

September 04, 2023

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. 2022-23

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. 2022-23.

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)

- Section A** General disclosures
- Section B** Management and process disclosures
- Section C** Principle-wise performance disclosure
- Principle 1** Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
- Principle 2** Businesses should provide goods and services in a manner that is sustainable and safe
- 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
- Principle 6** Businesses should respect and make efforts to protect and restore the environment
- Principle 7** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- Principle 8** Businesses should promote inclusive growth and equitable development
- Principle 9** Businesses should engage with and provide value to their consumers in a responsible manner

Section A: General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN)	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	www.glenmarkpharma.com
9.	Financial year for which reporting is being done	1 st April 2022 to 31 st March 2023
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
11.	Paid-up Capital	INR 282.17 million
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

II. Products/Services

14. 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%

15. Products/Services sold by the entity (accounting for 90% of the 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**16. 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	7	16	23
2.	International	3	53	56

Note: Apart from these offices and plants, Glenmark Pharmaceuticals Limited has 4 warehouses at Indore, Howrah, Panchkula & Bhiwandi and 3 research and development centers at Sinnar, Talaja and Mahape in India.

17. Markets served by the entity**a. Number of locations**

S. No.	Number of Locations served	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?

Glenmark Pharmaceuticals Limited exports products to more than 80 countries including US, Europe, Asia, Russia and Brazil etc. Out of total turnover ₹ 82,206.82 million on standalone basis for the year 2022-23, the percentage of revenue from exports contribute to ₹ 41,744.62 million (50.78%).

c. A brief on types of customers

Glenmark Pharmaceuticals Limited 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**18. 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)	11362	10638	93.63%	724	6.37%	
2.	Other than permanent (E)	296	218	73.65%	78	26.35%	
3.	Total employees (D+E)	11658	10856	93.12%	802	6.88%	
Workers							
4.	Permanent (F)	357	335	93.84%	22	6.16%	
5.	Other than permanent (G)	2950	2689	91.15%	261	8.85%	
6.	Total workers (F+G)	3307	3024	91.44%	283	8.56%	

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)	13	12	92%	1	8%	
2.	Other than permanent (E)	-	-	0%	-	0%	
3.	Total Differently abled employees (D+E)	13	12	92%	1	8%	
Differently abled Workers							
4.	Permanent (F)	3	3	100%	0	0%	
5.	Other than permanent (G)	2	1	50%	1	50%	
6.	Total Differently abled workers (F+G)	5	4	80%	1	20%	

19. Participation/Inclusion/Representation of women

	Total		No. and percentage of Females	
	No. (A)		No. (B)	% (B/A)
Board of Directors	12		4	33.33%
Key Management Personnel	4		1	25%

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

20. Turnover rate for permanent employees and workers

Category	FY 2023			FY 2022			FY 2021		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	19%	24%	19%	15%	15%	15%	11%	12%	11%
Permanent workers	24%	14%	24%	27%	31%	27%	28%	36%	29%

V. Holding, Subsidiary and Associate Companies (including Joint ventures)**21. Names of holding / subsidiary / associate companies / joint ventures:**

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
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The details of holding subsidiary/ joint venture and wholly owned subsidiaries are given 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**22.**

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

II. If yes, Turnover - (in ₹) 82,206.82 Mn.

III. Net worth -(in ₹) 178,774.63 Mn

VII. Transparency and Disclosures Compliances**23. 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)	(If yes, then provide web-link for grievance redress policy)*	FY 2023			FY 2022		
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes		0	0	-	0	0	-
Investors	Yes		0	0	-	0	0	-
Shareholders	Yes		3	0	-	7	0	-
Employees and workers	Yes		15	1	-	9	1	-
Customers**	Yes	https://glenmarkpharma.com/about-us/governance/	577	436	-	2240	21	-
Value Chain Partners	Yes		0	0	-	0	0	-
Other (please specify)	Yes		1	0	-	3	0	-

*Glenmark Pharmaceuticals Limited 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, Glenmark Pharmaceuticals Limited also has a separate mechanism to raise ethics and compliance concern at <https://glenmarkpharma.com/ethics-compliance/>.

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

S. No.	Material issue identified	Is it 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)
1	Business Ethics	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Any non-compliance to the Company’s standards could lead to reputational damage compromising business relationships and erode customer trust. <p>Opportunity:</p> <ul style="list-style-type: none"> Helps in aligning with the business’s core values and operating in an ethical manner in compliance with the local laws 	Glenmark ensures strict adherence & compliance to the Code of Conduct and provides training across all business units.	<p>Negative</p> <p>Non-compliance to Code of conduct could lead to imposition of penalties by regulatory agencies, business disruption & revenue loss and reputation risk.</p>
2	Corporate Governance	Risk & opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Non-compliance to stringent regulatory requirements such as CGMP, CGLP etc., can lead to imposition of fines, hinder access to markets which could negatively impact revenue of the company <p>Opportunity:</p> <ul style="list-style-type: none"> Robust corporate governance structure that considers proactive implementation of applicable compliance & regulatory requirements and taking into account stakeholder concerns, oversees business strategies, and ensures accountability, transparency, ethical behavior, and fairness to all stakeholders. 	<ul style="list-style-type: none"> Glenmark has robust governance structures and oversight mechanisms to strictly adhere to all regulatory and statutory requirements. Periodical audits are conducted internally and through external auditors to ensure 100% compliance of all statutory and regulatory requirements. Strong corporate governance mechanism which ensures responsible business conduct and regulatory compliance. Adequate Independent Director representation to protect stakeholders’ interests. Robust enterprise risk management framework embedding ESG related risks. Implement appropriate systems and measures to prevent corruption and non-compliance. 	<p>Negative:</p> <p>Action taken by regulatory agencies due to non-compliance with laws and statutory requirements affects the operations of the Company, brand value, restrictions on business operations, decline in revenue and affects the reputation and overall growth of the organization.</p> <p>Positive:</p> <p>Incorporating various policies and practices ensuring effective corporate governance helps in achieving long term sustainability.</p>

