely manner affects the brand value and reputation of the Company. <p>Opportunity:</p> <ul style="list-style-type: none"> Efficient supply chain management system can streamline operations, reduce redundancies, effective logistics and inventory management practices. Strategic collaborations in supply chain management builds strong relationship with logistic partners, suppliers, distributors, and other partners. Optimization of resources in supply chain management minimizes operational expenditure and resources of the Company. 	<ul style="list-style-type: none"> Implement risk mitigation plans for the identified potential risks and vulnerabilities across supply chain of the Company. Evaluate the suppliers on reliability, quality and compliance with the regulatory standards. Conduct regular audits of suppliers to ensure adherence to quality and safety standards. Implement digital solutions for tracking and monitoring of supply chain management for better visibility, forecasting and real time monitoring of inventory and logistics. Diversify the suppliers to mitigate the risks associated with supply chain disruptions. Develop contingency plans for timely supply of products from alternate production sites or warehouses in case of potential supply chain disruptions. 	<p>Negative:</p> <ul style="list-style-type: none"> Disruptions in supply chain may impact the timely sourcing of raw materials, delay in production and supply of products to the customers. Frequent disruptions in supply chain may hamper the operations declining the revenue generation for the Company. <p>Positive:</p> <ul style="list-style-type: none"> Sustainable supply chain management practices optimize the flow of materials & products and improves overall operational efficiency of the Company. Building resilience in supply chain avoids supply chain disruptions and ensures timely supply & delivery of products and services.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Innovation & Research	Opportunity	<p>Opportunity</p> <ul style="list-style-type: none"> Innovation and developing of new products and therapies creates competitive edge and facilitate in rapid expansion of business into new geographies and markets. Development of new products and therapies generates additional revenue, promotes brand value and reputation of the Company. Development of innovative pharmaceutical products addressing the unmet medical needs shows the commitment of the Company to deliver exceptional services promoting well-being of patients. 	<ul style="list-style-type: none"> Foster a culture of innovation through encouraging innovative ideas. Invest in development R&D infrastructure facilitating development of new products. Conduct regular training programs on latest techniques, technologies and scientific advancements. Enhance collaboration with academic institutes to implement joint R&D projects. Protect intellectual property rights of the Company. Proactively identify the healthcare needs from time to time and formulate R&D strategy addressing the unmet medical needs. 	<p>Positive:</p> <ul style="list-style-type: none"> Innovation of new products and therapies generates additional revenue to the Company. Obtaining patents on innovative products ensures long term sustainable growth of the Company. Diversifying product portfolio and addressing the priority health care needs builds brand value and reputation for the Company.
11.	Product Quality & Safety	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Non-compliance with stringent regulatory requirements enforced by global agencies like FDA, EMA and others can result in imposition of fines, product recalls and suspension of manufacturing licenses. Any lapses in quality control mechanisms and testing may pose a severe risk to patient health. <p>Opportunity:</p> <ul style="list-style-type: none"> Adhering to stringent product quality and safety standards helps in getting regulatory approvals and provides access for market entry in various geographies. 	<ul style="list-style-type: none"> Adhere to Good Manufacturing Practice (GMP) compliance across all operations of the Company by maintaining consistency in product composition and quality. Adopt pharmacovigilance processes, quality control standards and Standard Operating Procedures (SOPs) for all manufacturing processes including production, testing and packaging of products. Implement the risk mitigation plans for the potential product quality and safety risks in the life cycle of the products. Ensure regular testing of product prior to dispatch. 	<p>Negative:</p> <ul style="list-style-type: none"> Non-compliance with product quality standards may lead to product recalls, incurs financial losses, pose legal risks, and affects the brand value & reputation of the Company. <p>Positive:</p> <ul style="list-style-type: none"> Maintaining product quality and safety ensures compliance with regulatory standards and helps in obtaining necessary approvals for sales of products.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<ul style="list-style-type: none"> Fulfilling the stringent quality and safety requirements enhances the reputation and trust of the Company thereby leading to higher acceptance and demand for products. 	<ul style="list-style-type: none"> Conduct periodic audits to ensure quality and safety of the product in line with the quality control standards. 	<ul style="list-style-type: none"> Good quality products provide effective treatment to patients and builds trust in patients and healthcare providers on Company's products.
12.	Community Development	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> Implementation of CSR programs builds stronger relationships with the local communities and creates positive business environment. Community development programs uplifts the vulnerable & marginalized groups by providing livelihood opportunities, access to healthcare etc. Creating positive impact on local communities enhances the reputation and brand value of the Company. 		<p>Positive:</p> <ul style="list-style-type: none"> Mitigates conflict with the local communities where we operate.
13.	Enhancing Accessibility of Medicines	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> Improving market access to new geographies to reach underserved population leads to increase in sales and revenue generation for the Company. Enhancing accessibility of medicines creates strong customer base which drives increase in sales and market share. Improved accessibility of medicines also provides better treatment for patients enhancing the reputation and brand value of the Company. 	<ul style="list-style-type: none"> Adhere to applicable standards & practices to obtain necessary approvals for sales of medicines in the respective geographies. Enhance and strengthen the supply chain management system to ensure efficient and reliable distribution of medicines even in remote or underserved areas. Collaborate with healthcare providers, government agencies and Non-Government Organizations (NGOs) to develop and implement programs facilitating access of medicines to underserved population. 	<p>Positive:</p> <ul style="list-style-type: none"> Builds strong customer base, creates competitive advantage and helps in business expansion to new geographies ensuring sustainable growth of the Company.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Governance					
14.	Risk Management	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> Robust risk management framework for proactive identification and mitigation of business risks helps in achieving business resilience of the Company. Mitigation of enterprise related risks in timely manner improve operational efficiency and productivity of the Company. 	<ul style="list-style-type: none"> Implement risk mitigation plan for the identified risks at enterprise level. Adopt appropriate risk management framework by embedding ESG related risks. Ensure compliance with all applicable laws, regulations and guidelines. Track and monitor the performance of the Company on risk mitigation plan for the identified risks. 	<p>Positive:</p> <ul style="list-style-type: none"> Mitigation of all business-related risks including ESG aspects helps in achieving business resilience. Strengthening risk management framework with appropriate policies, governance mechanisms and SOPs ensures sustainable growth of the Company promoting brand value and reputation.
15.	Corporate Governance	Risk & opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Non-compliance with local laws & regulatory requirements such as Current Good Manufacturing Practice (CGMP), Current Good Laboratory Practices (CGLP) etc. may lead to imposition of hefty fines, sanctions and legal actions which may lead to legal and financial risks. <p>Opportunity:</p> <ul style="list-style-type: none"> Compliance with local laws, regulations and applicable standards mitigates marketing, legal & financial risks which helps in achieving long term success and growth of the Company. Proactive implementation of applicable compliance & regulatory requirements aligning with the business strategy and addressing stakeholders' concerns ensures accountability, transparency, ethical behavior, and fairness to all stakeholders. 	<ul style="list-style-type: none"> Adopt robust corporate governance structure with oversight on business strategy adhering to all regulatory and statutory requirements. Ensure diverse skill set and expertise in board of directors and have an adequate representation of Independent Directors to protect stakeholders' interests. Formulation of committees to focus on critical areas of the business. Robust enterprise risk management framework embedding ESG related risks. Transparency in disclosure of financial & non-financial information by adopting global reporting frameworks. Conduct internal & external audits to review governance practices, financial controls and compliance with local laws & regulations. 	<p>Negative:</p> <ul style="list-style-type: none"> Action taken by regulatory agencies due to non-compliance with laws and statutory requirements negatively affects the operations, revenue generation, brand value & reputation of the Company. <p>Positive:</p> <ul style="list-style-type: none"> Implementation of strong corporate governance framework builds trust with stakeholders and enhances overall reputation of the Company. Ensure sustainable business growth by mitigation of legal, financial and operational risks.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
16.	Business Ethics	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Violation of stringent quality regulations, unethical pricing practices, non-adherence to safety protocols can endanger patient health & safety and erodes customers trust affecting Company's brand value and reputation. Compromising business relationships with various stakeholders such as healthcare providers and regulatory agencies may affect the credibility and brand value of the Company. <p>Opportunity:</p> <ul style="list-style-type: none"> Adhering to high ethical standards with integrity, transparency and accountability gains trust of various stakeholders and enhances overall reputation of the Company. Maintaining ethical business conduct aligning with the core values of the Company contribute to positive corporate culture and reduce business risks leading to sustainable business growth of the Company. 	<ul style="list-style-type: none"> Ensure strict adherence to Glenmark Code of Conduct by providing regular training programs. Adhere to stringent compliance requirements and maintain an ethical business culture. Implement appropriate policies and procedures addressing ethical business practices. Conduct regular internal and external audits to ensure compliance with ethical standards and regulatory requirements. Ensure transparency in business practices such as innovation & new product development, clinical trials and reporting mechanisms to avoid potential conflict of interest. Set internal controls to prevent, detect and rectify unethical business practices in line with the regulatory requirements. 	<p>Negative</p> <ul style="list-style-type: none"> Non-compliance with Code of conduct and violation of local laws could lead to imposition of penalties by regulatory agencies, business disruption, revenue loss and reputational risks. <p>Positive:</p> <ul style="list-style-type: none"> Integrating ethics into business practices enhances the reputation of the Company and attract investment from socially conscious investors and financial institutions. Mitigates business related risks leading to long term growth and success of the Company.
17.	Policy Advocacy	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> Policy advocacy can bring positive impact to the Company facilitating drug approval and pricing mechanisms. Improves the healthcare services by addressing public health issues and enhances the overall reputation of the Company. Helps in addressing potential regulatory changes mitigating the marketing, operational and financial risks to the Company. 		<p>Positive:</p> <ul style="list-style-type: none"> Address potential regulatory related changes.

