

**ENVIRONMENTAL & SOCIAL
RESPONSIBILITY REPORT**
2014-15





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Report Boundary

The report provides insights into the projects and programs that we have implemented and the impact we have made at the local, national and global level. The report also enshrines our approach and commitment towards maintaining high environmental standards across our facilities and the Corporate Social Responsibility (CSR) activities undertaken which align with our vision to create a healthier and happier world.

The Environmental Management scope of this report spans across 16 facilities in India that include 8 Drug Formulation plants, 4 Active Pharmaceutical Ingredient (API) manufacturing plants, 3 R&D facilities and 1 Clinical Research Centre. It covers trends and impacts of fiscal years FY13 (2012-2013), FY14 and FY15.

The CSR projects covered in this report include multifaceted activities we have undertaken that go beyond our facilities to areas where a need is identified.

Philosophy of the Tree of Life

The motif of 'tree of life' signifies the interconnectedness of all life forms and ecosystems. The implication is that any endeavour, directly or indirectly influencing one of the systems, would inevitably affect the others. We at Glenmark, adopt the concept of the tree of life as a way of thinking in planning our initiatives aimed at environmental responsibility and social good.

We depend on the natural environment for satisfying our requirements and business needs. Resources like water, energy and fuel consumed translate into wastes, and if not scientifically handled and disposed impact lives and ecosystems. Water being vital for life, is cautiously handled, saving as much of this precious resource as possible. In doing so, the water saved is made available to those who need it the most. Our initiative for reducing consumption of energy ensures lesser emissions to the environment, thereby reducing the impact of climate change to all inhabitants of this planet. As part of our efforts at minimizing waste, we use innovative processes for recycling and recovery. This helps to save virgin material from being extracted while also saving emissions from the extraction processes. The larger

goal of all of these initiatives is the preservation of natural resources for our future generations.

Children are our hope for the future. We devote substantial efforts towards addressing the issues of infant and child mortality and morbidity. Our interventions in these areas are improving the lives of children and their mothers. In turn, our supported communities are growing healthier, stronger and better equipped to live happier lives.

Encouraged by our work over the years, we are committed to dedicate time and effort to ensure a sustained and larger impact. We have been proactive in framing policies, initiating programs and undertaking projects to integrate environmental and social considerations. We are pleased to present our first Environmental & Social (E&S) Responsibility report for the year FY15 that highlights our various initiatives.

For Glenmark, the goal of achieving sustainability is part of a process encompassing our operations, stakeholders, communities and the planet at large. The journey so far has been greatly inspiring and we are pleased to share our endeavours.



OUR BUSINESS

Glenmark Pharmaceuticals Ltd. (GPL) is a research-driven, global, integrated pharmaceutical company headquartered in Mumbai, India. Glenmark is ranked among the top 80 Pharma & Biotech companies of the world in terms of revenue (SCRIP 100 Rankings published in the year 2014). With revenue of more than one billion dollars, Glenmark has operations in over 80 countries over the globe with an employee base of more than 11,500 employees.

Glenmark's business has been primarily structured into Drug Discovery, Branded Formulations, Generics Formulations and Active Pharmaceutical Ingredients (APIs).

Drug Discovery

Dedicated to finding cures for unmet medical needs, Glenmark's Drug Discovery Business is focused on discovering novel molecules which are first-in-class globally.

Branded Formulations

Glenmark's Branded Formulations business currently impacts over 100 million people across 5 continents with a significance presence in markets like India, Russia and Brazil. The formulations business focuses on therapeutic areas viz. dermatology, respiratory, oncology and cardio metabolic.

Generic Formulations & APIs

Glenmark also services the requirements of the US and Western Europe generics markets. Glenmark Pharmaceuticals Inc., USA; the subsidiary of Glenmark Pharmaceuticals Ltd. in North America has

The vision of Glenmark is to emerge as a leading integrated research-led global organization.

emerged as one of the Top 25 generics organizations in the US.

Glenmark's Western Europe Business is engaged in Marketing, Licensing and Distribution of Generic products in several EU countries. Glenmark also develops, manufactures, markets and distributes APIs to other pharmaceutical companies. The API business spans over 80 countries including regulated markets such as the US, Europe and Japan. Glenmark is a market leader for many API products in semi-regulated markets, and in just a short period, it has also established leadership in regulated markets.

Glenmark has 12 state-of-the-art manufacturing facilities dedicated to the manufacture of Oral Solids, Semi Solids, Hormones and oncology products spread across India, Brazil, Czech and Argentina & 4 dedicated manufacturing facilities for APIs. Glenmark is also setting up manufacturing operations in the US. The state-of-the-art hormone manufacturing facility situated at Goa is the only hormone manufacturing facility in India approved by the US FDA.

Glenmark has 6 R&D centers dedicated for Drug Discovery in India, Switzerland and the United Kingdom and boasts of an able team of highly qualified scientists. In addition to the dedicated R&D centers for the innovation research, Glenmark has also invested in a dedicated R&D facility for formulations development. This R&D center, situated near Nashik, India is engaged in developing branded formulations for global markets.

Corporate Overview



CHAIRMAN'S MESSAGE



Dear Friends,

We live in dynamic times and it is critical that we prepare ourselves for a challenging future. Across the globe, countries and organizations are witnessing rapid growth and development. It is imperative that we adopt methods and resources which will help us in designing a sustainable future.

Glenmark has grown significantly over the years. Today, Glenmark records revenue of over USD 1 billion and has established its presence with a global footprint spanning 5 continents. Our pursuit is to enrich the lives of all our stakeholders through all our activities. We strive to deliver high quality products to consumers through our generics and specialty business. We have also invested resources in the area of drug discovery, primarily with the focus of finding cures for unmet medical needs.

During our journey, we have recognized the need to operate responsibly across our operations and businesses. Our world is battling for the good health of both, the inhabitants and the environment. A current global movement is the hope to move towards a shared economy where scarce resources demand efficient and cautious use. At Glenmark, we have been proactive in embracing environmental stewardship and have invested significant resources exclusively targeted at efficacious environmental management.

Through our efforts, we have been successful in saving and recycling water that has benefitted more than 1,69,000 people in rural India. We have also efficiently saved more than 6,700 megawatt-hours of electricity thereby reducing 5,519 metric tonnes of carbon emissions to the environment. In our endeavour towards Reduce, Reuse and Recycle (3 R's), we have adopted principles of industrial ecology and co-processed about 198 metric tonnes of waste, making these initiatives environmentally sustainable. The health and safety of our employees are of utmost importance and we have ensured infrastructure, established mechanisms and procedures to prevent contingencies and help protect our employees and the assets they work with by following internationally accepted standards and practices.

As reported over the years, our approach to Corporate Social Responsibility (CSR) has been directed towards enriching lives for a healthier and happier world. At Glenmark, we have long recognized the need for action to improve the lives of the less privileged. We believe that children are the future of a nation, thus our interventions in CSR have focused on improving Child Health. We have worked towards reducing infant and child mortality by reducing malnutrition, increasing immunization and improving sanitation practices. In addition to Child Health, we have also worked towards providing sustainable livelihoods and access to healthcare. We have undertaken 8 large scale projects across India and Kenya that address these issues. We are happy to state that over the years, through our efforts we have positively impacted over 6,00,000 lives across India and Kenya. Our efforts are further supplemented by our employees who dedicate their time and effort for social causes. This year through our Joy of Giving Festival our employees across 30 locations in 13 countries celebrated the festival of philanthropy. We have also launched the Glenmark Aquatic Foundation this year, with the vision of creating champions in Swimming from India. Our aim is to transform the existing ecosystem for swimming as a sport in the country.

For us the journey is as important as the destination. Our work for environmental and social good will continue well into the future. The intention is to constantly invest resources in ensuring a better future for all our stakeholders. It is greatly encouraging to experience the many positive outcomes of the dedicated work we have put in and we hope this inspires others to join us in this journey.

Best Regards,

Glenn Saldanha
Chairman and Managing Director

OUR COMMITMENT

Glenmark's philosophy is to conduct its operations in a manner that is ethical, transparent, proactive, environmentally conscious and sensitive to all its stakeholders. We operate in compliance with all regulatory and policy requirements and there are regular audits to ensure that controls and compliances are maintained at a high standard.

Glenmark's commitment towards environmental and social responsibility has existed since its inception; however, a structured approach was adopted in 2010 by establishing management systems. This accelerated our efforts and enhanced the focus on environmental and social aspects by solemnising the environmental policy and creating dedicated institutional positions for the purpose.

With changing global and regional challenges, and emerging best practices in the pharmaceutical sector we have updated and upgraded our policies and practices at regular intervals. Our recent amendment to the EHS policy includes the commitment to ensure resource efficiency and conservation, to address climate change by reducing carbon emission intensity, and to adopt technologies and practices that minimise environmental impacts and prevent pollution. The potential future effects of global climate change are recognized and our efforts are focused on this cause. In this financial year itself, we have been able to

reduce carbon emissions to the order of 7895 tCO₂e (tonnes of carbon dioxide equivalents) through our various interventions.

At Glenmark we are sensitive to the needs of a world faced with innumerable challenges. Through CSR initiatives we have the opportunity to address these challenges and make a difference. Our vision is to enrich lives for a healthier and happier world. We are committed as a responsible organization to reach out through programs that are based on our strengths as a pharmaceutical company. The problem of child health is a serious issue across the world, hence, our CSR interventions are focused on reducing infant and child mortality. Due to our wide geographical presence, we are able to donate medicines thereby increasing access to healthcare. Employees at Glenmark contribute both financially and non-financially for social causes across the globe through the Glenmark Joy of Giving and employee volunteering initiatives. We also aim to provide livelihood to the marginalized and transform the ecosystem for swimming as a sport in India.

We are able to bring tremendous change in environmental and social consciousness through the vision of our leaders that is further supplemented by the dedication and enthusiasm of our employees, for which we have also been recognised in the sector.

glenmark
A new way for a new world

ENVIRONMENTAL, HEALTH & SAFETY POLICY

As a leading manufacturer of pharmaceuticals products, we are committed to conducting our business responsibly in the area of Environment, Health and Safety across all our operations globally by adopting the following principles:

- We shall comply with all applicable statutory EHS and other requirements at all times and our effort shall be to exceed these standards where appropriate.
- We are committed to continual improvement of our EHS performance by providing a safe and healthy workplace, conserving natural resources, preventing pollution, reducing carbon emission intensity and designing facilities that minimize environmental impact for long-term sustainability of Glenmark.
- We shall focus towards reducing waste in any form and ensure its safe disposal.
- We shall train, motivate and proactively engage our employees towards our commitment to EHS, and shall always strive to minimize occupational injury, prevent ill health and risks to our employees.
- We shall ensure protection for all employees from exposure to any substance or activity which may be hazardous to health through regular risk assessments and safety audits.
- We shall establish sound EHS objectives and communicate our EHS performance to all employees and stakeholders.
- We shall guide and encourage our associates to adhere to our EHS practices.

Rajiv Sharma
President, Global Operations
Glenmark Pharmaceuticals Ltd.