S. No.	Material issue identified	Is it 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)
3	Cybersecurity & Data Privacy	Risk	<p>Risk:</p> <ul style="list-style-type: none"> Rising instances of cyberattacks puts the Company's as well as the customer's data at risk. Inadequate prevention, detection, and remediation of data security threats can damage the Company's reputation due to loss of confidential information and thus influence customer acquisition and retention resulting in decreased market share and lowers demand for the Company's products. 	<ul style="list-style-type: none"> Implementation of strong IT management system with multiple controls and protection systems such as anti-virus and fire-walls to ensure data security. Conducting awareness and training programs, end point and network security controls. Proactive monitoring and analysis of any new vulnerabilities and threats. 	<p>Negative:</p> <p>Data breaches of confidential information of customers affects the trust gained by the Company and hinders the growth of the Company.</p>
4	Product Quality & Safety	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Product quality and safety is very critical for the well-being of patients and attracts legal actions in case the stringent quality criteria is not met. <p>Opportunity:</p> <ul style="list-style-type: none"> Maintaining highest product quality standards helps in building trust amongst customers. 	<p>Regular testing of products and periodic audits to ensure quality and safety of the product as per the standards.</p> <p>Practicing of stringent pharmacovigilance processes and quality control standards.</p>	<p>Positive:</p> <p>Maintaining highest quality and safety standards builds confidence in customers and also helps in business expansion and revenue growth.</p> <p>Negative:</p> <p>Any non-compliance to product quality and safety standards may lead to imposition of penalties and legal risks affecting the brand value and business growth.</p>
5	Human Capital Development	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> Employees with desired skills help 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 organization.
6	Enhancing Accessibility of Medicines	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> Improving access to medicines in markets across the globe is a core part of our mandate. Prioritizing accessibility in our business strategy is an opportunity to grow our customer base and enhance markets perceptions of the organization. 		<p>Positive:</p> <ul style="list-style-type: none"> Helps in building strong customer base, business expansion, creating brand value and revenue generation for the company.

S. No.	Material issue identified	Is it 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)
7	Climate Change	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Climate change poses significant physical and transition risks to the Company's business. The impacts of climate change could potentially hinder business continuity and human safety. <p>Opportunity:</p> <ul style="list-style-type: none"> It also offers opportunities arising through innovations in controlling air emissions, improving energy efficiency and increasing the percentage of renewable energy in the total energy consumed. 	<ul style="list-style-type: none"> Glenmark has conducted a comprehensive climate risk assessment using IPCC scenario analysis of best- and worst-case scenarios. The mitigation strategy involves scenario-wise short-mid- and long-term mitigation plans. 	<p>Negative:</p> <ul style="list-style-type: none"> Incurs an the additional cost to mitigate the negative impact of climate change. <p>Positive:</p> <ul style="list-style-type: none"> Mitigation of transition and climate related risks.
8	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 organisational growth towards acheiving our vision. 	-	<p>Positive:</p> <ul style="list-style-type: none"> Talent Attraction and Retention enable sustainable financial growth of the Company..
9	Human Rights	Risk	<p>Risk:</p> <ul style="list-style-type: none"> Any violations related to human rights policies and guidelines can lead to reputational damages. 	<ul style="list-style-type: none"> Glenmark has undertaken a human rights due-diligence (HRDD) to identify any potential violations. Going forward, assessment of human rights will also form a core part of our value chain assessments. 	<p>Negative:</p> <ul style="list-style-type: none"> Violation of human rights leads to legal challenges and also affects the reputation of the Company.
10	Occupational Health & Safety	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Potential workplace safety incidents could result in litigation, negatively impacting brand value and the Company's ability to attract and retain manpower. This could lead to reduced availability of manpower and could disrupt operations by affecting the work. Non-compliance with safety measures by employees Lack of adequate knowledge on hazards involved in the plant operations. <p>Opportunity:</p> <ul style="list-style-type: none"> Avoiding health & safety related incidents helps in reducing absenteeism and cost associated wit accidents and incidents, increase productivity, improve health & safety performance, staff morale & enhance the reputation 	<ul style="list-style-type: none"> Regular training on health & safety aspects, implementation of safety management system as per ISO 45001, British Safety Council's 5-star safety system and adopted various global safety programs. Implementation of mitigation plans for the risks identified on health & safety. 	<p>Negative:</p> <ul style="list-style-type: none"> Any incident / accidents within the premises of the plant may put employees / worker's life in danger and also affect the Company's reputation