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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
18.	Cybersecurity & Data Privacy	Risk	<p>Risk:</p> <ul style="list-style-type: none"> Cyber attacks may lead to theft of confidential information such as patient data, clinical results data, proprietary research and intellectual property rights etc. and hampers business growth, incurs financial loss and negatively affects the brand value and reputation of the Company. Non-compliance with local laws on data privacy and security such as Health Insurance Portability and Accountability Act (HIPAA) in Unites Sates, General Data Protection Regulation (GDPR) in European Union leads to legal action and imposition of fines. Theft of proprietary data and intellectual property undermine the competitive advantage and results in huge financial losses. Inadequate prevention, detection, and remediation of data security threats can lead to disruption of operations, and negatively affects the reputation of the Company. 	<ul style="list-style-type: none"> Implementation of strong IT management system with multiple controls, multi-factor authentication and protection systems such as anti-virus and firewalls to ensure data security. Implementation of strict access controls mechanisms to ensure only authorized personnel can access the confidential information. Collect and retain only required information to mitigate data breach related risks. Ensure regulatory compliance with GDPR, HIPAA etc. Develop an incident response plan and appropriate procedure for responding to cybersecurity incidents. Conduct regular training programs to employees on end point & network security controls and best practices to mitigate potential IT threats. Proactive monitoring and analysis of any new vulnerabilities and threats through regular scanning of systems and networks. 	<p>Negative:</p> <ul style="list-style-type: none"> Data breaches of confidential information such as patient data, clinical results, proprietary research & intellectual property rights incurs significant financial losses to the Company and erodes the trust gained by the Company.

Section B: Management and process disclosures

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC Principles and Core Elements

S. No.	Principle Description	Reference of Company's Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	<ul style="list-style-type: none"> ➤ Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf) ➤ Board Diversity Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/Board%20Diversity%20Policy.pdf) ➤ Anti Bribery and Anti-Corruption Policy (Available on company's intranet) ➤ Code of Ethics (Available on Company's intranet)
P2	Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> ➤ Environmental Health & Safety Policy (https://glenmarkpharma.com/responsibility/our-policy/)
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> ➤ Occupational Health and Safety Policy (https://glenmarkpharma.com/responsibility/our-policy/) ➤ Environmental Health and Safety Policy (https://glenmarkpharma.com/responsibility/our-policy/) ➤ Nomination and Remuneration Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/nomination_and_remuneration_policy.pdf) ➤ Whistleblower Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/Whistleblowing%20Policy.pdf) ➤ Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf) ➤ Redressal Mechanism for Employee (Available on Company's intranet)
P4	Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> ➤ Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf) ➤ Code of Ethics (Available on Company's intranet) ➤ Redressal Mechanism for Employee (Available on company's intranet) ➤ Corporate Social Responsibility Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/CSR%20Policy.pdf)
P5	Businesses should respect and promote human rights	<ul style="list-style-type: none"> ➤ Human Rights Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy_A.pdf) ➤ Whistleblower Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/Whistleblowing%20Policy.pdf) ➤ Code of Ethics (Available in Company's intranet) ➤ Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf)
P6	Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> ➤ Environment Policy (https://glenmarkpharma.com/responsibility/our-policy/) ➤ Occupational Health and Safety Policy (https://glenmarkpharma.com/responsibility/our-policy/)
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> ➤ Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf) ➤ Code of Ethics (Available on Company's intranet)
P8	Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> ➤ Corporate Social Responsibility Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/CSR%20Policy.pdf)
P9	Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> ➤ IT Policy (Available in Company's intranet) ➤ Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf)

Policy and Management processes

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1(a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1(b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1(c) Web Link of the Policies, if available	https://glenmarkpharma.com/about-us/governance/								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4 Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company adheres to CGMP standards and adopted TCFD apart from accreditations by Central Drugs Standard Control Organisation (CDSCO: India), Science Based Targets Initiative (SBTi), ISO 14001:2015 & 45001:2018 and international regulatory authorities such as USFDA, WHO etc.								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer the Integrated Report for ESG related commitments, goals and targets.								
6 Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Please refer the Integrated Report for the performance of the entity on ESG related commitments, goals and targets.								