Dated: 01.05.2015

glenmark
A new way for a new world

OCCUPATIONAL HEALTH & SAFETY POLICY

- We are committed to comply with all applicable health, safety and environment statutory regulations at all times.
- We shall endeavor to constantly adopt systems and processes to improve our OHS performance.
- We shall define responsibilities at all levels and deploy resources to ensure the safety of the employees and promote a safe work culture.
- We will assess competence of individuals in the area of safety during recruitment and career advancement.
- We shall conduct risk assessments and safety audits at prescribed frequency and take remedial measures to mitigate safety hazards from operations.
- We shall assess, prior to purchase, all plant equipment, machinery and material for safety features.
- We shall keep employees informed, educated, trained and retrained on health and safety aspects of their jobs. Wherever required, we will communicate the safety aspects of our operations to the general public.
- We shall provide information on the health and safety performance in the annual report.
- We shall review this policy at least once in three years and periodically review the health and safety performance of the organization.
- We shall communicate health and safety policy to every employee, contractors, sub-contractors, transporters and visitors entering our premises to ensure that they comply with the safety standards of the plant.

Rajiv Sharma
President, Global Operations
Glenmark Pharmaceuticals Ltd.

Dated: 01.05.2015

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A new way for a new world

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Our CSR Vision
Enriching lives to create a healthier and happier world.

Our CSR Mission

- To be a responsible organization
- To focus on child health and reduce infant mortality and child mortality
- To empower the marginalized by generating sustainable livelihood
- To promote aquatic sports and place India on the global map
- To provide access to healthcare through medicine donation and other health initiatives/projects for the less privileged
- To support advancement of education
- To encourage employee volunteering across all our locations
- To provide disaster relief to affected areas

Rajiv Sharma
President, Global Operations
Glenmark Pharmaceuticals Ltd.

Dated: 01.05.2015

The world we inhabit as global citizens is increasingly growing smaller. Distances are easily covered leading to cross border trade, business expansion and booming economies. Economic development has led to high resource extraction and consumption that is faster than the natural process of regeneration. Depletion of the very resources used to fuel development and growth has resulted in environmental degradation and climate change, which are the major challenges faced globally. As a responsible global company, Glenmark understands the complexity of this problem and contributes through technological solutions and good management practices.

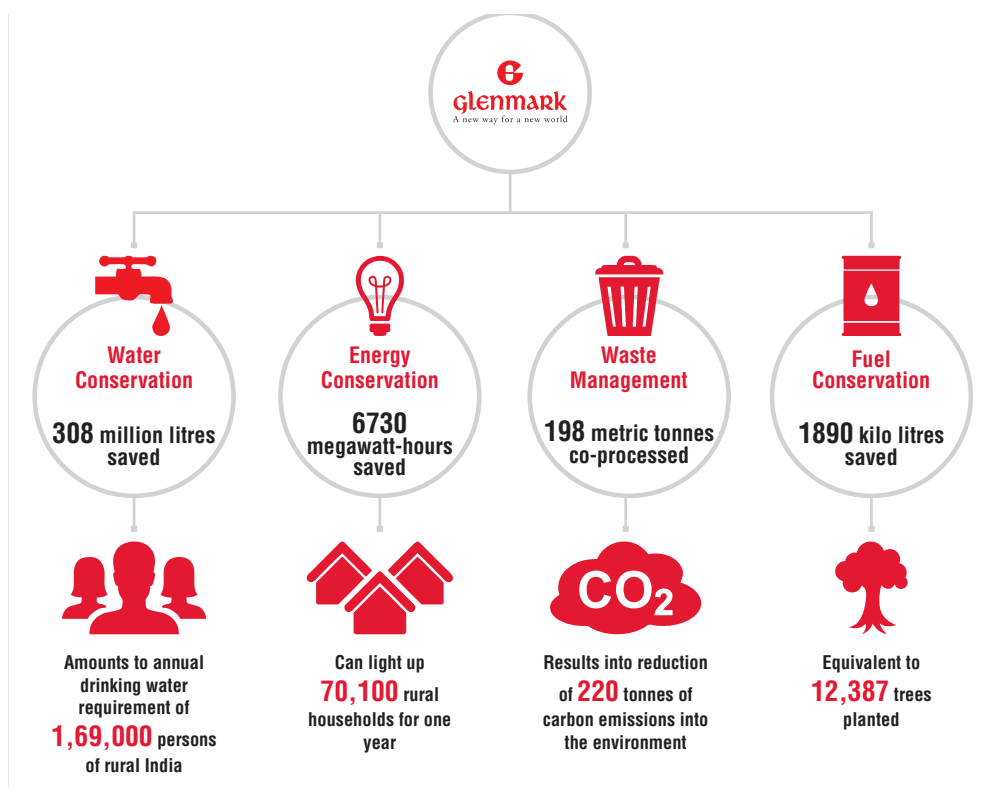
Our work under environmental management and employee wellbeing over the past year has been primarily directed towards resource efficiency, waste minimization and safe work practices. In our business operations we understand that interventions at a local

level positively impact on a global scale. We have invested resources exclusively targeted at efficacious environmental management.

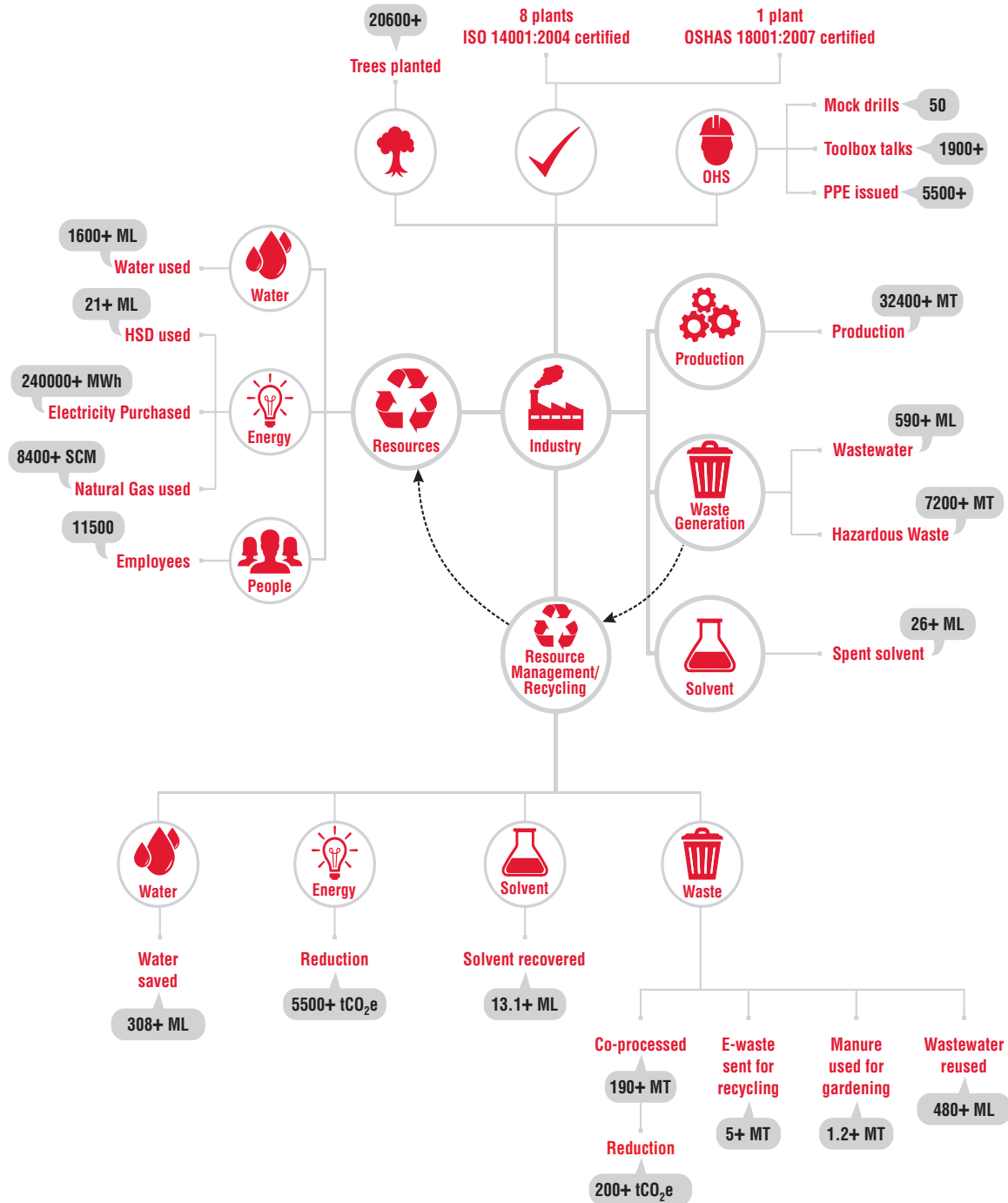
Cross linking the various aspects of water, energy and waste as well as of local and global issues provides a holistic picture for planning our interventions. Our efforts in saving energy and fuel, for instance, help in reducing carbon emissions to the environment; minimizing freshwater withdrawal makes water available for those in need; solvent recycling decreases extraction of virgin resources from the environment, indirectly leading to environmental protection and influencing climate change.

This section provides detailed statistics of the impacts achieved in the themes of Water and Wastewater Management, Energy Consumption and Conservation, Material Efficiency through Solvent Recovery, Waste Optimization and Occupational Health and Safety.

Socio-Environmental Impact Meter



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



ML : million liters
 MT : metric tonnes
 tCO₂e : tonnes of Carbon dioxide equivalents
 SCM : Standard Cubic Meter
 HSD : High Speed Diesel), MWh (megawatt hours
 PPE : Personal Protective Equipment
 OHSAS : Occupational Health and Safety Assessment Series
 OHS : Occupational Health & Safety

WATER AND WASTEWATER MANAGEMENT AT GLENMARK

Water is a precious resource. Unmanaged consumption and inconsiderate use has rendered most water sources polluted and scarce. According to the India Water Tool 2.0, 54 percent of India is under extreme water stress. According to World Health Organisation (WHO) currently 97 million Indians lack access to safe water, that is 7.7 percent of the total population. Moreover, World Bank estimates that 21 percent of communicable diseases in India are related to unsafe water.

Water Management

As a common good, water is a shared natural resource and we believe that the smallest of efforts add up to make a huge difference. At Glenmark our intention is to improve water management by focusing on optimization, reuse and recycle of this resource.

A platform was created at Glenmark to conceptualize initiatives for water and wastewater management. This was used by our plant heads, engineering managers and EHS heads. The idea was to share best practices, cross learn and innovate. Recognizing the benefits of this approach, we continue to have such meetings at regular intervals for periodic review of achievements of all the facilities.

Believing in the principle of 3R's, we have made efforts to reduce our water consumption by adopting best practices, alternatively reusing and recycling the treated wastewater in cooling towers, boilers and landscaping.

Our total water consumption was 0.53 million litres in FY15 which has reduced over the years while there has been an increase in production. Our specific consumption has reduced by 22 percent and 23.5 percent over FY14 and FY15 respectively as compared to FY13 (refer to Fig 1). Our fresh water consumption in FY15 would have been 0.7 million litres in the absence of adopting 3R principles in water and wastewater management.

Our freshwater consumption for utilities, domestic and gardening has reduced over the years with

increase in process water consumption (refer to fig 2). We have invested in Rain Water Harvesting (RWH) structures in our facilities at Goa, Indore, Nalagarh, Baddi, Taloja and Mahape. The total capacity of our RWH structures can replenish 10 percent of our annual freshwater demand.