S. No.	Material issue identified	Is it 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)
11	Supply Chain Management	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Supply chain disruptions could lead to operational losses which could impact business operations. <p>Opportunity:</p> <ul style="list-style-type: none"> Strengthens the supply chain system to improve the performance of the Company. Optimization of resources in the supply chain. 	<ul style="list-style-type: none"> Glenmark undertakes business continuity planning and ensures supply chain diversification to mitigate risk. Adopting Business continuity plan and risk management plan addresses risks related to supply chain. 	<p>Negative:</p> <ul style="list-style-type: none"> Disruptions in supply chain hamper the distribution of the pharmaceutical products of the Company thereby declining the revenue generation. <p>Positive:</p> <ul style="list-style-type: none"> Building resilience in our supply chain avoiding disruptions has helped us in improving the performance of the Company.
12	Circular Economy	Risk & opportunity	<p>Risk:</p> <ul style="list-style-type: none"> Higher quantum of waste generation and disposal of waste through incineration or landfills pose a potential environmental risk, which could also lead to imposition of fines, litigations and reputational risks. <p>Opportunity:</p> <ul style="list-style-type: none"> Waste can be reused to reduce the consumption of natural resources. Treated wastewater can be utilised to reduce the dependency on fresh water. 	<ul style="list-style-type: none"> Glenmark ensures strict adherence to all applicable laws and regulations. We also routinely improve our internal process to ensure better handling of waste, increasing co-processing and identifying process innovations to reduce waste generation during the manufacturing process at source. Implement waste management hierarchy i.e. Reduce, Reuse and Recycle. Ensure the parameters of treated wastewater meets the water quality parameters required for the plant operations for further utilization. 	<p>Positive:</p> <ul style="list-style-type: none"> Waste: Utilization of waste for industrial applications generates additional revenue to the company. Diverting of waste from landfills to co-processing will reduce the disposal costs. Water: Reducing the consumption of fresh water helps in reducing the utility bills and disposal costs of treated wastewater.
13	Risk Management	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> Building a robust risk management framework and governance mechanism ensures we are able to proactively identify and mitigate any future business disruptions, contributing to our resilience as a Company. 	<ul style="list-style-type: none"> Appropriate risk management framework embedding ESG related risks. Implementation of mitigation plans for the identified risks. Continuously update the risk register and monitor the implementation of risk mitigation plans. 	<p>Positive:</p> <ul style="list-style-type: none"> Addressing and managing ESG related risks in holistic manner helps in sustainable growth of the company.
14	Innovation & Research	Opportunity	<p>Opportunity</p> <ul style="list-style-type: none"> Innovation and research are the bed-rock of any pharma company, enabling us to expand the horizons of science, provide therapies that could be potentially life altering and build engagements within this scientific and medical research community. Innovation helps in producing the good quality products. Helps in optimization of resources and reducing the operational costs. 		<p>Positive:</p> <ul style="list-style-type: none"> Innovation of new products bring additional revenue leading to the growth of the organisation. Creates brand value and reputation to the Company. Diversify the business with wide range of products helping in expansion of the business.

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. These are briefly as under:

S. No.	Principle Description	Reference of GPL's Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	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 - Intranet Code of Ethics - Intranet
P2	Businesses should provide goods and services in a manner that is sustainable and safe	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	Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf) Whistleblower Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/Whistleblowing%20Policy.pdf) Nomination and Remuneration Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/nomination_and_remuneration_policy.pdf) Environmental Health and Safety Policy ((https://glenmarkpharma.com/responsibility/our-policy/) Redressal Mechanism for Employee - Intranet Occupational Health and Safety Policy https://glenmarkpharma.com/responsibility/our-policy/
P4	Businesses should respect the interests of and be responsive to all its stakeholders	Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf) Code of Ethics - Intranet Corporate Social Responsibility Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/CSR%20Policy.pdf) Redressal Mechanism for Employee- Intranet
P5	Businesses should respect and promote human right	Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf) Code of Ethics - Intranet Whistleblower Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/Whistleblowing%20Policy.pdf) Human Rights Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy_A.pdf)
P6	Businesses should respect and make efforts to protect and restore the environment	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	Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf) Code of Ethics - Intranet

S. No.	Principle Description	Reference of GPL's Policies
P8	Businesses should promote inclusive growth and equitable development	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	IT Policy - 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), 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.	<p>The Company has conducted materiality assessment to identify key material issues under Environment, Social and Governance and aligned with the business strategy. The performance on ESG related commitments, goals and targets are assessed by the ESG committee and update to the board on quarterly basis.</p> <p>Environment:</p> <p>Carbon Emission:</p> <ul style="list-style-type: none"> To become carbon neutral enterprise across all facilities located in India by 2030 (Scope 1 and 2). Approved SBTi target: To reduce absolute scope 1 and 2 GHG emissions 35% by FY 2035 considering the base year as FY 2021. Glenmark Pharmaceuticals Limited also commits to reduce scope 3 GHG emission intensity (per ton of product) by 28% from purchased goods and services, fuel and energy related activities, downstream transportation and distribution, and investments. <p>Water:</p> <ul style="list-style-type: none"> To become water neutral across all manufacturing facilities and research & development centers located in India by the year 2025 <p>Waste:</p> <ul style="list-style-type: none"> To achieve zero waste to landfill across all manufacturing facilities and research & development centers located in India by the year 2027 <p>Social:</p> <ul style="list-style-type: none"> To create positive impact in 3 million lives by 2025 through Corporate Social Responsibility programs and initiatives Continue focus on gender equality and diversification To implement 16 Global Safety Programs from FY17 to FY23 <p>Governance:</p> <ul style="list-style-type: none"> Maintain an ethical business culture to drive robust governance practices beyond compliance. Continue delivering high quality products and transparency in products 								