Governance, leadership, and oversight

7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	Refer to the message from the Chairman & Managing Director in the Integrated Report of Glenmark Pharmaceuticals Limited.								
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Glenn Saldanha Chairman & Managing Director								
9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Glenmark Pharmaceuticals Limited has a dedicated ESG Committee, governed by the Board, to supervise progress against ESG priorities, commitments, goals & targets. The ESG Committee is established to ensure effective and consistent engagement of the senior management in managing emerging ESG risks and opportunities. The Committee's focus is on incorporating ESG considerations across business functions spanning stakeholder interactions, risk management, manufacturing operations, workforce engagement and supply chain management, among others. The committee plays a key role in appraising progress on the Company's ESG strategy encompassing goals and targets curated to unlock positive outcomes for our economy, environment and the society. The ESG committee details are available in the Corporate Governance section.								

10 Details of Review of NGRBCs by the Company		a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
Subject for Review		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Subject for Review		b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	Performance evaluation of policies is carried out periodically. As required, follow up action is discussed and approved by the relevant management authority governing the respective policy. Through this process, our policies are subjected to continual review and updation and we ensure that we adopt the necessary practices to augment economic, social and environment outcomes across business activities.								
2	Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	The Company is compliant with all regulatory and statutory requirements and there are no non-compliances or violations in the FY 2023-24.								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees. Independent assessment / evaluation of the working of its policies by an external agency will be done on need basis.								
12	If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:									
Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)										
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)						Not Applicable				
It is planned to be done in the next financial year (Yes/No)										
Any other reason (please specify)										

Section C: Principle-wise performance disclosure

Principle 1: Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the FY 2024

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	8	Familiarisation/ awareness programmes for the Board of Directors/ KMPs of the Company are done periodically as part of Board process covering various areas pertaining to the business, strategy, risks, operations, regulations, code of business conduct and ethics, economy and environmental, social and governance parameters. In addition, frequent updates are shared with all the Board members/ KMPs to appraise them of developments in the Company, key regulatory changes, risks, compliances and legal cases.	100%
Key Managerial Personnel	8		100%
Employees other than BoD and KMPs	20	Conflict of Interest Global Policy, Global Anti-Bribery and Anti-Corruption (Advance), Interactions with Members of Health Care Community, The Glenmark Ethics line, Third Party Risk Management, Whistleblower, Code of Conduct, Pharmacovigilance, POSH etc.	100%
Workers	24	Conflict of Interest Global Policy, Global Anti-Bribery and Anti-Corruption, Community, The Glenmark Ethics line, Code of Conduct, Pharmacovigilance, several programs on Environment Health & Safety (Usage of PPE, working at height and use of fall arrester, machine guarding, laboratory safety, manual material handling, usage of safety shower & eye washer, emergency preparedness and response plan, EHS Policy, Hazard Identification and Risk Assessment, Lock Out Tag Out, electrical safety at work place, safety measures while working on roof & fragile roof, hazardous waste management, spill control, fire fighting & handling of SCBA, prevention of slip, trip & fall hazard, reporting of near miss/hazards, ergonomics, first aid, hazardous, non-hazardous and bio-medical waste management)	100%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2024

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/Fine					
Settlement			Nil		
Compounding fee					
Non – Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment					
Punishment			Nil		

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

4. Does the entity have an anti-corruption policy or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, Glenmark has a Global Anti-Bribery and Anti-Corruption (“ABAC”) policy. This policy is global in scope and applies to all employees of Glenmark Pharmaceuticals Limited, and Business Partners engaged in activities with Glenmark. Glenmark’s Code of Conduct states the way we work and do business, the ABAC policy ensures that Glenmark’s business is conducted in a legal and socially responsible manner. The ABAC policy covers the principles and requirements of ABAC, including maintenance of business documentation and financial records. Our Code of Conduct expects that we honor ABAC laws and our ABAC policy aligns with all relevant international and local ABAC laws. Beyond English, the policy is also available in Polish, Czech, Portuguese, Russian, Slovakian and Spanish languages on our intranet. Training on this policy is part of the induction process for all new Employees. All existing Employees receive regular training on how to implement and adhere to this policy. ABAC policy is available on the Company's intranet.

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

Segment	FY 2024	FY 2023
1 Directors	Nil	Nil
2 Key Managerial Personnel	Nil	Nil
3 Employees	Nil	Nil
4 Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

Segment	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
1 Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
2 Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable

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

	FY 2024	FY 2023
Number of days of accounts payables	273	217

9. Open-ness of business

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

Parameter	Metrics	FY 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	57.71%	60.79%
	b. Number of dealers / distributors to whom sales are made	298	279
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	53.87%	49.88%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	41.85%	38.48%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.03%	98.79%
	d. Investments (Investments in related parties / Total Investments made)	93.83%	99.47%

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
5	Supplier Code of Conduct, Emergency Response and Preparedness Plan, EHS Policy, Contractor's EHS Agreement, Plastic Waste Management	100%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. In the meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. Additionally, the Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

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

Segment	FY 2024	FY 2023	Details of improvements in environmental and social impacts
R&D	100%	100%	<ul style="list-style-type: none"> Installed necessary equipment facilitating switching of fuel from High-Speed Diesel (HSD) to Low Sulphur Heavy Stock (LSHS).
Capex	3.40%	2.78%	<ul style="list-style-type: none"> Implemented monitoring mechanism for Effluent Treatment Plant (ETP) at Sikkim facility. Installed solar water heating system at Nalgarh facility to reduce the dependency on thermal energy and to prevent greenhouse gas emissions. Upgraded Direct Expansion Heat Exchanger of Air Handling Unit (AHU) to Chilled Air Handling Unit at Nashik facility to avoid utilization of refrigerants & coolants and to reduce the greenhouse gas emissions.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes

- If yes, what percentage of inputs were sourced sustainably?**

100% of the input materials were sourced sustainably.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste**

Glenmark is involved in the manufacture and sale of pharmaceutical products. Only plastic waste is generated after the end of life of the products. We have appropriate systems and practices under Extended Producer Responsibility (EPR) for waste management in ecofriendly manner in compliance with the pollution control board norms.

Plastic waste generated from the end of life of products comprises rigid, flexible and multi-layered packaging material. We have engaged third party agency authorized by the pollution control board for collection of waste from the locations of business operations, reuse and recycling of waste and safely dispose residual fraction of plastic waste. The recyclable fraction of waste is recycled to produce value added products such as plastic granules etc. Whereas the residual fraction of waste is co-processed to recover energy and safely dispose residual fraction of waste.

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

Yes, EPR is applicable to the Company as per Plastic Waste Management Rules 2016, and subsequent amendments. The Company has obtained EPR authorization from the CPCB under Brand Owner category and Importers category and our waste collection plan is in line with the EPR plan and targets given by the CPCB. The Company also submits returns to the CPCB on an annual basis as part of EPR compliance requirement.