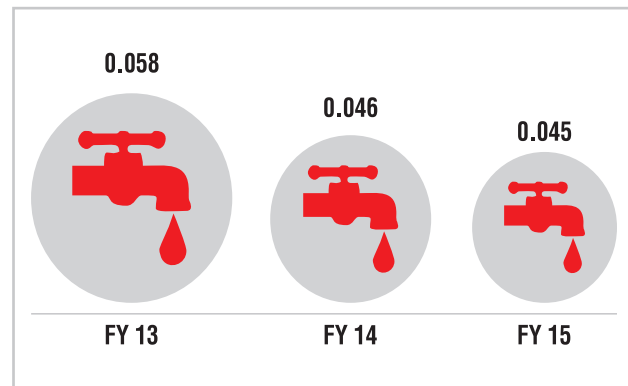


Fig 1 Specific Freshwater Consumption (kilo litres/kilo gram)

Initiatives like rain water harvesting and reuse of treated wastewater in cooling towers, boilers, toilets and in horticulture has led to reduction in overall freshwater requirements.

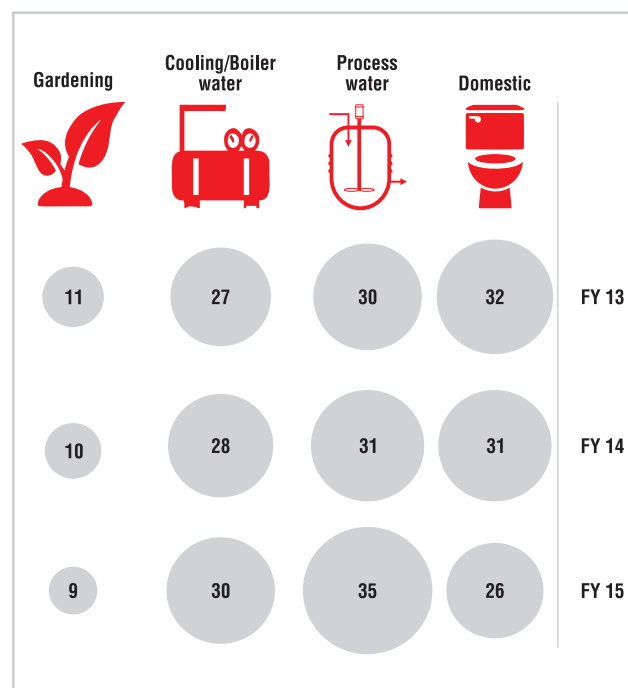


Fig 2 Distribution of Freshwater Consumption for Different Uses (%)

Glenmark has saved almost 308 million litres of freshwater in the last two years which amounts to drinking water requirement for almost 169,000 persons of rural India for 365 days.

Wastewater Management

One of the most promising efforts that stem from the global water crisis is reclamation and recycling of industrial and municipal water. In the context of increased fresh water demand for industries, wastewater treatment and recycling requires greater focus. We understand that 'wastewater is a resource' that can be adequately treated to successfully satisfy most water demands, simultaneously achieving pollution prevention and reduction in wastewater discharges (refer to fig 3).

We have adopted Zero Liquid Discharge (ZLD) approach in four of our plants at Ankleshwar, Aurangabad, Dahej and Mohol. Good quality water is reclaimed from wastewater at these facilities and is available for recycle in boilers, cooling towers and toilets. In rest of our facilities wastewater is treated and recycled for gardening purposes within our premises. Recycling of wastewater has increased to 99 percent from 65 percent in the past two years (refer to fig 4).

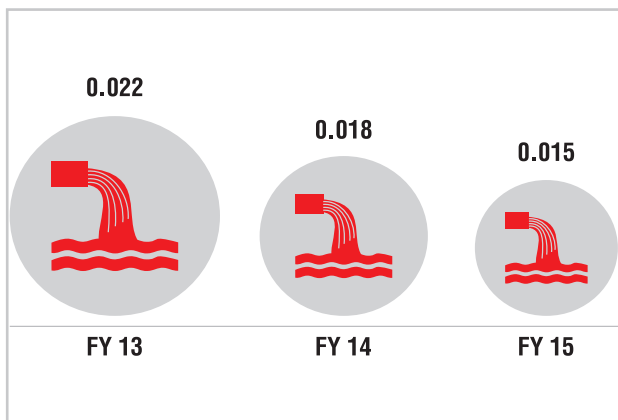


Fig 3 Specific Wastewater Generated (kilo litres/kilo gram)

In FY15, 78 percent of the wastewater generated from the facilities as well as from domestic applications was treated and recycled for toilet flushing and horticulture activities. 22 percent of the treated wastewater generated was used for plant utilities such as cooling tower and boilers (refer to fig 5). Recycling of treated wastewater sufficed 34 percent of our freshwater requirements.

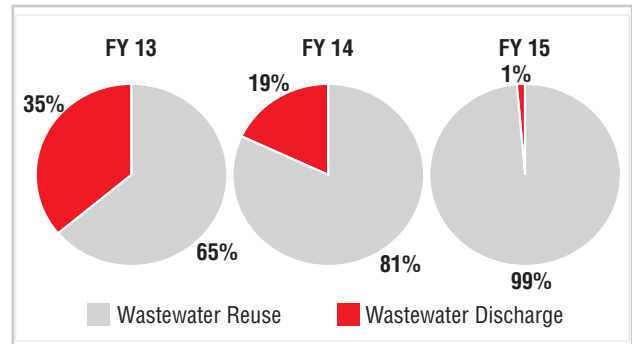


Fig 4 Wastewater Discharge and Reuse (%)

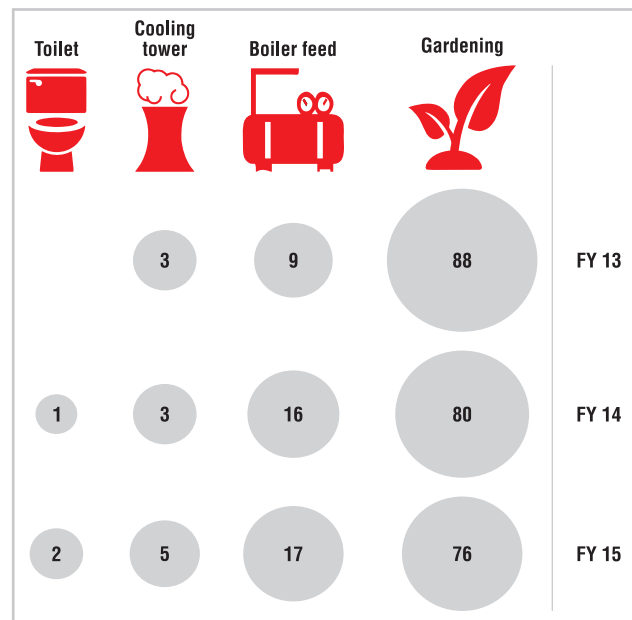
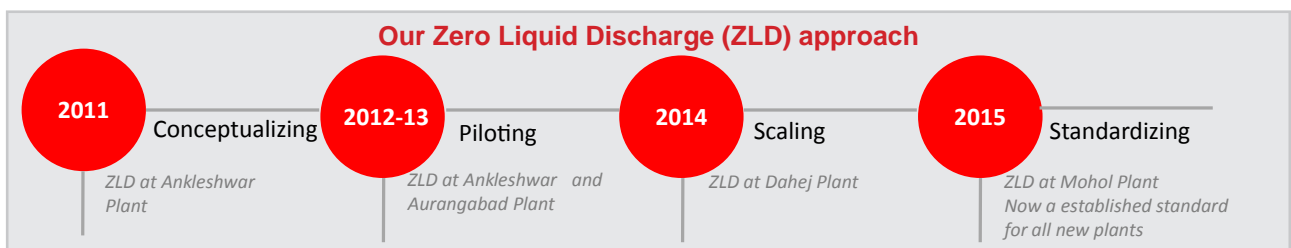


Fig 5 Wastewater Reused for Different Uses (%)



We reused 482 million litres of treated wastewater thereby saving equal amount of freshwater for the local communities surrounding our facilities.

Effluent Handling Facilities



Mahape



Baddi



Aurangabad

Upgradation of Effluent Treatment* Plants (ETP) and sludge handling facilities has helped us reduce our daily freshwater demand and sludge generation. The quality of the treated effluent from our facilities has seen improvement much beyond compliance. This has been achieved through technological additions such as enhanced biological systems and decanters.

Our wastewater and sewage treatment plants in Mahape have brought daily water consumption of the facility down by an average of 30 percent by treating and reusing all the wastewater that is generated.

**Effluent treatment is the process to purify wastewater to the extent that its discharge into the environment is rendered harmless.*

Achieving Zero Liquid Discharge (ZLD) through Reverse Osmosis (RO), Multiple Effect Evaporator (MEE) and Agitated Thin Film Drier (ATFD)



RO at Ankleshwar



MEE at Ankleshwar



ATFD at Ankleshwar

We have introduced ZLD* concept at par with global and national standards, through the use of advanced wastewater technologies such as RO, MEE and ATFD. These technologies help us achieve our goals for water conservation and efficiency. In this process, filtration (RO) is followed by evaporation (MEE) to recover pure water and concentrate is dried (ATFD) to obtain almost 100 percent salts from wastewater, which are then disposed to secured landfill sites and pure water is made available for recycle in our facilities.

175 million litres of recovered water was recycled during FY13-FY15.

**ZLD is a process that removes all the impurities from wastewater and recovered water is recycled in utilities.*

The future global economy is likely to consume more energy, especially with the rising energy demand of developing countries such as China and India. At the same time, the risk of climate change associated with the use of fossil fuels makes generation of this energy increasingly difficult. While growing demand is a part of the problem, poor infrastructure equally contributes to electricity shortfalls and impacts the overall economic growth. Access to energy is a critical problem in India and major inequalities of access afflict the Asian subcontinent. According to the 2011 Census of India, 77 million households in India still use kerosene for lighting requirements. The problem is more acute in rural India where up to 44 percent of households lack access to electricity. The only option is to trace alternatives to this indispensable yet finite resource.

The world over, governments are urging industry to switch to renewables. Today, many countries and corporations rely on wind and solar to power their needs. Our operations today incorporate innovative systems, processes and products designed to optimize use of energy. In many cases we have made a conscious shift to utilize energy from renewable sources.

Energy Consumption and Efficiency

In order to address increasing energy demand owing to our production expansion we have implemented a number of initiatives to reduce consumption. We introduced new and innovative interventions in the

areas of lighting, pumps and motors, power factor, automation, refrigeration system and fuel. This year we have made significant investments in equipment to conserve energy.

Some of our energy saving initiatives:

- ▶ Energy efficient lighting system which includes optimum number of lamps on the shop floor, installation of LEDs, individual switches for each lamp, motion sensors and timers to switch off the lights during dormant periods
- ▶ Energy efficient Heating, ventilating, and air conditioning (HVAC) system, which includes optimized blower speeds providing required number of air changes per hour, temperature controller and timer on ACs and exhaust fans
- ▶ Enhanced heat recovery and efficient chilling systems
- ▶ Steam condensate recovery and reuse in boiler operations
- ▶ Installation of new electrical panel to improve power factor
- ▶ 94 hours of employee training on energy conservation and greenhouse gas (GHG) management

These efforts resulted into saving of 6,730 megawatt-hours of electricity.