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	<p>Performance of the entity against the specific commitments, goals, and targets alongwith reasons in case the same are not met.</p> <p>Performance of the Company against the annual goals & targets aligning with the long-term goals and targets as per the sustainability/ ESG strategy is given below:</p> <p>Environment:</p> <ul style="list-style-type: none"> • Carbon Emission <ul style="list-style-type: none"> - Reduced absolute Scope 1 & 2 carbon emission in FY 2022-23 by 4% compared to FY 2021-22 • Water <ul style="list-style-type: none"> - In order to achieve the goal of water neutral by 2025, the Company has to replenish 563247 KL of water by 2025. Out of which, the Company has already replenished 303656 KL of water till date. - Specific water withdrawal intensity has been reduced to 0.0294 KL/ KG in FY23 compared to 0.0319 KL/KG water withdrawal intensity in FY22. • Waste <ul style="list-style-type: none"> - Zero waste to Landfill by 2027 - Reduced Hazardous waste disposal in landfill from 16% to 12% in FY 2022-23. - Increased the percentage of co-processing of waste from 50% in FY22 to 58% in FY23 <p>Social:</p> <ul style="list-style-type: none"> • Completed implementation of 16 Global Safety Programs by FY23 								

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.	Glenmark Pharmaceuticals 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 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.								

10		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 are 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 2022-23.									
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.	P1	P2	P3	P4	P5	P6	P7	P8	P9	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: Not Applicable	Not Applicable									

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 financial year

S. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% Of persons in respective category covered by the awareness programmes
1	Board of Directors	6	Familiarisation/ awareness programme 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 apprise them of developments in the Company, key regulatory changes, risks, compliances and legal cases.	100%
2	Key Managerial Personnel	6	Conflict of Interest Global Policy, Global Anti-Bribery and Anti-Corruption, Interactions with Members of Health Care Community, The Glenmark Ethics line, Third Party Risk Management, Whistleblower, Code of Conduct, Pharmacovigilance, POSH etc.	100%
3	Employees other than BOD and KMPs	20	Conflict of Interest Global Policy, Global Anti-Bribery and Anti-Corruption, 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)	94%
4	Workers	24	Conflict of Interest Global Policy, Global Anti-Bribery and Anti-Corruption, 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)	91%

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 2023

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 antibribery policy? If yes, provide details in brief and if available, provide a web-link to the policy

Yes, the Company has a Global Anti-Bribery and Anti-Corruption ("ABAC") policy. This policy applies to all employees of the Company and its subsidiaries, affiliates, successors, assigns and representatives worldwide, and Business Partners engaged in activities with the Company. The policy ensures that the Company's business is conducted in a legal and socially responsible manner. The policy covers the principles and requirements of ABAC, including maintenance of business documentation and financial records. Our Code of Conduct ensures that all employees of the Company honor ABAC laws, and our ABAC policy aligns with all relevant international and local ABAC laws. Training on our Code of Conduct and ABAC policy are mandatory for employees of the Company. <https://glenmarkpharma.com/code-of-conduct/>

5. No of Directors/KMPs/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption

Sr. No.	Segment	FY 2023	FY 2022
1	Directors		
2	Key Managerial Personnel		
3	Employee		Nil
4	Workers		

6. Details of complaints with regard to conflict of interest

Segment	FY 2023		FY 2022	
	Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors			
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs			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

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	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
4	Supplier Code of Conduct, Emergency Response and Preparedness Plan, EHS policy, Contractor's EHS agreement	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, the Company's Global Code of Conduct is in place to ensure all its Board members to refrain from engaging in any activity or having a personal interest that presents a conflict of interest. The Board members give an annual declaration confirming adherence to the Global Code of Conduct. The Board members provide disclosures of their interest in other entities annually and / or whenever there is a change and the same is placed before the Board for its information. Further, the Company also outlines its Board members shall not exploit any information discovered through their position in the Company, for their own personal gain.

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

Essential Indicators

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

S. No.	Segment	FY 2023	FY 2022	Details of improvements in environmental and social impacts
1	R&D	100%	100%	R&D investments pertain to spending on various projects focused on improving the environmental and/ or social impacts of our products and processes.
2	Capex	2.78%	9.65%	These projects pertain to improving environment footprint, i.e., energy conservation, water conservation, increasing renewable energy adoption, etc.

Note:

Environment:

- 4114 TCO₂e of scope 2 carbon emission reduced through installation of roof top solar plant and procurement & usage of more than 70% renewable energy in Taloja & Mahape R&D centers.
- Reduced 1182 TCO₂e of Scope 1 carbon emission by switching from usage of Heavy Sulphur Heavy Stock (LSHS) fuel to Piped Natural Gas (PNG) at Goa facility.
- 272 TCO₂e of Scope 1 carbon emission reduced by switching of fuels from high speed diesel to liquified petroleum gas at Nalagarh and Baddi sites.
- Initiated the usage of bio-diesel and bio-fuels at Nashik and Aurangabad to reduce the bio-genic carbon emission.
- Construction of phase II sewage treatment plant at Indore to treat and reuse domestic sewage water in gardening activities and to reduce the water footprint of the company.
- Installation of agitated thin film dryer at Aurangabad for drying of sludge generated from multiple effect evaporator and safely dispose in common disposal facility.
- Installation of Heat Pump at Nashik & Aurangabad to capture the atmospheric heat for heating applications in utilities and to reduce energy consumption by avoiding sourcing of electricity for heating applications in utilities.
- Installation of Zero Liquid Discharge plant at Sikkim site for reuse of treated water for various applications and to reduce the freshwater consumption.
- Energy conservation through various initiatives.