LEADERSHIP INDICATORS

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
210	Soprobac pMDI	1.3%	Cradle to Grave System boundary in the LCA Study of Soprobac pMDI	Yes	No
210	Tiogiva18 DPI	0.4%	Cradle-to-Grave System boundary in the LCA Study of Tiogiva18 DPI	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
	Not Applicable	

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024	FY 2023
	Not Applicable	

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024			FY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics	Nil	2,712	88	Nil	1,656	117
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other Waste	NA	NA	NA	NA	NA	NA

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic waste	100%

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1.

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

Category	Total (A)	% Of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	10,003	10,003	100%	10,003	100%	NA	NA	5,076	50.74%	1,617	16.16%
Female	796	796	100%	796	100%	796	100%	NA	NA	284	35.68%
Total	10,799	10,799	100%	10,799	100%	796	7.37%	5,076	47.00%	1,901	17.60%
Other than Permanent Employees											
Male	66	66	100%	66	100%	NA	NA	66	100%	4	6.06%
Female	54	54	100%	54	100%	54	100%	NA	NA	2	3.70%
Total	120	120	100%	120	100%	54	45.00%	66	55.00%	6	5.00%

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

Category	% Of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1,877	1,877	100%	1,877	100%	NA	NA	1,861	99.15%	1,110	59.14%
Female	60	60	100%	60	100%	60	100%	NA	NA	58	96.67%
Total	1,937	1,937	100%	1,937	100%	60	3.10%	1,861	96.08%	1,168	60.30%
Other than Permanent Workers											
Male	3,029	3,029	100%	3,029	100%	NA	NA	3,029	100%	2,671	88.10%
Female	402	402	100%	402	100%	402	100%	NA	NA	370	92.04%
Total	3,431	3,431	100%	3,431	100%	402	11.72%	3,029	88.21%	3,041	88.63%

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

	FY 2024	FY 2023
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.17%	0.15%

2. Details of retirement benefits for Current and Previous Financial Years

S. No.	Benefits	FY 2024			FY 2023		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	NA	100%	100%	NA
3	ESI	100%	100%	Yes	100%	100%	Yes
4	Others – please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Most of our premises and offices have elevators, wider aisles, clear pathways facilitating easy movement of differently abled employees.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Glenmark is an equal opportunity employer committed to fostering diversity in the workplace, both in its employees and leadership team including differently abled. Diversity, inclusiveness and respect for all stems from our organizational values and are essential to our success. We ensure the collaborative work environment free of discrimination and harassment. At Glenmark, we are committed to maintaining an environment that celebrates our people – their differences, values and contribution. We provide fair remuneration ensuring that the compensation packages are equitable, competitive, and commensurate with the nature of the work performed, as well as the skills, qualifications, and experience of the individual. We adhere to applicable laws and regulations governing wages and maintain transparency in our compensation packages. The "equal opportunity for all" policy is available at the weblink <https://glenmarkpharma.com/responsibility/equal-opportunity-for-all/#:~:text=We%20are%20committed%20to%20the,free%20of%20discrimination%20and%20harassment>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	100%	89%	100%	93%
Female	97%	92%	100%	100%
Total	100%	90%	100%	93%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

Yes/No (If yes, then give details of the mechanism in brief)	
1. Permanent workers	<p>Glenmark has a comprehensive employee grievance policy, and ethics portal to report grievances. To ensure timely redressal of grievances, multiple channels of communication have been established such as ethics line, supervisor, human resources department, compliance officer and grievance officer to report grievance.</p> <p>The ethics line is managed by independent third-party agency and grievances can be reported confidentially or anonymously in multiple languages. The telephone numbers for grievance reporting are available at http://glenmark.ethicspoint.com/ and on the posters that are displayed in the workplace or can also be reported using the ethics line web portal using the same link. And also, a dedicated email address of grievance officer i.e. grievance.officer@glenmarkpharma.com has been circulated to all employees and workers.</p>
2. Other than permanent workers	
3. Permanent employees	
4. Other than permanent employees	

Note: Employees and workers belonging to both permanent and contractual categories are governed by Glenmark grievance redressal policies and mechanisms. Whereas employees and workers under third payroll are governed by the respective agencies who have deployed the staff.

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

Category	FY 2024			FY 2023		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / Workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	10,799	Nil	NA	11,362	Nil	NA
Male	10,003	Nil	NA	10,638	Nil	NA
Female	796	Nil	NA	724	Nil	NA
Total Permanent Workers	1,937	365	18.84%	357	344	96.36%
Male	1,877	359	19.13%	335	335	100%
Female	60	6	10.00%	22	9	40.91%

8. Details of training given to employees and workers

Category	FY 2024					FY 2023				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation ¹	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	10,003	10,003	100%	8,506	85.03%	10,638	10,638	100%		
Female	796	796	100%	796	100%	724	724	100%	Refer to Note 1	
Total	10,799	10,799	100%	9,302	86.14%	11,362	11,362	100%		
Workers										
Male	1,877	1,877	100%	1,877	100%	335	335	100%		
Female	60	60	100%	60	100%	22	22	100%	Refer to Note 2	
Total	1,937	1,937	100%	1,937	100%	357	357	100%		

Note 1 – Total training hours conducted on skill upgradation in FY 2022-23 was 4,20,481; out of which 3,99,547 training hours conducted for male and 20,934 training hours conducted for female.

Note 2 – Total training hours conducted on skill upgradation in FY 2022-23 was 4,50,314; out of which 4,31,927 training hours conducted for male and 18,387 training hours conducted for female.

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

Category	FY 2024			FY 2023		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	10,003	10,003	100%	10,638	10,638	100%
Female	796	796	100%	724	724	100%
Total	10,799	10,799	100%	11,362	11,362	100%
Workers						
Male	1,877	1,877	100%	335	335	100%
Female	60	60	100%	22	22	100%
Total	1,937	1,937	100%	357	357	100%

10. Health and Safety Management System**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage such system?**

Yes. We have implemented occupational health and safety management system at all facilities in India i.e. 8 manufacturing facilities and 3 research and development centers. We ensure occupational health and safety of all employees and workers including permanent and contractual categories. 7 out of 8 manufacturing facilities are ISO 45001:2018 (Occupational health and safety management system) certified. An appropriate governance structure to track and monitor the performance of the Company on various Environment Health and Safety (EHS) Key Performance Indicators (KPIs) is in place. We also assess the effectiveness of our EHS initiatives by conducting periodical audits.

We provide guidelines and instructions to all employees and workers on workplace dangers, including health hazards and the remedial measures to be undertaken to overcome the workplace hazard situations. Further, we have displayed emergency contact numbers, exit plans, emergency siren indicators, fire alarms, signboards, safety precautions & instructions, firefighting techniques, PPE matrix, evacuation plan etc in a proactive manner mitigating the workplace OHS risks.

b. What are the processes used to identify work related hazards and assess risks on a routine and non-routine basis by the entity?