We have made installation of energy efficient equipment as a standard practice for all the new facilities and have adopted a phased approach for replacement of the existing machinery.

Chiller Plant at Ankleshwar



Indirect steam based existing Industrial Cooling Equipment (ICE) was replaced with new and efficient equipment which directly operates on electricity. During steam production some energy is lost in the form of heat which is not in the case of electrically operated ICE.

It has helped us save an estimated 4,336 megawatt-hours with a payback of only 9 months.

Our efforts in energy efficiency has resulted in saving energy thereby providing electricity for 70,100 rural households for one year.

Fuel Use and Conservation

Our facilities run on diverse energy sources of renewable and non-renewable nature. High Speed Diesel (HSD) is used at 15 facilities whereas biodiesel is used at our Nashik facility. Facilities at Dahej, Ankleshwar, Aurangabad rely on a mix of natural gas and HSD (refer to fig 6).

Taking a step towards sustainability, the Glenmark Nashik Plant has started using an alternate renewable source of energy, biodiesel. It has not only substituted the use of HSD but also helped in reducing the operational costs. In the reporting period, 65,500 litres of biodiesel has replaced purchase of HSD.

We are also making efforts to reduce our HSD consumption and the results can be seen in Figure 7.



Biodiesel based boiler at Nashik

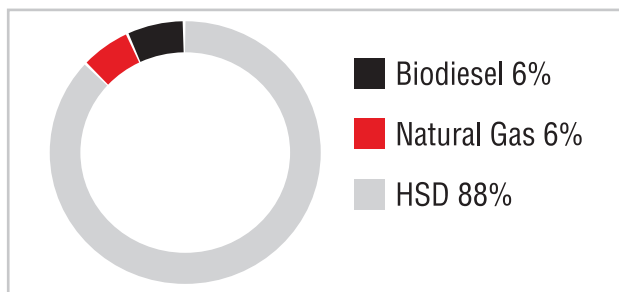


Fig 6 Percentage of Direct Energy Fuel Mix

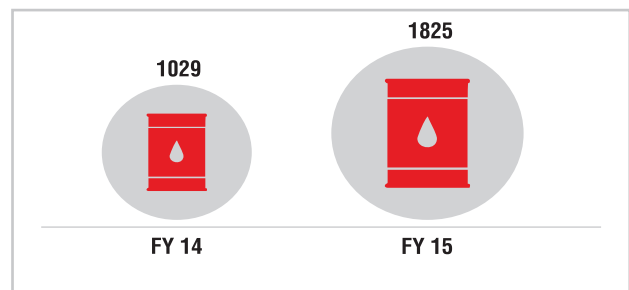


Fig 7 HSD saved (kilo litres)

Efforts in conserving and efficiently using energy have positively impacted our contribution to the local air quality and climate change. A key enabling factor has been the drive from employees who have been instrumental in implementing these initiatives.

Use of Renewables

Our future plans include shifting some of our energy requirements from non-renewables to renewables such as solar and hydro. Continuous efforts are made to learn from new research and technological inventions.

A major initiative in our renewable energy efforts is being implemented at our Mahape facility. We have proposed a rooftop solar system of 100 kilowatt-peak (kWp) capacity at the facility. After installation, the project is estimated to achieve 123.5 tonnes of Carbon dioxide equivalents (tCO₂e) reduction. We will be purchasing 2.4 million units of hydropower through open access. This shift from thermal to hydro power will help us achieve 1968 tCO₂e reduction in FY16 at Mahape.

Future sourcing of energy from renewables will achieve an estimated 2,092 tonnes of carbon emission reduction to the environment.



The amount of waste produced worldwide is 4 billion metric tonnes each year and expected to double by 2025 owing to economic and population growth. About 70 percent of this is dumped into landfills or open dumps. Each type of waste creates different hazards, adversely impacting the health of communities and ecosystems alike.

Our strategy is to handle each stream of waste with specific solutions, thus managing and disposing waste with minimum impact. We have focused on four waste streams including hazardous waste, non-hazardous waste, e-waste and domestic waste from our facilities.

Hazardous Waste and Co-processing

According to the Central Pollution Control Board of India, the amount of hazardous waste generated in the country is about 7.90 million metric tonnes per annum. This poses a threat to human health and environment if not scientifically handled and disposed.

At Glenmark we pursue best in industry practices for disposal of hazardous waste. The waste is disposed to Common Hazardous Waste Treatment Storage and Disposal Facilities (CHWTSDF) for scientific disposal at our member institutions.

Waste generation has increased as a result of business growth. Our target is to reduce the waste generated and to devise innovative ideas where the hazardous waste can be used as a resource. We have initiated this process by co-processing the off-specification/ expired medicines in cement kilns (refer Case study: Waste to Energy: Co-processing at Glenmark).

Our co-processing effort has reduced 220 metric tonnes of carbon emissions going to the environment by replacing the coal used in the cement kilns.

Domestic Waste

Glenmark understands the importance of segregation of waste at source. By doing so, we not only salvage valuable material present in the waste but also divert this waste from going into landfills. It also helps reduce greenhouse gas emissions that are otherwise emitted if not composted. In our facilities, segregated waste is converted into manure via vermicomposting.

At our Goa and Ankleshwar facilities, constant efforts are made to segregate canteen and garden waste for vermicomposting. The manure produced from this waste is used in-house for horticultural

Case study - Waste to Energy : Co-Processing at Glenmark



In our endeavour to reduce the amount of waste generated, we adopted two approaches at our Goa facility –

Using crusher for defacing waste medicines, thereby reducing the waste quantity generated to one-third.

Co-processing of off-specification/expired medicines in cement kilns to transform it into cement as a by-product. For this, the off-specification/ expired medicines are sent for co-processing at a cement factory. Co-processing results in the complete thermal destruction of waste, thereby safely disposing the medicines and rendering them harmless. This initiative has not only reduced the company's waste disposal cost but also brought in environmental benefits like reduction in the use of fuel at the cement plant along with reduction in the overall emissions.

In FY15 alone, 198 metric tonnes of hazardous waste was co-processed from our Goa plant and Bhiwandi warehouse. The success of this pilot has encouraged us to replicate this model at our other facilities as well.

activities. Our Ankleshwar plant has been practicing vermicomposting for last two years, whereas in Goa it started in FY14. At Goa, we have utilized old structures by converting them into vermicomposting pits. The pits are shaded and are guarded against rains. At both the plants we have successfully converted domestic waste into manure and plan to replicate this initiative at our other locations.

E-waste

India is the fifth biggest producer of e-waste in the world, discarding 1.7 million metric tonnes of electronic and electrical equipment in 2014, a United Nations (UN) report has warned that the volume of global e-waste is likely to rise by 21 percent in the next three years. This is not only overburdening the landfills but also fast depleting the limited reserves of rare earth metals that are used to manufacture electronic goods.

We at Glenmark understand the importance of conserving virgin natural resources and our commitment towards this cause is evident from the numerous initiatives that we have undertaken. Our offices are a constant source of waste, especially e-waste and paper. We have reduced the amount

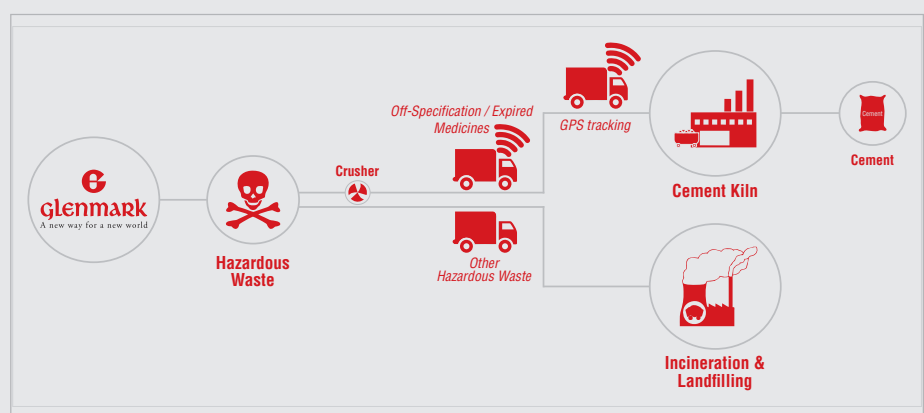
of e-waste going to landfills by encouraging refurbishment and reuse of electronic components.

In the last two years 5,081 kg of e-waste was collected from offices, plants and R&D sites and sent for recycling to authorized recyclers, with approximately 2,200 kg in FY15 alone.

While e-waste has been a source of livelihood for the urban poor, it is often one of the major contributing factors for severe risks to human health and the environment. Most workers engaged in the waste sector are not aware of the risks involved. The practices adopted in recycling waste and recovering materials are rudimentary, involving acid bath heating, open burning and indiscriminate use of chemicals without following any safety norms. These are often conducted in the bylanes of the city, making them dangerous and hazardous for the environment and human health.

By sending the e-waste to authorised recyclers we are assured of safe disposal of the e-waste generated in our offices, plants and R&D sites, thereby reducing the environmental pollution and health risks to the society.

Our concern of proper disposal of off-specification and expired medicines has led us to adopt an innovative solution. We use Global Positioning System (GPS) to track the location of the vehicles containing these medicines. A trusted Glenmark representative accompanies this vehicle. Such a process ensures that the medicines are not misused and are disposed safely without causing harm to the environment or people.



We at Glenmark have promoted resource efficiency through waste management in an environmentally safe and socially responsible manner by adopting a combination of treatment options. These include e-waste recycling, in-house composting, hazardous waste co-processing, coupled with creating awareness through various environmental campaigns.

MANAGEMENT OF WASTE SOLVENT

Scarcity of resources is driving the need for efficient use. Our commitment to conserving natural resources includes making best use of all materials. At Glenmark, we recover the solvent used in our processes for material efficiency and resource recovery.

Pharmaceutical processes require solvent as a medium for separation and purification, washing of product and cleaning of equipment. Significant quantity of the spent solvent is generated from these processes. Such a large volume of spent solvent cannot be reused without decontamination. Solvent recycling in API facilities is possible after quality assurance unlike other manufacturing facilities that strictly avoid recycling of materials.

Spent solvent disposal to the environment is not advised as it can be toxic and non-biodegradable. Recovering good quality solvent for recycling in API manufacturing process is also a challenge as it requires complex design and large set up to remove various contaminants present in the spent solvent.