SN	Initiative	Energy savings annually
1	Installation of VFD for cooling tower at Aurangabad site	17.52 MWh
2	Optimization of chilled water pumping system at Goa site	1153.66 MWh
3	Replacement of mercury vapor lamp with LED lights in storage area of RM Quarantine I, II at Goa site	19.941 MWh
4	400 numbers of 36 W CFL tube rods were replaced with 18 W PLL LED rod at Indore site	58 MWh
5	Installation of VFD for cooling tower	34.75 MWh
6	Installation of motion sensors for LED lights at Nalagarh site	4.74 MWh
7	Conversion of PL tube light fixtures into LED panels at WH dispensing areas at Nashik site	11.07 MWh
8	Installation of heat pump for controlling relative humidity in 34 AHU's at Nashik site	173.56 MWh
9	Replacement of old AHU system with energy efficient AHU system driven by VFD and installation of chilled water type evaporator coil at Nashik site	68.67 MWh
10	710 numbers of 36 watts conventional Lamps were replaced with 15/18/20 Watts LED lamps at Taloja site	42.90 MWh
Total energy savings		1584.81 MWh

Social:

- Construction of Occupational Health Centre at Sikkim, Aurangabad & Baddi to provide employee health & safety services.
- Upgradation of smoke detection, fire detection & hydrant system at Baddi site to avoid fire accidents.
- Conducted fire adequacy and design basis study at Indore site to ensure appropriate fire protection systems are in place for protection of employees.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes.

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

100% of the input materials were sourced sustainably

3. 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 has appropriate systems and practices in place for management of various types of waste in eco-friendly manner. The standard operating procedures (SOPs) are followed for waste collection, storage and handing over the waste to authorized waste management agencies for reuse, recycling and safe disposal of residual fraction of waste as per the pollution control board norms.

- Plastics - Rigid, flexible and multi-layered packaging material waste is generated as pre-consumer and post-consumer waste from the operations. Pre-consumer (waste generated within factory premises) plastic waste is handed over to recyclers for producing value added products such as plastic granules. Post-consumer waste (waste generated from the consumers of products) is collected through authorized waste management agencies as per the Extended Producer Responsibility (EPR) norms and recycled for producing value added products such as plastic granules etc and safe disposal of residual fraction through incineration and landfilling.
- E-Waste collected across all sites was handed over to the authorized E-Waste Management Agencies by the Central Pollution Control Board (CPCB) for dismantling and recycling.
- Hazardous waste was handed over to the authorized hazardous waste management agencies by the CPCB for neutralization, incineration and/or landfilling, co-processing / pre-processing etc.
- Non-hazardous waste was handed over to the authorized recycling agencies by the pollution control board.

4. 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, the Company is liable for EPR as per the Plastic Waste Management Rules 2016 and subsequent amendments. The Company has obtained EPR authorization from the CPCB and has a waste collection and recycling plans aligning with the EPR targets given by the CPCB. The Company also submits periodical returns on EPR compliance as part of the statutory requirements.

Leadership Indicators

1. **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	Soprobe pMDI	1.3%	Cradle to Grave System boundary in the LCA Study of Soprobe pMDI	Yes	No
210	Tiogiva18 DPI	0.4%	Cradle-to-Grave System boundary in the LCA Study of Tiogiva18 DPI	Yes	No

Note: Percentage calculated on consolidated turnover of the group

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**

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)**

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 2023 (Metric Tons)			FY 2022 (Metric Tons)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics* (including packaging)	Nil	1989	117	Nil	2167	14
E-waste	Nil	4	Nil	Nil	5	Nil
Hazardous waste	Nil	230	1042	Nil	246	968
Other Waste	Nil	1415	Nil	Nil	1479	Nil

*Plastic waste generation data includes both pre-consumer (waste generation within factory practices) and post-consumer waste (waste generation after usage of products by end users)

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	93%

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	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	10638	10638	100%	10638	100%	Not Applicable	Not Applicable	10638	100%	10638	100%
Female	724	724	100%	724	100%	724	100%	Not Applicable	Not Applicable	724	100%
Total	11362	11362	100%	11362	100%	724	6.37%	10638	93.63%	11362	100%

Other than Permanent Employees											
Male	218	218	100%	218	100%	Not Applicable	Not Applicable	218	100%	218	100%
Female	78	78	100%	78	100%	78	100%	Not Applicable	Not Applicable	78	100%
Total	296	296	100%	296	100%	78	26.35%	218	73.65%	296	100%

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

Category	% Of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	335	335	100%	335	100%	Not Applicable	Not Applicable	335	100%	335	100%
Female	22	22	100%	22	100%	22	100%	Not Applicable	Not Applicable	22	100%
Total	357	357	100%	357	100%	22	6.16%	335	93.84%	357	100%
Other than permanent workers											
Male	2689	2689	100%	2689	100%	Not Applicable	Not Applicable	2689	100%	2689	100%
Female	261	261	100%	261	100%	261	100%	Not Applicable	Not Applicable	261	100%
Total	2950	2950	100%	2950	100%	261	8.85%	2689	91.15%	2950	100%

2. Details of retirement benefits for Current and Previous FY

Benefits	FY 2023			FY 2022		
	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%	Not Applicable	100%	100%	Not Applicable
3 ESI	100%	100%	Yes	100%	100%	Yes
4 Superannuation	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
5 After Retirement Medi-Claim	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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.

Yes. Most of the premises/ offices of the Company have ramps to enable easy movement, along with elevators, support staff and infrastructure for differently abled individuals.

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.