Identification of workplace hazards is carried out by conducting Risk Assessment (RA), Hazard Identification and Risk Assessment (HIRA), plant safety inspection, Job Safety Analysis (JSA), Process Hazard Analysis (PHA), etc. In the case of non-routine tasks, the Company has well established systems, practices, internal guidelines which ensure 100% compliance to Permit to Work (PTW) by conducting prior risk assessment. The risk assessment process considers various factors, including the severity and likelihood of potential hazards, the nature of the task, and the surrounding

environment. We encourage all employees and workers to report unsafe acts, unsafe conditions, incident, accident or near-miss incidents through various modes of channels. Based on the identified risks, an appropriate mitigation strategy shall be implemented to prevent workplace hazards.

Hazard Identification & Risk Assessment –

- Department heads, in consultation with the EHS head, are made responsible for identifying hazards and associated risks in their activities and equipment, as well as implementing recommended corrective actions.
- Croner’s “nomogram” tool is used to assess risk rating of hazard based on the factors such as likelihood of occurrence, frequency of exposure, extent of harm, severity, and property damage. Engineering, administrative, and PPE controls are applied to eliminate or reduce the OHS risk of identified hazards to an acceptable level.
- To improve the hazard and near-miss identification process, employees of all levels are involved and made responsible for risk mitigation in the workplace.
- The site leadership team consists of the plant heads and all department heads who have been trained on the IS14489 OHS auditing standard and employees trained on ISO 45001 Internal auditor training course for identifying hazards and risks in the plant premises. Daily OHS inspections are performed by the EHS head in collaboration with the corresponding area owner, weekly by the plant head, and monthly by other HODs. Every weekend, observations from these inspections are collected and shared with the Global EHS head and the Global manufacturing head to review its compliance. On a monthly basis, the same information is presented to President of Operations.
- Safety champions programmes are conducted on regular basis and monthly review of EHS performance metrics and EHS campaigns are carried out.
- Internal SOP on “Risk Assessment and Safe Working Procedure” is followed.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, Glenmark has adopted well established processes, systems and practices for workers to report work related hazards. We have dedicated safety committees, who are primarily involved in identification of workplace risks, hazards, taking corrective actions, aiding management in meeting safety standards, investigation and documentation of entire process. We have several processes to report work related hazards by workers and remove themselves from risks which comprises of the following:

- Monthly safety campaign on electrical safety, emergency equipment and emergency preparedness, machine guarding, PTW system, chemical safety, Lock Out Tag Out & Try Out, hand & finger protection, road safety/traffic management, safe behaviour and height work safety to reduce safety related incident rate and raise awareness among all employees and workers.
- Identification and recognizing employees and workers through “Safety Champion Programme” who have identified unsafe acts and unsafe conditions (UA&UC), reporting them through online portal, conducting Tool Box Talk (TBT) etc.
- Implemented Global Safety Programs across all facilities and periodical assessments were conducted. Our 16 global safety programs comprises of Contractor Safety, Chemical Safety, Working at Height Safety, Lock-Out Tag-Out System Safety, Electrical Safety, Confined Space Safety, Machine Guarding Safety, Emergency Preparedness & Response, Management of Change Control, Personal Protective Equipment, Occupational Health Management, Industrial Hygiene, Traffic Management, Ergonomics, Process Safety and Lifting tools & tackles. We have digitalized our safety programme by launching e-modules on Chemical safety, Machine guarding, Contractor Safety, Lock Out & Tag Out program, Confined Space Entry for easy access and ensuring effective learning.
- Monthly assessment of EHS performance matrix scores on various EHS indicators and recognition of “Best EHS Performer” is carried out.
- Conducted Behavior Based Survey at few sites through interviews on EHS parameters targeting top management, middle management and value chain partners.
- British Safety Council has conducted gap audit for Chhatrapati Sambhaji Nagar (Aurangabad) site.

- Established “Nearly and Hazard Management Online Portal” to report near miss incidents and hazards by employees and to evaluate OHS risks in timely manner followed by corrective actions. Internal SOP on “Reporting of Near-Miss & Hazard and Implementation of Corrective Action Through Online Portal” is available in Company’s intranet.
- Conducted training programs on investigation, root cause analysis by an external health & safety expert.
- OHS Inspections at site conducted by Departmental HOD’s, Site heads helps to report the hazards and close them before any incidents can occur.
- Safety Committee Meeting is also one of the channels to share concerns related to hazards and mitigate those risks.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes / No)

Yes, we have organized medical camps and medical check-ups to diagnose the non-occupational diseases and to provide necessary treatments. Some of the initiatives for well-being of employees and workers include health talks on nutrition and wellness, fitness, yoga, health safety & training etc.

11. Details of Safety related incidents

S. No.	Safety Incident/Number	Category	FY 2024	FY 2023
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.08	0
		Workers	0	0.12
2	Total recordable work-related injuries	Employees	3	0
		Workers	1	1
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

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

- Glenmark is committed to workplace and employee safety. Creating safe working conditions goes hand in hand with operational excellence. ‘Safety is everyone’s duty,’ and we at Glenmark make it a point to instill a safety mind-set in everyone from top management to the operational employees.
- Glenmark manufacturing sites have been accredited with the latest OHS management system, ISO 45001:2018. Its plan, do, check and act principles are very well implemented to address OHS risks and opportunities in site operations. OHS risks such as fall from height, fire, occupation and equipment related injuries, exposure of toxic and flammable atmospheres, among other have been addressed through robust mechanisms such as the Global Safety Programs, Work Permit System, OHS inspections by site leadership team, on-time and online reporting of Near-Miss & Hazard, Hazard Identification & Risk Assessment system, Change management system, onsite emergency planning and response, Mock-drills and so on which have a significant positive impact on employee health and safety. Because of the collaborative approach and employee participation in these efforts, the safety culture at the site is very adaptable for OHS improvement.

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

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	NA	NA	Nil	NA	NA
Health & Safety	Nil	NA	NA	Nil	NA	NA

14. Assessments for the year

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

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

Internal audits are done on regular basis for safety related parameters in our premises and the corrective actions are taken based on the findings of the reports. 7 out of 8 manufacturing facilities are ISO 45001:2018 certified. GPL conducts regular mock drills and safety trainings periodically to train its employees and workers. Emergency response team is formed by employees to handle any emergency in the premises and necessary basic trainings related to first -aid, firefighting etc. are given on regular basis to employees and workers in the facilities. The Company also arranges employee awareness sessions on safety and other relevant safety topics.

LEADERSHIP INDICATORS**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?**

Yes. We have 3 life insurance policies covering all employees and workers of Glenmark Pharmaceuticals Limited which include Group Term Life Insurance, Term life in lieu of EDLI and Group Personal Accident.