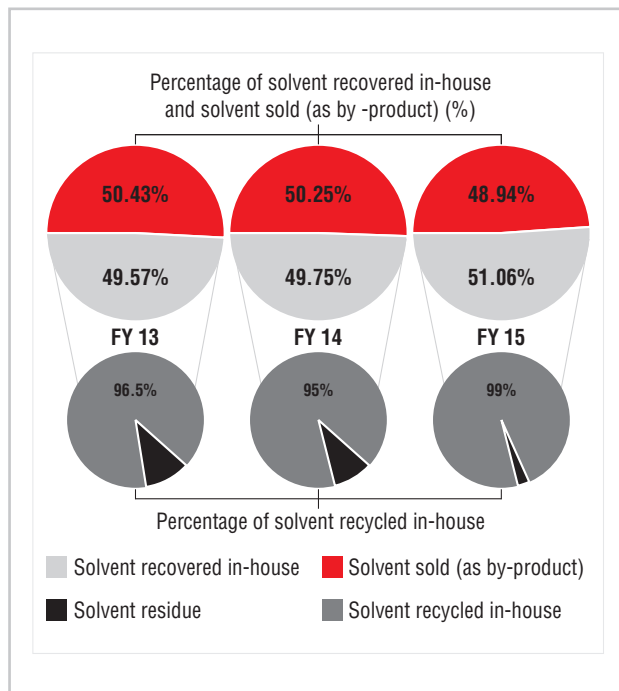


Fig. 8 Percentage of Solvent Recovered and Recycled

Solvent recycle helps conserve natural resources and reduces Volatile Organic Compounds (VOCs) and carbon emissions. Solvent vapours owing to its volatility are recovered by using distillation units and condensers. Solvent recycling significantly reduces overall production costs replacing the requirement of fresh solvent purchase.

For these reasons, we reuse the spent solvent and sell some of it as a by-product. In the reporting period, we recycled almost 99 percent of the recovered solvent; 49 percent of the spent solvent was sold as by-product (refer to fig 8).

Solvent Recovery Plants



Dahej

Aurangabad



Ankleshwar

Solvent recovery was made possible through an installation of a new automated Solvent Recovery Plant (SRP) at Ankleshwar. It is an automated system designed for operations using Distributed Control Systems (DCS). Recovery plant also has significant safety features including automatic shutdown process in case of any control parameter deviation.

We have reduced our material consumption and subsequent waste disposal in a cost effective way through solvent recovery. We have recovered a total of 132 million litres of solvent in the past two years, in turn reduced our storage requirements, associated environmental risks and occupational hazards.

SAFE WORKING CONDITIONS AND HEALTH CARE AT GLENMARK

According to the Planning Commission, India, a large portion of the working population is not covered by health and safety regulations as 83 percent of the total employed work in the unorganized sector. It is estimated that unsafe work conditions is one of the leading causes of death and disability among India's working population. According to International Labour Organisation (ILO) estimates, around 4,03,000 people in India die every year due to work-related problems.

Creating a safe work environment is critical to the success of any business, and is one of the best ways to retain employees and maximize productivity. An important part of Occupational Health & Safety (OHS) is to understand that it is not just about employees but also about their families and the extended communities connected to them.

Health and Safety

Glenmark considers OHS as an activity beyond compliance and encourages employee consultations and team effort. We have provided infrastructure, established mechanisms and procedures to prevent contingencies and help protect our employees and the assets they work with by following internationally accepted standards and practices.

We have also established and implemented a Safety Management System as per British Safety Council's 5 Star Safety system. We have moved from 10pt MSDS* to 16pt MSDS in early 2013, by adopting

international Globally Harmonized System (GHS) by ILO. GHS is adopted by many countries in Europe, Australia, America and Asia. We are one of the few companies in India which has proactively adopted this system.

In the last two years across our 16 facilities with over 7000 employees we have achieved 96 percent incident-free days out of 730 days.

Our safety committee meetings are regularly conducted to encourage transparency, responsibility, openness to resolve unsafe conditions and practices.

Training on various aspects of safety is conducted at Glenmark to ensure safe work practices. 25,876 hours of training was imparted on occupational health and safety to our employees in FY15. At the department level informal discussions are conducted (called 'Toolbox Talks') to encourage a safe and healthy culture. We ensure that all our employees strictly follow the safety norms and wear personal protective equipment wherever required. Every year in the first week of March, coinciding with National Safety Day, we at Glenmark celebrate safety week all across our facilities. Various activities are organized to generate awareness among the employees on safety aspects. During the safety week we conduct a number of competitions such as quiz, poster, slogan writing and painting. We take an oath for adopting and practicing safe work practices (refer Glimpses of Safety Week FY15).

No fatalities at Glenmark in the past two years. We have received awards on Occupational Health and Safety, demonstrating our commitment to high standards.

Occupational Health Centre at Goa Facility



We have instituted an Occupational Health Centre at Goa facility that currently exceeds legal requirements. We intend to expand this concept to our other facilities in India. The Goa Centre provides world class occupational health services including health examination, consultation, education, promotion of health, and safe working practices. It has separate rooms for recovering patients and for the doctors and nurses. It also maintains records using innovative and efficient software.

* India's Factories Act 1948 requires Material Safety Data Sheet (MSDS) based on 10 point (pt) system

SAFE WORKING CONDITIONS AND HEALTH CARE AT GLENMARK

The concept of safety is continuously reinforced amongst our employees through a number of channels such as periodic training, emergency mock drills, safety campaigns, periodic inspections and displays on safety. This had led to increased awareness levels on safety resulting in reporting of even minor incidents.

In FY14 and FY15 we observed no fatalities, however, had 7 reportable incidents and 22 minor fire incidents with 25 percent and 31 percent decrease in reportable incidents and minor fire incidents respectively (refer to fig 9).

To provide better service to our employees in case of any injury or fatality we have also set up an insurance help desk which helps answer queries related to claim settlement, cash-less hospitalization, coverage

of employees and their family members, and Third Party Administrator (TPA) identity cards.

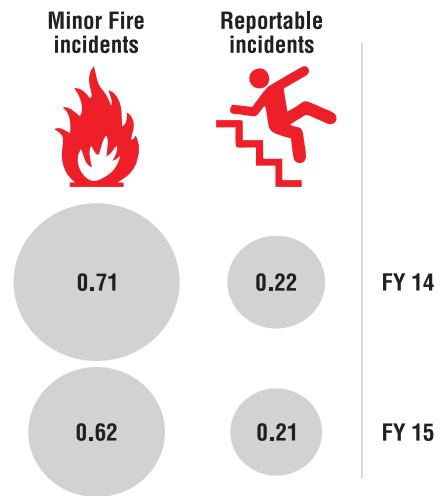


Fig 9 Incidents per Million Manhours Worked

Glimpses of Safety Week FY15



Fire fighting demonstration using fire hydrant at *Aurangabad*



Personal protective equipment (PPE) exhibition at *Dahej*



Safety training on self contained breathing apparatus at *Goa*

SAFE WORKING CONDITIONS AND HEALTH CARE AT GLENMARK

Glimpses of Safety Week FY15



First Aid Training at *Nashik*



Emergency drill to rescue an injured person at *Sikkim*



Display of safety equipment at *Nalagarh*



Safety essay writing competition at *Baddi*



Foam Monitor training at *Kurkumbh*



National Safety Day opening celebration at *Goa*



Safety oath at *Mahape*

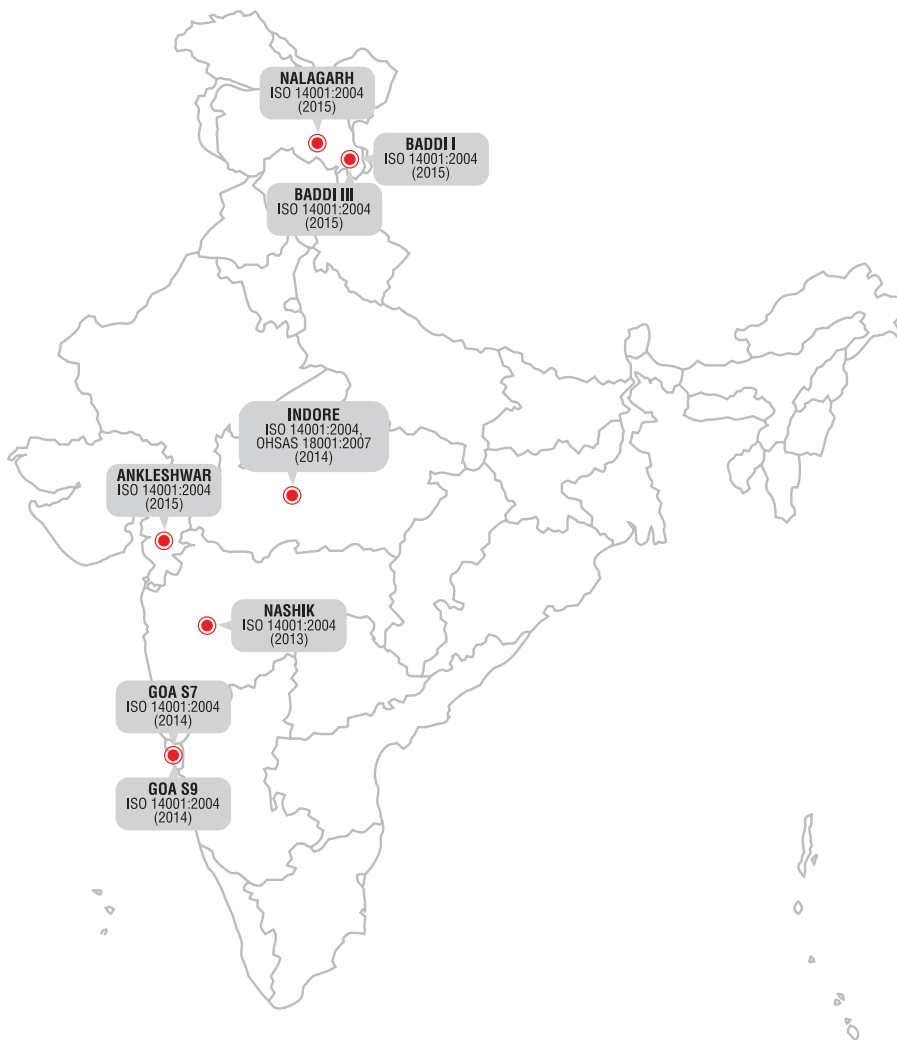
Adopting a systems approach to continuously address ecological and social footprint of the business creates a positive impact on the long term sustainability. If the company has successfully introduced safety metrics matched with a strong commitment to protecting the environment, it gains a long term advantage from the business perspective.

Environment and OHS Management Systems

We at Glenmark understand the importance of protecting the environment and the wellbeing of our employees. We have embedded the systems approach in our operations by adopting ISO 14001:2004 (Environmental Management System) in eight of our facilities and Occupational Health and Safety Assessment Series (OHSAS) 18001:2007

(Occupational Health and Safety Management System) in one of our facilities till date. We plan to expand this to the remaining facilities in a phased manner in the coming years. These management systems acts as an overall framework to address the environmental aspects and OHS hazards discussed in the earlier sections. The approach integrates all functions into an interrelated team effort, providing a structured framework for establishing and implementing Standard Operating Procedures. This ensures all the system functions are optimized to achieve maximum compatibility for enhanced productivity without compromising on the environment and the wellbeing of our employees.