Yes, Glenmark is an Equal Opportunity Employer committed to fostering diversity in the workplace, both in its employees and leadership team. Diversity, inclusiveness and respect for all stems from our organizational values and are essential to our success. At Glenmark, we are committed to maintaining an environment that celebrates our people - their differences, values and contribution. We are committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. The policy is available on the Company's intranet. <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 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%	82%
Female	98%	68%	Not Applicable	Not Applicable
Total	99.8%	86.6%	100%	82%

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

Yes/No (If yes, then give details of the mechanism in brief)	
1	Permanent Employees & Workers
Glenmark has a comprehensive employee grievance policy, as well as an Ethics Portal to report grievances. There are multiple ways to report grievance such as the ethics line, reporting to a manager, HR representative and compliance officer. 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 is available at http://glenmark.ethicspoint.com/ or on the posters that are displayed in the workplace, or can also be reported using the Ethics Line Web Portal using the same link.	
2	Other than Permanent Employees & Workers
The people on direct contract are governed by Glenmark policies as per the above said grievance mechanism. People on third party payroll are governed by the policies and processes of their respective organizations	

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

Category	FY 2023			FY 2022		
	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	11362	331	2.91%	10913	332	3.04%
Male	10638	331	3.11%	10198	332	3.25%
Female	724	0	0%	715	0	0%
Total Permanent Workers	357	350	98.04%	637	347	54.47%
Male	335	330	98.51%	600	328	54.66%
Female	22	20	90.91%	37	19	51.35%

8. Details of training given to employees

Category	FY 2023				FY 2022					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	10638	10638	100%	Note 1	10198	10198	100%	Note 2		
Female	724	724	100%		715	715	100%			
Total	11362	11362	100%		10913	10913	100%			
Workers										
Male	335	335	100%	Note 1	600	600	100%	Note 2		
Female	22	22	100%		37	37	100%			
Total	357	357	100%		637	637	100%			

Note 1 - 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.

Note 2 - Total training hours conducted on skill upgradation in FY 2021-22 was 6,73,459; out of which 6,52,188 training hours conducted for male and 21,271 training hours conducted for female.

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

Category	FY 2023			FY 2022		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	10638	10638	100%	10198	10198	100%
Female	724	724	100%	715	715	100%
Total	11362	11362	100%	10913	10913	100%
Workers						
Male	335	335	100%	600	600	100%
Female	22	22	100%	37	37	100%
Total	357	357	100%	637	637	100%

Employees who join by 31st December are eligible for the performance review process for that year.

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?

Glenmark has implemented ISO 45001: 2018 Occupational health and safety management system in 7 facilities out of 10 facilities located in India. The coverage is 100% and is applicable for both permanent and contractual employees.

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

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.
- Internal SOP on “Risk Assessment and Safe Working Procedure” is followed.

Nearly & Hazard Management Online Portal-

- To report near-misses and hazards, employees use an online portal. The portal includes a timeframe for the EHS head and area owner to evaluate OHS risk and implement corrective actions based on the OHS risk level of reported hazard and near-miss.
- Internal SOP on “Reporting of Near-Miss & Hazard and Implementation of Corrective Action Through Online Portal” is followed.

Glenmark sites have adopted “Global Safety Programs” such as Working at Height, Contractor Safety, Chemical Safety, Hazardous Energy Isolation (LOTO), Electrical Safety, Confined Space Safety, Emergency Preparedness & Response, Machine Guarding, Personal Protective Equipment, Management of Change, Industrial Hygiene, etc. Each month, a plant’s cross-functional team reviews the effectiveness of implementation of these programmes with corporate EHS team.

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

Yes, Glenmark supports worker input and involvement to maintain safety in all manufacturing facilities. All units have established safety committees, and employees play a significant role in these committees. These committees primary duties include identifying workplace risks and hazards, taking corrective action, aiding management in meeting safety system standards, and investigating and documenting events. These committees hold regular meetings. Several processes are available for employees to report the work related hazards such as:

- Employees use Nearly & Hazard Online reporting portal to report work-related hazards for effective and on-time closure of the Hazards and non-occurrence of near miss incidents
- 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 the medium to share concerns related to hazards and other issues and best practices to close the same.

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

Yes, through medical camps, and medical health check-ups, GPL makes it easier for its employees to access non-occupational health services. GPL organizes various programs such as health talks on nutrition and wellness, fitness, yoga, health safety & training etc. to promote non-occupational medical and healthcare services.

11. Details of Safety related incidents

	Safety Incident/Number	Category	FY 2023	FY 2022
1	Lost Time Injury	Employees	0	0
	Frequency Rate (LTIFR) (per one million-person hours worked)	Workers	0.12	0.24
2	Total recordable work- related injuries	Employees	0	0
		Workers	1	2
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 here. '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. There are strict safety requirements, clear roles and duties at each level, and comprehensive safety audits and inspection programs, as well as digital solutions and tools to report, track, and raise safety awareness.
- 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

	FY 2023			FY 2022		
	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	Not Applicable	Not Applicable	Nil	Not Applicable	Not Applicable
Health & Safety	Nil	Not Applicable	Not Applicable	Nil	Not Applicable	Not Applicable

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 10 facilities are ISO 45001:2018 certified. GPL conducts regular mock drills and hazard trainings periodically to train its employees and workers. Emergency response team is formed of employees to handle any emergency in the premises and necessary basic trainings related to first -aid, firefighting etc. are given on regular basis to our employees and workers in the facilities. GPL also arranges employee awareness sessions on safety and other relevant hazards.