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

The Company ensures that statutory dues as applicable to the transactions within its remit are deducted and deposited in accordance with the applicable regulations. The Company also expects its value chain partners to uphold business responsibility principles and values of transparency and accountability by timely payment of statutory dues.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024	FY 2023	FY 2024	FY 2023
Employees	Nil	Nil	NA	NA
Workers	Nil	Nil	NA	NA

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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

Not Applicable

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

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

The identification and engagement with stakeholders who are relevant to the Company comprises of 4 steps which include stakeholder identification process, review process, channels of communication and frequency of engagement.

- **Stakeholder Identification:** Identification of relevant stakeholders is based on various factors such as impact, interest, legitimacy, influence, and criticality. Each stakeholder has unique concerns, needs, expectations and priorities.
- **Review Process:** The entire process of stakeholder identification is reviewed and updated periodically considering their feedback and significant operational or strategic changes in the organization.
- **Channels of Communication:** Channels of communication varies from stakeholder to stakeholder depending on the type of stakeholder, accessibility and the size of each stakeholder group. Adopted several channels for stakeholder communication such as one-to-one meetings, virtual and physical sessions, site visits, feedback, surveys, and focused group discussions, among others.
- **Frequency of Engagement:** The frequency of interaction with the specific stakeholder Group depends on their needs that are identified through stakeholder review processes.

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

Please refer the Integrated Annual Report for the FY 2023-24.

LEADERSHIP INDICATORS

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

We consult with relevant stakeholders on need basis as per the stakeholder engagement plan and take insights on economic, environmental and social topics in a periodical manner. The feedback from such consultation is taken via physical meetings, virtual calls, emails, surveys, phone calls and other modes of communication. The feedback obtained from the stakeholder consultation process is updated to the Board on periodical basis for decision making on various sustainability aspects.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. The Company has identified Environment Social and Governance related material issues relevant to the Company by conducting materiality assessment. As part of materiality assessment, we have considered the survey results obtained from employees and senior management of Glenmark, sustainability frameworks, and priorities considered by the peer companies. The stakeholder survey comprises formulating questionnaire to the respective stakeholders and based on the survey results, the prioritization of environmental, social and governance topics were carried out. The Company's business strategy, goals & targets are aligned with the identified material issues.

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

The Company puts extra effort in supporting and uplifting society's underrepresented and disadvantaged segments. Among the stakeholders, GPL is aware of the challenges being faced by women, differently abled, vulnerable groups. Therefore, disadvantaged populations are given special consideration, and their problems are addressed. The Company's CSR initiatives in the fields of education, health and hygiene, the environment, and women and child health are geared towards the underprivileged, weak, and marginalized groups in society. No significant difficulties were reported by marginalized or vulnerable stakeholder groups throughout the reporting period.

Principle 5: Businesses should respect and promote human rights**ESSENTIAL INDICATORS****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity**

Category	FY 2024			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	10,799	10,799	100%	11,362	5,805	51.09%
Other than permanent	120	Nil	NA	296	Nil	NA
Total employees	10,919	10,799	98.90%	11,658	5,805	49.79%
Workers						
Permanent	1,937	1,937	100%	357	95	26.61%
Other than permanent	3,431	Nil	NA	2,950	Nil	NA
Total workers	5,368	1,937	36.08%	3,307	95	2.87%

2. Details of minimum wages paid to employees and workers

Category	FY 2024					FY 2023				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent										
Male	10,003	163	1.63%	9,840	98.37%	10,638	14	0.13%	10,624	99.87%
Female	796	26	3.27%	770	96.73%	724	1	0.14%	723	99.86%
Other than permanent										
Male	66	64	96.97%	2	3.03%	218	109	50.00%	109	50.00%
Female	54	52	96.30%	2	3.70%	78	16	20.51%	62	79.49%
Workers										
Permanent										
Male	1,877	310	16.52%	1,567	83.48%	335	99	29.55%	236	70.45%
Female	60	26	43.33%	34	56.67%	22	5	22.73%	17	77.27%
Other than permanent										
Male	3,029	1,059	34.96%	1,970	65.04%	2,689	997	37.08%	1,692	62.92%
Female	402	126	31.34%	276	68.66%	261	55	21.07%	206	78.93%

3. Details of remuneration/salary/wages**a. Median remuneration/wages:***

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR Mn)	Number	Median remuneration/ salary/ wages of respective category (INR Mn)
Board of Directors (BoD)	2	135.36	1	60.84
Key Managerial Personnel	3	102.12	1	60.84
Employees other than BoD and KMP	9,998	0.65	794	0.98
Workers	1,877	0.44	60	0.45

Note: * The sitting fees paid to Non-Executive Directors is not considered in estimating the median remuneration.

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

	FY 2024	FY 2023
Gross wages paid to females as % of total wages	9.45%	9.39%

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

The Company is having grievance redressal mechanism to address grievances pertaining to human rights violations. All employees and workers are encouraged to report human rights related violations on issues relating to injustice, criticism, unfairness or violation of dignity. Any violation of Human Rights as per the Human Rights Policy Statement of Glenmark, should be reported to the local HR Department or to the legal team of Glenmark (globalcompliance@glenmarkpharma.com). We ensure prompt investigation, addressing and responding to the concerns of employees on human rights violations and take appropriate action.

Human rights policy statement of Glenmark is available at https://glenmark.bcdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy.

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

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	5	Nil	NA	2	Nil	NA
Discrimination at workplace	Nil	NA	NA	Nil	NA	NA
Child Labour	Nil	NA	NA	Nil	NA	NA
Forced Labour/ Involuntary Labour	Nil	NA	NA	Nil	NA	NA
Wages	Nil	NA	NA	Nil	NA	NA
Other human rights related issues	18	3	NA	13	1	NA

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

	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	5	2
Complaints on POSH as a % of female employees / workers	0.58%	0.27%
Complaints on POSH upheld	5	2

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

The Company has an appropriate mechanism to protect the complainant in the event of discrimination and harassment cases:

- Glenmark has Employee Grievance Redressal policy and POSH policy in place to address the above.
- Glenmark encourages to raise concerns without fear. Glenmark does not tolerate, and expressly prohibits, treating negatively any person who makes a report in good faith.
- Anyone who behaves negatively against someone who has reported a concern in good faith is subjected to corrective action by Glenmark, up to and including disciplinary action such as termination of employment or contract.
- As per the Human Rights Policy Statement of Glenmark, no reprisal or retaliatory action shall be taken against any employee for raising concerns on human rights violations.
- All reports related to discrimination and harassment cases are maintained confidentially and addressed in a timely manner.
- Glenmark provides adequate training on human rights, prevention of sexual harassment etc to employees and workers from time to time.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, the company's supplier code of conduct forms part of business agreements and contracts and mandates all suppliers to adhere to the following:

- All our suppliers are prohibited the use of child labour and forced labor (including but not limited to human trafficking and modern day slavery) in their business operations.
- Suppliers should not discriminate on the basis of race, colour, gender, age, nationality, religion, sexual orientation and marital status with any individual whom they interact with on behalf of Glenmark through periodical audits.
- All suppliers are expected to comply with all applicable laws and mandatory industry standards pertaining to minimum wages, overtime pay and legally mandated benefits.