At Glenmark, we have introduced the Environment, Health and Safety (EHS) scoreboard which is a reporting and communication tool to ensure

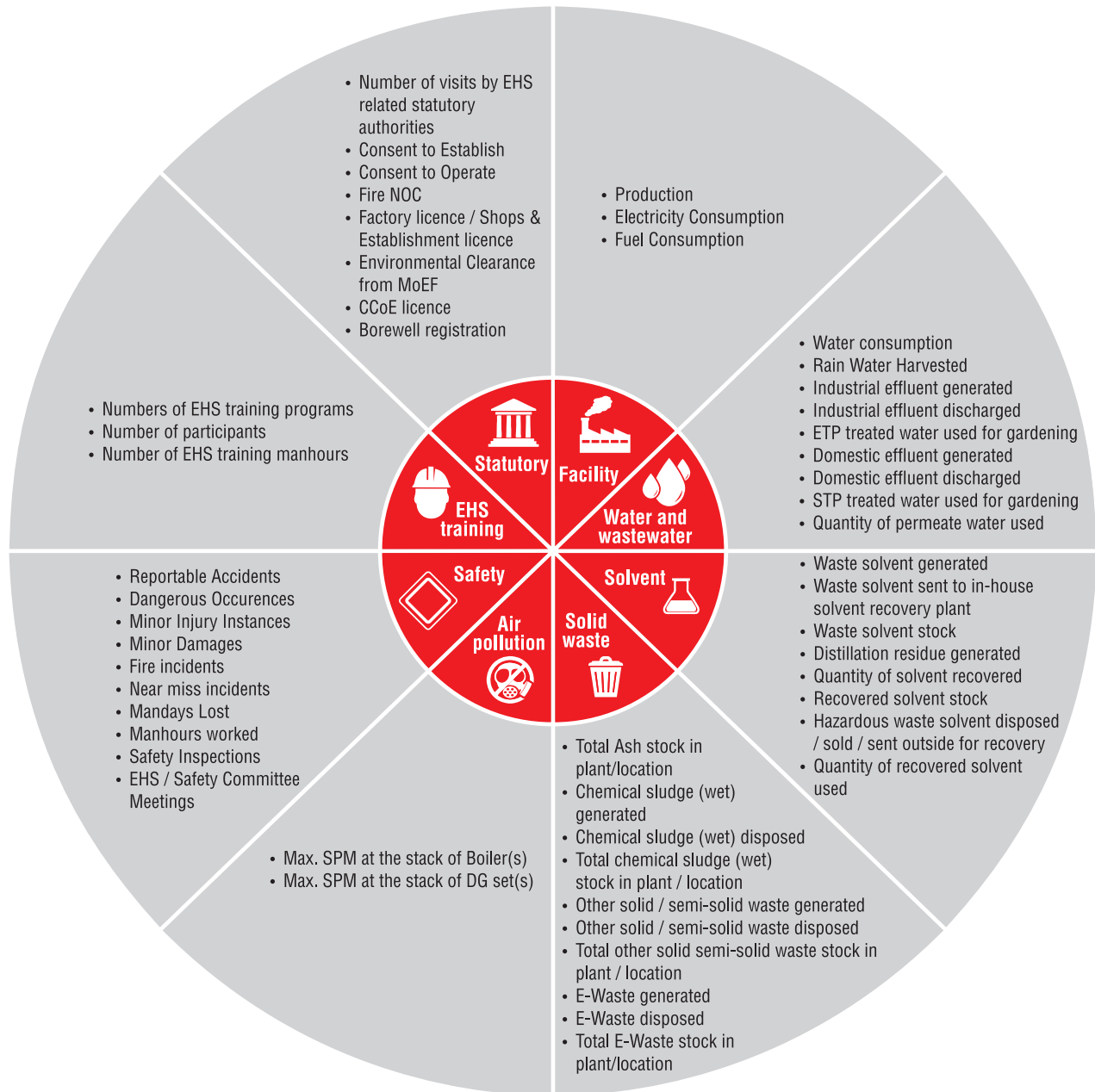


ISO and OHSAS certified sites

INTEGRATING ENVIRONMENTAL MANAGEMENT SYSTEMS

compliance and drive improvements across our facilities. It includes monthly assessments of compliance with 59 parameters covering environment, occupational safety and training, material recycle and reuse, waste management, and energy consumption. It is a holistic approach that offers us the flexibility to effectively manage all our EHS indicators which in turn protects our people, environment and assets.

This process helps us find better ways to plan our activities at reduced costs, minimize compliance failures, and prepare regulatory performance reports. It also helps us manage incidents, assess risks, take corrective actions wherever necessary and in turn protects our people and assets by increasing overall safety, efficiency and productivity.



Environment Health and Safety scoreboard

INTEGRATING ENVIRONMENTAL MANAGEMENT SYSTEMS

The Best Plant Award is an annual award for excellence in operation. Environment Health & Safety (EHS) is one of the important criteria for this award. The EHS parameters considered for evaluation of this award include Lost Time due to Accidents, Fire Incidents, Statutory Compliance Status, ISO 14000 Compliance, Resource Conservation, and Fatality.

The Business Excellence Award is given to reward outstanding and out of the box thinking such as process improvement which optimize resources. The SPOT Award is intended to demonstrate immediate appreciation and recognition for a specific project or event such as self-initiatives taken to bring innovation.

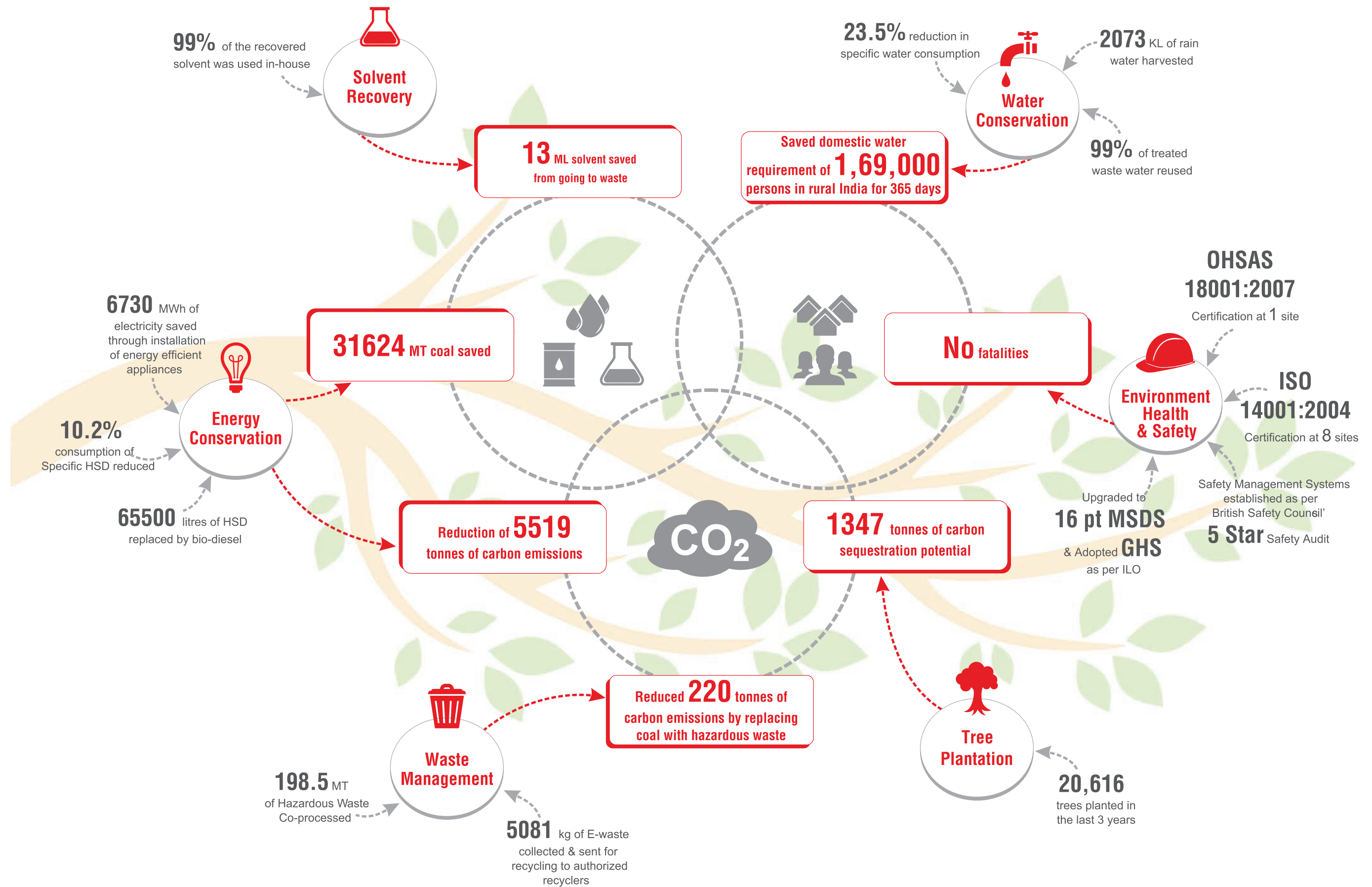
We encourage good management practices through Best Plant Awards, Business Excellence Awards, SPOT Awards and a portal to share innovative ideas.



Business Excellence Award for OHSAS core team of Indore with Ms Cheryl Pinto, Director-Corporate Affairs

I Foresee (I4C)

We have always believed in the power of innovation and have successfully crafted out new and better ways of doing things. We believe that every individual has great ideas which if addressed can change us as an organization. To ensure that all our ideas – big or small get the chance to be converted to reality, we have introduced I4C, our innovation portal. It is here, that our employees share ideas that can transform the organization or specific function encompassing environmental protection and safety of the people. On this online portal, ideas get a chance to be evaluated by the respective function or by a special jury and the selected ideas are implemented.



Environmental and Social Impacts

CAPACITY DEVELOPMENT AT GLENMARK

Our world is constantly evolving. As an industry, we are required to keep up with new technologies, dynamic markets and progressing business environments. For this we need to continually update existing knowledge and skills, and by doing so we ensure a competitive edge that helps us to stay ahead of our peers.

EHS Training

We value our employees and recognize the significance of investing in our people. Over the years we have spent a sizable number of hours on training

and education programs. The goal is to upgrade the knowledge and skills of our employees to the level of competence not just required for the work but to encourage innovation and creative independence.

Our operations include a number of processes and procedures requiring specific knowledge and skill sets related to environment, health and safety aspects. We conduct a number of specialized training programs under the various departments.

A snapshot of EHS training of our employees is given in Figures 10 and 11.

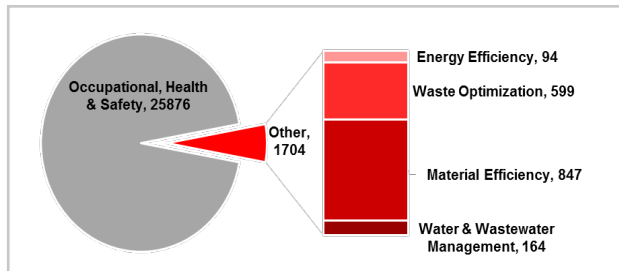


Fig 10 Number of Hours of Training in FY15

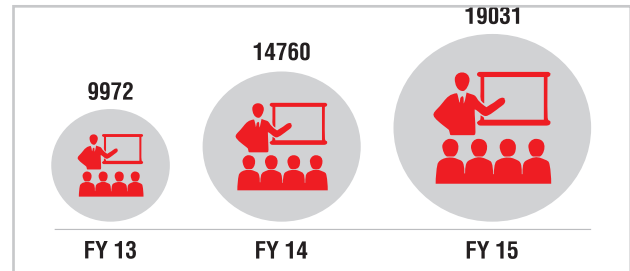


Fig 11 Number of Trainees

The participation in trainings has increased over the years, aggregating to approximately 19,000 trainees in the reporting year.