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

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

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 2023	FY 2022	FY 2023	FY 2022
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

- Describe the processes for identifying key stakeholder groups of the entity.**
Refer Stakeholder engagement section of Integrated Report.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group**
Refer Stakeholder engagement section of Integrated Report.

LEADERSHIP INDICATORS

- 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**
Consultation with all stakeholders such on economic, environmental and social topics is carried on periodical basis through direct interaction and surveys. The feedback obtained from the stakeholder consultation process is updated to the board on periodical basis for decision making on various sustainability aspects.
- 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. During this assessment along with various other factors (sustainability frameworks, senior management of Glenmark and peer companies' priorities on ESG material issues), stakeholder consultation was also carried through surveys by sharing the questionnaire to the respective stakeholders. Based on the survey results, the prioritization of environmental, social and governance topics were carried out and incorporated into company's business strategy, goals & targets pertaining to performance of the Company sustainability aspects.

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, in the following format:

Category	FY 2023			FY 2022		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	11362	5805	51.09%	10913	1382	12.66%
Other than permanent	296	0	0%	336	0	0%
Total employees	11658	5805	49.79%	11249	1382	12.29%
Workers						
Permanent	357	95	26.61%	637	43	6.75%
Other than permanent	2950	0	0%	2327	0	0%
Total workers	3307	95	2.87%	2964	43	1.45%

2. Details of minimum wages paid to employees and workers

Category	FY 2023					FY 2022				
	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	11362	15	0.13%	11347	99.87%	10913	60	0.55%	10853	99.45%
Male	10638	14	0.13%	10624	99.87%	10198	60	0.58%	10138	99.41%
Female	724	1	0.14%	723	99.86%	715	0	0%	715	100%
Other than permanent	296	125	42.23%	171	57.77%	336	178	52.98%	158	47.02%
Male	218	109	50%	109	50%	287	164	57.14%	123	42.86%
Female	78	16	20.51%	62	79.49%	49	14	28.57%	35	71.43%
Workers										
Permanent	357	104	29.13%	253	70.87%	637	45	7.06%	592	92.94%
Male	335	99	29.55%	236	70.45%	600	43	7.16%	557	92.83%
Female	22	5	22.73%	17	77.27%	37	2	5.41%	35	94.59%
Other than permanent	2950	1052	35.66%	1898	64.34%	2327	442	18.99%	1885	81.01%
Male	2689	997	37.08%	1692	62.92%	2118	437	20.63%	1681	79.37%
Female	261	55	21.07%	206	78.93%	209	5	2.39%	204	97.61%

3. Details of remuneration/salary/wages, in the following format:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	1600000	4	850000
Key Managerial Personnel	3	102473459	1	47499996
Employees other than BoD and KMP	10635	499997	723	802413
Workers	335	256370	22	266899

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 issue

Glenmark is committed to investigating, addressing and responding to the concerns of employees on human rights violations and to take appropriate corrective action in response to any violation. 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). Human rights policy statement of Glenmark is available at https://glenmark.b-cdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy_A.pdf

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

	FY 2023		FY 2022	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	2	0	1	0
Discrimination at workplace	Nil	Not Applicable	Nil	Not Applicable
Child Labour	Nil	Not Applicable	Nil	Not Applicable
Forced Labour/ Involuntary Labour	Nil	Not Applicable	Nil	Not Applicable
Wages	Nil	Not Applicable	Nil	Not Applicable
Other human rights related issues	13	1	8	1

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

The company has appropriate mechanisms to protect the complainant in the event of discrimination and harassment cases:

- 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.

8. 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 as per our supplier code of conduct.
- We expect our suppliers not to 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.
- We expect our suppliers to comply with all applicable laws and mandatory industry standards pertaining to minimum wages, overtime pay and legally mandated benefits.

9. Assessments for the year

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 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, according to Glenmark Pharmaceuticals Limited. 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 and 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 labour and forced labour in any of its operations.
 - d. Glenmark acknowledges the Human Rights of its employees throughout the globe and endeavours to provide a safe and healthy working environment for all of 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/ office of the Company is accessible to differently-abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. The offices has necessary infrastructure arrangements for 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%

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, in the following format**

Parameter	FY 2023	FY 2022
Total electricity consumption (A) (GJ)	348992	325011
Total fuel consumption (B) (GJ)	147026	165694
Energy consumption through other sources (C) (GJ)	Nil	Nil
Total energy consumption (A+B+C) (GJ)	496018	490705
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (in GJ/Crores)	60.33	60.27

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, in the following format**

Parameter	FY 2023	FY 2022
Water withdrawal by source (in Kiloliters)		
(i) Surface water	7026	8285
(ii) Groundwater	270017	264341
(iii) Third party water	208021	208314
(iv) Seawater / desalinated water	Nil	Nil
(v) Others*	400	400
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	485064	480940
Total volume of water consumption (in kiloliters)	485464	481340
Water intensity per rupee of turnover (Water consumed / turnover in Crores)	59.05	59.12

*Water conserved through rainwater harvesting.

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

All facilities of GPL have implemented Zero Liquid Discharge. The wastewater generated from the operations of the project 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.

5. **Provide details of air emissions (other than GHG emissions) by the entity, in the following format.**

Parameter	Please specify unit	FY 2023	FY 2022
NOx	mg/nm ³	103	85
SOx	mg/nm ³	31	38
Particulate matter (PM)	mg/nm ³	69	118
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA

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

Yes. Independent assessment was carried out by MoEF/NABL approved laboratories for above Air emission parameters as part of statutory compliance requirements.

6. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format**

Parameter	Please specify units	FY 2023	FY 2022
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	13343	14967
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	64812	66739
Total Scope 1 and Scope 2 emissions per Crores of turnover		9.50	10.03

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

Yes. Third Party Assurance was performed by DNV.

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

Please refer details of improvements in environmental and social impacts under Essential Indicators of Principle 2 of BRSR report

8. Provide details related to waste management by the entity, in the following format

Parameter	FY 2023	FY 2022
	Total Waste generated (in MT)	
Plastic waste (A)	333	249
E-waste (B)	4	5
Bio-medical waste (C)	22	19
Construction and demolition waste (D)	0	0
Battery waste (E)	4	12
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1255	1237
Other Non-hazardous waste generated (H). Please specify, if any.	1415	1479
Total (A+B + C + D + E + F + G + H)	3032	3002

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

Yes. Third Party Assurance was carried out by DNV.

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

Category of waste	FY 2023	FY 2022
	Total Waste generated (in MT)	
(i) Recycled	1678	1619
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	82	169
Total	1760	1788

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

Category of waste	FY 2023	FY 2022
	Total Waste generated (in MT)	
(i) Incineration	150	160
(ii) Landfilling	150	196
(iii) Other recovery operations	972	858

9. 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, producing value added products, recovery of energy through co-processing and disposal of residual fraction of waste in safe manner. About 58% 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 are Zero-Waste-To-Landfill.

10. 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, specify details in the following format

Not Applicable

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

Not Applicable

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

Yes. The Company is compliant with all the applicable environmental laws / regulations / guidelines in India.

LEADERSHIP INDICATORS

- 1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:**

Parameter	Unit	FY 2023	FY 2022
From renewable sources			
Total electricity consumption (A)	GJ	20830	20885
Total fuel consumption (B)	GJ	9029	12424
Energy consumption through other sources (C)	GJ	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	GJ	29859	33309
From non-renewable sources			
Total electricity consumption (D)	GJ	328162	304126
Total fuel consumption (E)	GJ	137997	153270
Energy consumption through other sources (F)	GJ	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	GJ	466158	457396

- 2. Provide the following details related to water discharged:**

All manufacturing units and research & development centers of Glenmark Pharmaceuticals Limited are working on the Zero Liquid Discharge (ZLD) model, ensuring no water discharge outside the premises. 100% of wastewater is treated and reused for various activities such as utilities and gardening, to name a few. Thus, water discharge is not applicable to us.

Parameter	FY 2023	FY 2022
Water discharge by destination and level of treatment (in kiloliters)		
(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 - please specify level of treatment	NA	NA
(v) Others		
- No treatment (Used for gardening purposes)	NA	NA
- With treatment - please specify level of treatment	NA	NA
Total water discharged (in kiloliters)	NA	NA

3. 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:

(i) Name of the area: Pithampur

(ii) Nature of operations: Manufacturing unit

(iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kiloliters)		
(i) To Surface water		
(ii) Groundwater	Nil	184
(iii) Third party water	92122	79620
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters)	92122	79804
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed in KL / turnover in Crores INR)	1.12	0.97
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		
(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 - 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: As per the Block Wise Ground Water Resources Assessment 2022 carried out by Central Ground Water Board, only one manufacturing site of Glenmark Pharmaceuticals Limited is in a water stressed area.

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

Parameter	Unit	FY 2023	FY 2022
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	175069	119426
Total Scope 3 emissions per rupee of turnover		21.29	14.66
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity			

5. With respect to the ecologically sensitive areas reported at Question 10 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

6. 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, as per the following format:

Please refer details of improvements in environmental and social impacts under Essential Indicators of Principle 2 of BRSR report

7. 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. Further, training has been given to all employees and contract workers to respond during emergency or any kind of disaster.

8. 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

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

Out of 858 suppliers for raw material and packaging materials, 171 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 a 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]	Regional
6	Bombay Chamber of Commerce and Industry[BCCI]	Regional

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	NLEM pricing methodology	IPA (Indian Pharmaceutical Alliance)	No	-	-
2	Trade Margin Rationalization	IPA (Indian Pharmaceutical Alliance)	No	-	-
3	Curtail the menace of counterfeit drugs and provide relief to genuine mfgs	IPA (Indian Pharmaceutical Alliance)	No	-	-

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 the current FY 23**
Not Applicable
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity in the following format - Not applicable**
Not Applicable
3. **Describe the mechanisms to receive and redress grievances of the community**
CSR committee 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**

Category of waste	FY 2023*	FY 2022*
Directly sourced from MSMEs/ small producers	7.5%	7.5%
Sourced directly from within the district and neighboring districts	4.5%	4.5%

* Includes raw material and packing material only

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 and Barwani in Madhya Pradesh in the FY 2022-23.

- 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:**

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 socio-economic 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**

- 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 which is handled by third party agency appointed by the Glenmark.
- 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	
Recycling and/or safe disposal	

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

	FY 2023			FY 2022		
	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	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Others	577	436	Nil	2240	21	Nil

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

	Number	Reason for recall
Voluntary recalls	06	Due to Out of Specification results. (01) Due to various market complaints (05)
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 at 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

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 2022-23
- 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.
- 5. Provide the following information relating to data breaches:**
 - a. Number of instances of data breaches along-with impact:**
Nil
 - b. Percentage of data breaches involving personally identifiable information of customers:**
Nil