10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

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

No significant risks/concerns identified during the assessment.

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

Glenmark Pharmaceuticals Limited continuously evaluates the requirements on changing business processes considering the human rights grievances/complaints. Currently, the existing human rights policy is mitigating all kinds of human rights related risks.

2. Details of the scope and coverage of any Human rights due diligence conducted.

Glenmark Pharmaceuticals Limited has an appropriate human rights due diligence process to identify the human rights violations in the business operations such as child labor, forced labor, discrimination, harassment and freedom of association etc. Our values serve as the cornerstone of a dependable, accountable, and respected corporation. These ideals provide strategic guidance for conducting business effectively while protecting and honoring the workforce's dignity and their fundamental human rights. The human rights due diligence procedure ensures strict compliance with all statutory laws, human rights directives, and other regulations while evaluating the code of conduct's adherence on a quarterly basis.

- 100% of operations during the current reporting period were examined for compliance with human rights.
- Specialized training on human rights laws and practices has been given to all employees and workers.
- Glenmark acknowledges, respects and commits to operating its business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights. Glenmark's Human Rights Policy Statement applies to all Glenmark employees and expects anyone doing business for or with Glenmark and others acting on Glenmark's behalf to respect all Human Rights. The guidelines of human rights policy statement includes:
 - a. Respects for all Human Rights.
 - b. Glenmark supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations.
 - c. Glenmark does not use child labor and forced labor in any of its operations.
 - d. Glenmark acknowledges the Human Rights of its employees throughout the globe and endeavors to provide a safe and healthy working environment for all employees. Glenmark creates workplaces in which open and honest communications among all employees are valued and respected.

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

Yes, the premises and offices of the Company are accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. The offices have necessary infrastructure arrangements facilitating easy access to differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	NA

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

Not Applicable

Principle 6: Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity

Parameter	FY 2024	FY 2023
From renewable sources		
Total electricity consumption (A) (GJ)	18,481	20,830
Total fuel consumption (B) (GJ)	8,958	9,029
Energy consumption through other sources (C) (GJ)	Nil	Nil
Total energy consumed from renewable sources (A+B+C) (GJ)	27,439	29,859
From non-renewable sources		
Total electricity consumption (D) (GJ)	3,50,055	3,28,162
Total fuel consumption (E) (GJ)	1,36,968	1,37,997
Energy consumption through other sources (F) (GJ)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F) (GJ)	4,87,023	4,66,159
Total energy consumed (A+B+C+D+E+F) (GJ)	5,14,462	4,96,018
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations in crores)	65	60
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations in crores adjusted for PPP)	1,460	1,352
Energy intensity in terms of physical output (Total energy consumed / production in tons)	34	30
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No. It is not applicable.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Provide details of the following disclosures related to water

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kiloliters)		
(i) Surface water	5,182	7,026
(ii) Groundwater	2,65,516	2,70,017
(iii) Third party water	2,04,066	2,08,021
(iv) Seawater / desalinated water	Nil	Nil
(v) Others*	Nil	400
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	4,74,764	4,85,064
Total volume of water consumption (in kiloliters)	4,67,791	4,84,516
Water intensity per rupee of turnover (Total water consumption / Revenue from operations in crores)	59	59
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations in crores adjusted for PPP)	1,328	1,320
Water intensity in terms of physical output (Total water consumption / production in tons)	31	29
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

*Water conserved through rainwater harvesting.

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

No. It is not applicable.

4. Provide the following details related to water discharged

Parameter	FY 2024	FY 2023
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment – Tertiary treatment	6,973	548
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	6,973	548

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

No. It is not applicable.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

All manufacturing facilities of GPL except Taloja and Baddi have implemented Zero Liquid Discharge within the premises of the facilities. The wastewater generated from the operations is treated and reused within the premises of the respective sites for various activities such as utilities and gardening etc to reduce the freshwater consumption.

6. Provide details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY 2024	FY 2023
NOx	mg/nm ³	121	103
SOx	mg/nm ³	43	31
Particulate matter (PM)	mg/nm ³	58	69
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No. It is not applicable

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2024	FY 2023
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	15,240	12,703
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	69,622	64,812
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations in crores)		11	9
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in crores adjusted for PPP)		241	211
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions / production in tons)		6	5
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No. It is not applicable.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

S. No.	Location	Projects
1	Goa	➤ Switched to Piped Natural Gas for meeting fuel requirements in boiler operations at Goa Site.
2	Nalagarh & Baddi	➤ High Speed Diesel was replaced with Liquefied Petroleum Gas for boiler operations at Nalagarh and Baddi.
3	Nashik	➤ Replacement of fossil fuels with Biodiesel and Biofuel done at Nashik ➤ In-house online software has been deployed for monitoring of electricity consumption on daily basis.
4	Chhatrapati Sambhaji Nagar (Aurangabad)	➤ Furnace oil has been replaced with Biofuel to minimize air pollution. Also resulted in saving of FO pre-heater energy consumption as there is no preheating requirement for biofuel. ➤ Motion sensors installed to Auto On/Off of lighting in service areas and conference rooms, offices to conserve energy. ➤ Installation of VFDs for high HP electrical systems. ➤ In-house online software for daily monitoring of electricity consumption. ➤ Replacement of fossil fuels with Biodiesel and Biofuel done at Aurangabad site.

S. No.	Location	Projects
5	Taloja & Mahape	<ul style="list-style-type: none"> ➤ Installation of roof top solar power plant and sourcing of solar energy through open access is being practiced at Taloja and Mahape facilities to increase the share of renewable energy in the total energy consumption. ➤ Energy conservation measures such as replacement of old equipment with energy efficient equipment and automation of processes is carried out. ➤ Converted 256 Conventional Lamps to LED lamps at Taloja facility.

9. Provide details related to waste management by the entity

Parameter	FY 2024	FY 2023
	Total Waste generated (in MT)	
Plastic waste (A)	715	333
E-waste (B)	3	4
Bio-medical waste (C)	19	22
Construction and demolition waste (D)	196	0
Battery waste (E)	6	4
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1,120	1,255
Other Non-hazardous waste generated (H). Please specify, if any.	1,772	1,415
Total (A+B + C + D + E + F + G + H)	3,831	3,033
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in crores)	0.48	0.37
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations in crores adjusted for PPP)	11	8
Waste intensity in terms of physical output (Total waste generated / production in tons)	0.25	0.18
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2024	FY 2023
	Total Waste generated (in MT)	
(i) Recycled	2,706	1,678
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	2,706	1,678

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2024	FY 2023
	Total Waste generated (in MT)	
(i) Incineration	163	150
(ii) Landfilling	45	150
(iii) Other disposal operations	917	972
Total	1,080	1,272

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

No. It is not applicable.