Participants from our plants for training program on incident investigation



Incident investigation training program in progress

BEYOND THE CALL OF DUTY



Celebrating World Environment Day by planting trees around the **Nalagarh** plant



Cycle rally to generate environmental awareness among citizens at **Indore**



Employees collecting waste and plastic around the **Goa** Plant



Afforestation program on World Environment Day at **Baddi**



Innovating games to enhance environmental awareness among employees at **Baddi**



Tree plantation at the R&D Centre, **Mahape**

Our ISO Teams



Ankleshwar ISO team



Baddi ISO team



Indore ISO team



Nalagarh ISO Team



Nashik ISO team

For us at Glenmark, creating a healthy, happy and ailment free world is a way of life. All our actions are guided by innovation and strong set of values. We are a company that cares enough to ensure our business efforts boost social causes. Inspired by this, we go the extra mile through our Corporate Social Responsibility (CSR) initiatives. These not only complement our business but help us go beyond by empowering the less privileged.

We focus on improving health standards and providing livelihoods to the most vulnerable and deprived sections of the population. In our efforts to do so, we hope to demonstrate our unwavering commitment to 'give back' to society.

Enriching Lives to Create a Healthier and Happier World

According to the World Health Organisation (WHO), new-borns face the highest risk of dying within a few days of birth. Majority of these children can be saved by access to simple and affordable interventions. Almost half the number of early infant and child mortality is caused by malnutrition. Glenmark Foundation is actively working towards improving child health and reducing Infant/Child Mortality. Through the foundation, we have initiated 'Project Kavach' which is our flagship CSR program. The word 'Kavach' means a shield and symbolizes protection. The idea is to signify that the foundation works to protect children against diseases and provides them and their mothers' access to healthcare.

Our interventions are focused on adolescents, newly married, pregnant mothers, new-borns and children up to the age of five. All our interventions focus on the key areas of Nutrition, Immunization and Sanitation. We believe the right impact can be made through the approach of staying with the woman from the time she is married to when her child is of five years of age. Thus we have staged interventions at each crucial phase of a child and mother's life.

Under CSR we also support projects for creating sustainable livelihood by providing opportunities to the less privileged sections of society. Another significant contribution is our medicine donation which improves access to healthcare particularly to those who are remotely located. Continuing the spirit

of doing good for society, every Glenmark employee across the globe offers their time and services for worthy causes through our 'Joy of Giving' initiative and employee volunteering programs. Our new initiative, Glenmark Aquatic Foundation aims to offer opportunities to budding swimmers that will help them excel in sports, thus creating champions in the future.

OUR IMPACT OVER THE YEARS

5,46,999 lives touched through Child Health interventions

75,484 children reached out through nutrition, immunization and sanitation interventions

23,599 malnourished children treated

8,896 children successfully immunized

18,975 pregnant and lactating women health care provided

3,200 youth successfully trained

2,500 youth placed in gainful employment

11,000 differently abled lives improved

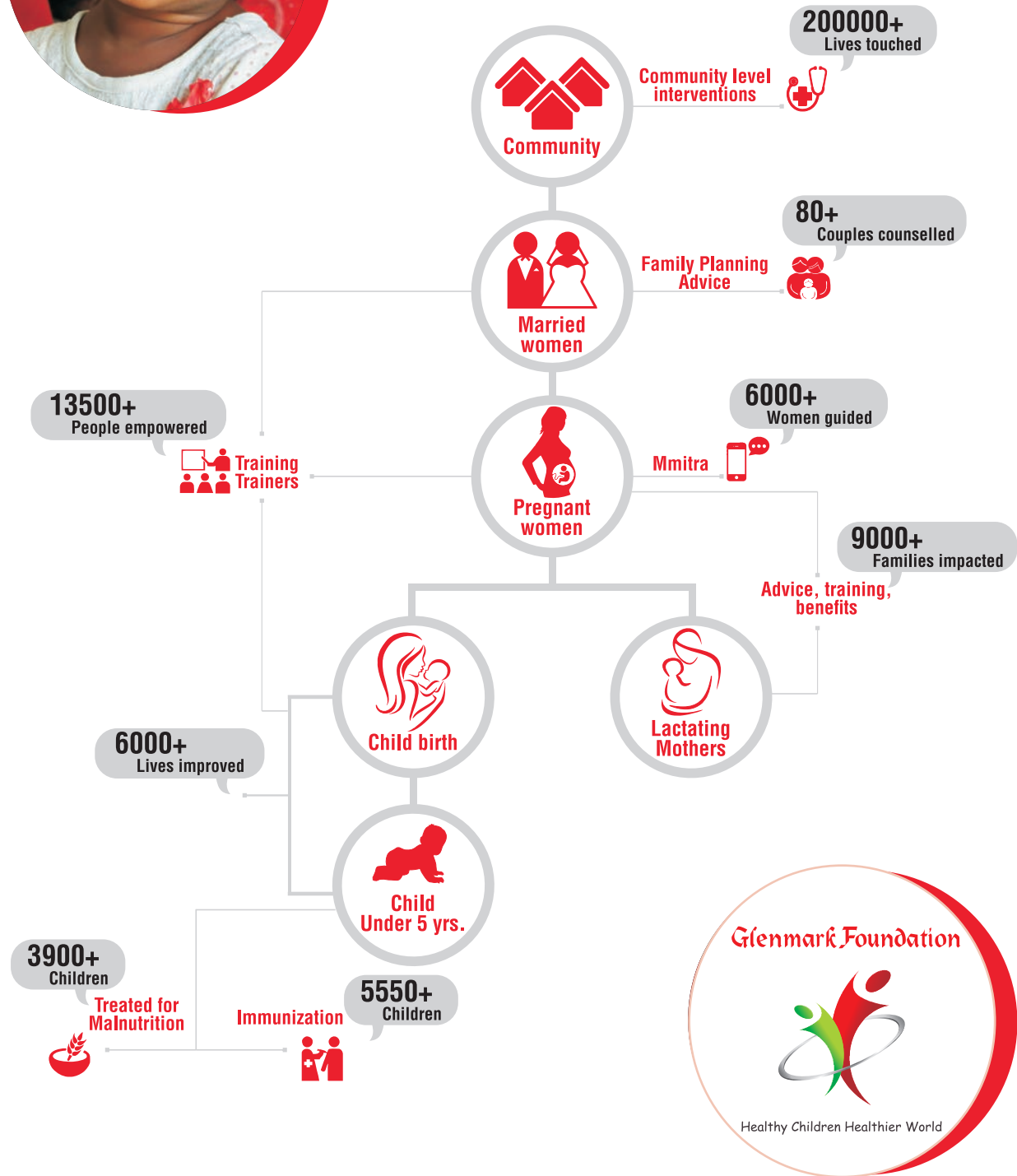
30 locations across **13** counties touching lives through Joy of Giving

3,500 employees volunteered over **15,900** hours of community service



Areas of Intervention

Through our efforts in child health and sustainable livelihoods, we have impacted over 600,000 lives over the years and continue to impact lives through our programs.



Innovation in child care for indigenous community in Madhya Pradesh

Our child health project in the Khalwa block in Khandwa district of Madhya Pradesh is reaching out to over 100 villages of the Korku tribes and aims to improve their child health status. The strategy is to address malnutrition, ensure complete immunization and promote good sanitation and hygiene practices. These efforts are aided with innovative behaviour change communication woven through the project to achieve maximum positive outcomes.

This year, in collaboration with our NGO partner, Spandan Samaj Seva Samiti, we conducted health camps, provided ambulatory care service, home visits for monitoring and counselling, backyard nutrition gardens, role-model anganwadis, and community crèches. We have succeeded in creating a viable model of community based malnutrition management reaching out to over 18,900 malnourished children across the years.

Our ambulatory care team positively impacted an average of 590 children, 165 pregnant women and 120 lactating mothers on a monthly basis by dispensing health checks-ups and medicines. The team was also involved in growth monitoring of identified cases of malnourished children, mothers' counselling and organizing puppet shows to spread awareness of sanitation issues.

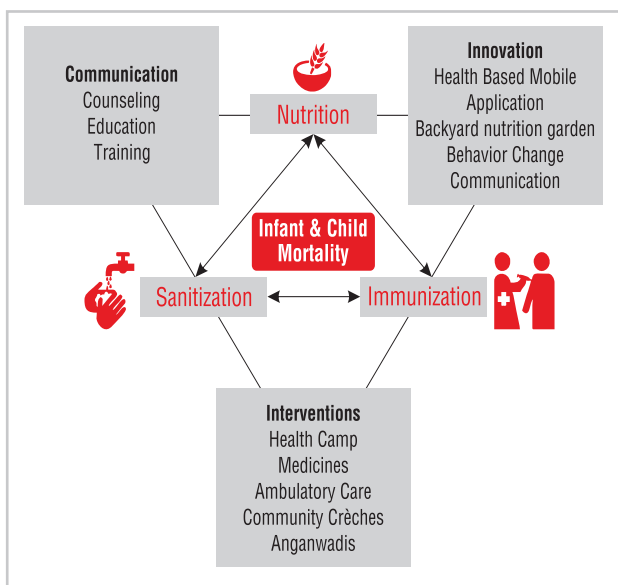
Who are the Korku Tribe?

The Korkus are an indigenous group of people possessing a unique culture and a rich heritage. Unfortunately, they are a community plagued with problems of poverty, hunger and malnutrition.



Snap shot of activities in MP (2014-15)

- ▶ 1,416 malnourished children recovered through the community based management program
- ▶ 272 families' health improved through backyard nutrition gardens that provided accessible nutrition
- ▶ 939 mothers diversified children's diets with local food and vegetables
- ▶ 35 role model anganwadis were created that offered a secure environment to 2,000 children
- ▶ 14,500 children were trained on handwashing across 100 anganwadis aimed at improving hygiene
- ▶ 6,600 people reached out through behaviour change communication in the form of wall painting, posters & puppet shows
- ▶ 4,217 people benefitted from 80 health camps



Strategic Interventions to address the problem of Infant and Child Mortality

CHILD HEALTH

What are Backyard Nutrition Gardens? In order to make nutrition readily available, we started a unique initiative of Backyard Nutrition Gardens. Beneficiaries are encouraged to grow vegetables in polypropylene sacks in close proximity of their homes. This enables direct intake of micronutrients for malnourished children. We have found that this resourceful initiative has also benefited landless families.



We organized a free dermatology camp for 80 remote tribal villages in Khalwa block where skin infections were a persistent health problem. Over 1000 persons benefited from the camp.

Improving maternal and child health in rural Himachal Pradesh

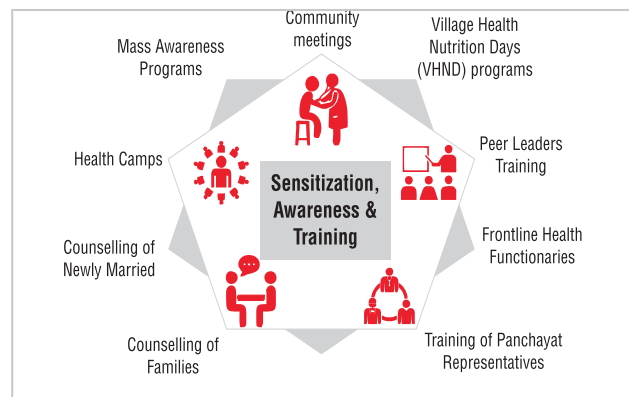
In the second year with our NGO partner, Institute for Global Development, we have added 5 more villages of Dhundhi, Bhatian, Saledha, Abhipur and Dandewal of the Nalagarh Block in Himachal Pradesh to our ongoing project covering 20 villages. Ill health and lack of awareness of proper hygiene practices were prevalent in these villages. A series of mass awareness and targeted programs were designed and conducted to sensitize the villagers on aspects of reproductive, maternal, newborn, child, and adolescent health (RMNCH+A) issues.