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

- The Company has waste management plan and standard operating procedures (SOPs) for the management of various types of waste across all sites.
- We practice segregation of waste, recovery of energy through co-processing and disposal of residual fraction of waste in safe manner. About 69% of the total waste is diverted for energy recovery through co-processing i.e. usage of waste as an alternative fuel.
- 4 manufacturing facilities and 2 R & D facilities achieved Zero-Waste-To-Landfill.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes. The Company is compliant with all the applicable environmental laws / regulations / guidelines in India				

LEADERSHIP INDICATORS

1. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area: Pithampur
- Nature of operations: Manufacturing unit
- Water withdrawal, consumption, and discharge:

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kiloliters)		
(i) To Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	1,00,876	92,122
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters)	1,00,876	92,122
Total volume of water consumption (in kiloliters)	1,00,876	92,122
Water intensity per rupee of turnover (Water consumed / turnover in crores)	13	11
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Parameter	FY 2024	FY 2023
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kiloliters)	NA	NA

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No. It is not applicable.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024	FY 2023
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,70,970	1,75,069
Total Scope 3 emissions per crore of turnover		22	21
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No. It is not applicable

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Switching from thermal energy to renewable energy	<ul style="list-style-type: none"> ➤ Installation of rooftop of solar power plants. ➤ Sourcing of solar energy for Taloja & Mahape facilities. 	Reduction of GHG emission through sourcing of renewable energy
2.	Deployment of energy efficient equipment	Replacement of energy intensive equipment with energy efficient equipment and automation of processes to conserve energy sources.	Energy conservation

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.

Yes. We have a Disaster Management Plan / Onsite Emergency Plan which includes details of the organization, factory layout plan, objectives, process, process hazard and their control measures, natural calamities and their control measures, environment impact assessment plan, emergency evacuation plan, emergency declaration procedures, plant safe shut down procedures and organogram of emergency action plan amongst other important things. The Company has also defined required responsibilities, assembly points, medical arrangements, MSDS, external telephone numbers and important mutual aid telephone numbers for efficient functioning during any kind of emergency.

In case of business disruption, an appropriate risk mitigation strategy with standard operating procedures, detailed guidelines on roles & responsibilities and action plans for timely response are in place. The action plans are designed for the common identified business disruption risks covering the aspects of “to respond to”, “to mitigate the effects of”, “and “to restore” the operations in safe and responsible manner. The action plan contains the appropriate measures to be taken for the identified risks to avoid or prevent casualties, injuries, migratory measures, conduct a swift and efficient relief and rescue operation on need basis, hasten the return of normalcy. Further, training has been given to all employees and contract workers to respond during emergency or any kind of disaster.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

Nil

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts

Out of 716 suppliers for raw material and packaging materials, 181 suppliers are critical suppliers for whom environmental impacts were assessed by the company. The percentage of critical suppliers among value chain partners by value of business contributes to 90%.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**ESSENTIAL INDICATORS****1.****a. Number of affiliations with trade and industry chambers / associations:**

Six (6)

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

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2.	Indian Pharmaceutical Alliance (IPA)	National
3.	Indian Drug Manufacturers' Association (IDMA)	National
4.	Pharmaceuticals Export Promotion Council (PHARMEXCIL)	National
5.	Federation of Pharma Entrepreneurs (FOPE)	National
6.	Bombay Chamber of Commerce and Industry (BCCI)	State

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

Not Applicable

LEADERSHIP INDICATORS**1. Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	Advocacy to strengthen innovation and R&D landscape of domestic pharmaceutical sector	Representation directly and through industry associations	No	Periodical	NA
2.	Implementation of UCPMP	Representation directly and through associations	No	Periodical	https://www.ipa-india.org/
3.	Advocacy on rationalisation of regulatory procedures and pharmaceutical pricing to ensure timely accessibility and affordability of drugs for the masses	Representation through associations	No	Periodical	NA

Principle 8: Businesses should promote inclusive growth and equitable development**ESSENTIAL INDICATORS****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in FY 24**

Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity

Not Applicable

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

The CSR partners periodically engage with local communities to receive and redress grievances while engaging on various awareness programs and implementation of Corporate Social Responsibility (CSR) initiatives and programs.

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

	FY 2024	FY 2023
Directly sourced from MSMEs/ small producers	7%	7.2%
Directly from within India	78%	77%

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

Location	FY 2024	FY 2023
Rural	0.03%	0.02%
Semi-urban	11.16%	10.89%
Urban	23.41%	22.70%
Metropolitan	65.40%	66.39%

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

We have conducted CSR programs in the aspirational districts of Khandwa in Madhya Pradesh, Nandurbar in Maharashtra and Khunti in Jharkhand in the FY 2023-24.

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)

No, the Company does not have any preferential procurement policy.

- b. From which marginalized / vulnerable groups do you procure?

Not Applicable

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

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
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For beneficiaries of CSR projects, please refer to social & relationship capital section of the Integrated Report. The primary objective of our CSR projects is to reach out to the most vulnerable and marginalized communities, from weak socioeconomic backgrounds, across rural as well as urban population.

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner**ESSENTIAL INDICATORS**

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

We have a grievance redressal mechanism and helpline number to receive and respond to complaints and feedback received from our customers which comprises of

- Glenmark corporate website has the details of a common mailbox that can be used to report product related concerns by the consumers.
- Glenmark's local country offices are having local website and phone number/mailbox to receive complaints from local consumers and patients on product related concerns.
- A dedicated call center/helpline number for USA, India, UK, Netherlands and Germany is in place to receive complaints from consumer.

- All complaints received from various sources are monitored and addressed by dedicated team located in the respective countries. On receipt of the complaint, the local Pharmacovigilance person reaches out to the consumer for consent and for getting additional information if required.
- After resolving the complaints, the complainant will be informed about the resolution.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2024			FY 2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	NA
Advertising	Nil	Nil	Nil	Nil	Nil	NA
Cyber-security	Nil	Nil	Nil	Nil	Nil	NA
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	NA
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	NA
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	NA
Others	2,666	356	Nil	2,275	436	Nil

4. Details of instances of product recalls on accounts of safety issues

	Number	Reasons for recall
Voluntary recalls	14	Out of Specification for various tests and Product quality complaints.
Forced recalls	Nil	Not Applicable

5. Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, we believe that keeping medical information secure and confidential helps build trust in our users. Data breaches can directly hamper our reputation and operations. Therefore, we comply with the highest standards of data privacy through our privacy policy. Data privacy policy is available in the Company's Intranet.

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

Not Applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: Not Applicable

LEADERSHIP INDICATORS

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

<https://glenmarkpharma.com/product-overview/>

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

Glenmark complies with pertinent regulatory obligations by informing its various stakeholders about the appropriate and safe use of its products. Each product packaging/label includes information on safe and responsible usage of the product.

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

No major disruption/discontinuation of essential services were reported in FY 2023-24.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Through the labelling of the products, Glenmark maintains transparency in the disclosure of information related to its products along with the risks involved.