Street play during VHND



School awareness program by our peer leaders



Comprehensive Approach to address Maternal & Child Health issues

Snap shot of activities in HP (2014-15)

- ▶ 4,967 pregnant women, lactating women and mothers of children aged between 3-5 years sensitized on health
- ▶ 854 meetings for mothers-in-law conducted to raise awareness on health care
- ▶ 42 panchayat representatives, 160 frontline health functionaries and 48 peer leaders trained on health related issues
- ▶ 12 Village Health Nutrition Day (VHND) programs organized in our supported villages
- ▶ 991 people benefited from 4 health camps
- ▶ 22 newly married couples counselled on family planning
- ▶ 1,850 people reached out through mass awareness activities organized across villages
- ▶ 61 meetings on reproductive health and nutrition for 1390 adolescent girls

Story of Change

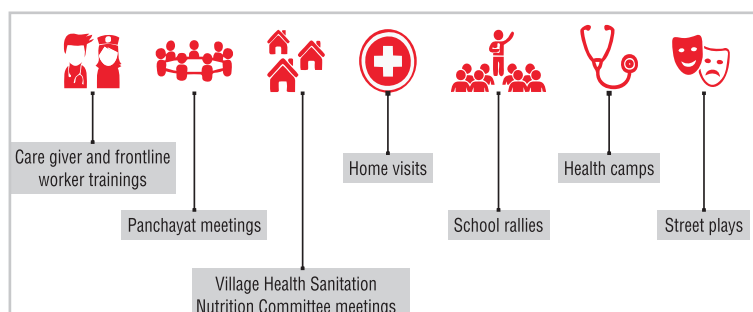
Esha, daughter of Amardeep who works as a labourer, weighed only 7 kg at age of 21 months, 2-4 kg less than what a child with proper nourishment would weigh. Her parents were unaware of her condition and when identified as malnourished, they had limited access to medical care facilities. Under this project, Priyanka was given supplementary nutrition and her parents were counselled on how to prepare nutrition rich food from available resources. Following this, Priyanka has shown improvement and our health workers are tracking her progress.

(Names have been changed to protect the identity of the individuals)

Direct health care interventions for children and women in Rajasthan

166 villages in 25 gram panchayats of Sanganer block have been the target beneficiaries of our child health project in Rajasthan. Along with our partner, Society for Integrated Development Action Research and Training (SIDART), we have achieved encouraging results in spreading awareness on sanitation and hygiene, ensuring immunization and improving the health status of malnourished children.

What is Malnourishment?
A condition when one does not get sufficient nutrition. This affects physical and mental health and development. In children this may lead to lower immunity, diseases and even death.



Direct Health Care Interventions: Components of the Project

Through a number of dedicated care giver training sessions, panchayat meetings, school rallies, health camps and Village Health Sanitation and Nutrition Committee (VHSNC) meetings, we have reached out to 75,000 people directly and 99,000 indirectly in these villages.

Snap shot of activities in Rajasthan (2014-15)

- ▶ 730 malnourished children recovered to a healthy status
- ▶ 1,918 new born children vaccinated
- ▶ 166 care giver training sessions conducted benefitting 5,810 people
- ▶ 25 panchayat meetings held for 7,500 beneficiaries on health care
- ▶ 2,260 children participated in 10 school rallies and drawing competitions on awareness of good health
- ▶ 400 people positively impacted from 4 health camps.



An innovative way of monitoring the nutrition status of the child included the use of color beads that provided visual identification of the child's health status: Green indicated 'healthy' while red represented 'malnourished'. Over the years, we have helped 80% malnourished children from the targeted 3,400 move to a healthy status.



Immunization calendars, a community based tool, for tracking immunization are maintained in the gram panchayats, village sub-centers and anganwadis. They act as an effective reminder of the immunization schedule of the children. We have increased immunization from 51% to 90% in our supported villages.

Holistic interventions to improve health of children under 5 in Maharashtra

In the space starved city of Mumbai, inhabitants of slums are faced with innumerable challenges. High population density, lack of water and proper sanitation result in polluted environments that adversely affect health, especially of women and children. We targeted Andheri Marol pipeline area in the western suburb of the city, consisting of 8 clusters of communities to support interventions aimed at improving their health.

Together with our NGO partner, Niramaya Health Foundation, we reached out to more than 23,000 beneficiaries. Medical intervention camps were conducted that tracked the status of malnourished children. These camps included three stages of interventions in this year. It involved health check-up of children followed by individualised treatment which included nutritional supplements and regular counselling of mothers. Importantly, the children were monitored at every stage which led to 50% recovering to healthy status. Pregnant and lactating women were provided with health supplements and educated about the need for nutrition for themselves and their children. Our Interventions also involved health awareness and education sessions, health camps, health marker days and health libraries for the community.



Home visit by our health worker

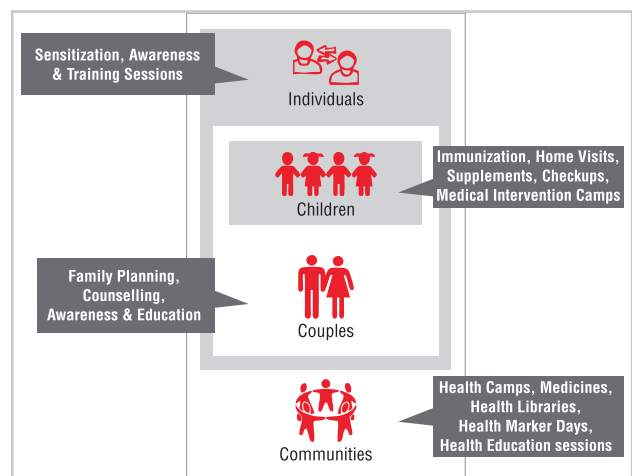
Surveys were conducted to record the impact of the education sessions. It was noted that the awareness levels of beneficiaries had doubled.

Snap shot of activities Maharashtra (2014-15)

- ▶ 40 community peer leaders were trained, and they conducted sessions reaching out to 7876 community women
- ▶ 7,945 beneficiaries attended health care sessions conducted by health workers
- ▶ 18 health camps benefitted 1,810 people, immunization was provided to 34 children
- ▶ 22 couples counselled on family planning for healthier lives
- ▶ 1,078 children between 0-5 years reached out to, through our intervention for malnutrition
- ▶ 4 cleanliness drives in the communities to improve hygiene and reduce health risks

Novel Concept of Health Library

This was initiated through community peer leaders. Health related materials were provided to promote healthy practices. Currently 20 libraries are being run with readership numbering 2,214.



Preventive and Curative health interventions

Story of Change

A 26 year old woman with two children, Sneha was facing problems from her alcohol and tobacco addicted husband; in addition to making a living under extremely challenging circumstances. She was counselled about the importance of spacing new births and reducing the number of pregnancies. Over the course of three months of home visits and counselling, she considered using contraceptives thereby reducing the adverse impacts to her health and her children.

(Names have been changed to protect the identity of the individuals)

Interventions for improving health in the slums of Nairobi, Kenya

The local community in Nairobi was susceptible to disease due to high malnutrition and low immunity. Children being the most vulnerable were among the worst affected. We at Glenmark believe that healthy children are a foundation for a healthier world and hence our efforts are concentrated towards improving the health of infants and children.

Our project “Lishe Bora Mtaani” in the villages of Kianda, Soweto and Gatwekera of Kibera in Nairobi, Kenya is aimed at improving the health of infants and children. We employ innovative strategies such as WASH, mobile messaging, Integrated Management of Acute Malnutrition (IMAM) and regular health screenings to address child health issues.

Our continued support has shown positive results. Along with our NGO partner, Carolina for Kibera and the local Health Department, we have achieved our objective of reaching out to 11,276 households.



Innovative Strategies for High Impact

What is WASH?

A globally used acronym for Water, Sanitation & Hygiene, WASH ensures that these critical and interrelated issues are addressed. Problems such as no access to clean water, inadequate sanitation facilities and lack of hygiene adversely affect the local communities in developing Asian and African countries.



Hand washing demonstration

Snap shot of activities in Kenya (2014-15)

- ▶ 4,265 households visited for screening and education on hygiene and nutrition
- ▶ 3,178 children screened for malnutrition and referred for further assessment
- ▶ 41 Pregnant women identified as malnourished referred for nutrition counselling
- ▶ 24 sessions of trainings conducted for lactating and expectant women
- ▶ 576 families reached during health sessions, 53 women successfully referred for family planning
- ▶ 534 mothers with children below 6 months counseled on exclusive breastfeeding
- ▶ 13,509 children benefitted from de-worming, and also received Vitamin A supplements and micronutrients

Story of Change

Mary, 2 years old, was brought to the centre by her father in the month of October 2014 after he had heard about the services from his neighbours. His child was suffering from severe malnutrition and had to be immediately placed in special care. She was closely monitored by one of our community health workers. Her recovery took 7 weeks and her father was extremely pleased with the efforts.

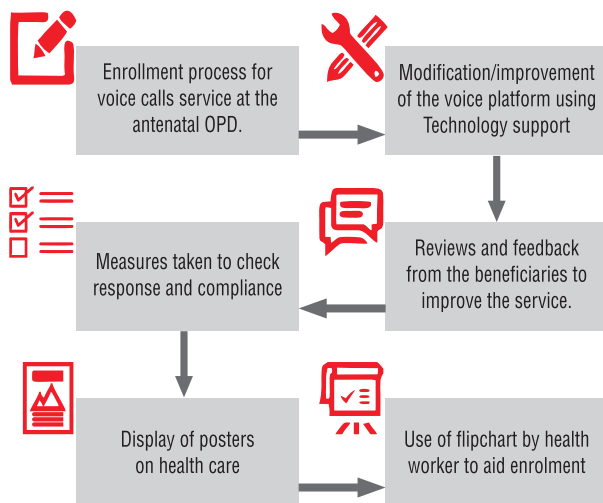
(Names have been changed to protect the identity of the individuals)

Impacting lives of less privileged women through Innovation in Maharashtra

Complicated issues of Infant and Child Mortality and Morbidity, need to be addressed innovatively for maximum positive impact. In collaboration with our NGO partner, Armman and Lokmanya Tilak Municipal General Hospital (Sion Hospital, Mumbai) we have initiated the mMitra project, a technology based solution to provide the right preventive healthcare information.

mMitra is a free mobile based voice messaging service that provides timed and powerful bytes of comprehensive information to pregnant and new mothers on antenatal and neonatal care. Voice messages of 60-90 seconds (145 messages in all) in Hindi/Marathi are sent to the mobiles of each enrolled woman twice weekly during pregnancy and once every day in the first week after birth. This service continues with one message per week till the child is one year old. These messages are medically verified and relevant to the gestational age of the pregnancy.

6,092 women benefited from the innovative mMitra project this year.



Innovation in Approach and Design

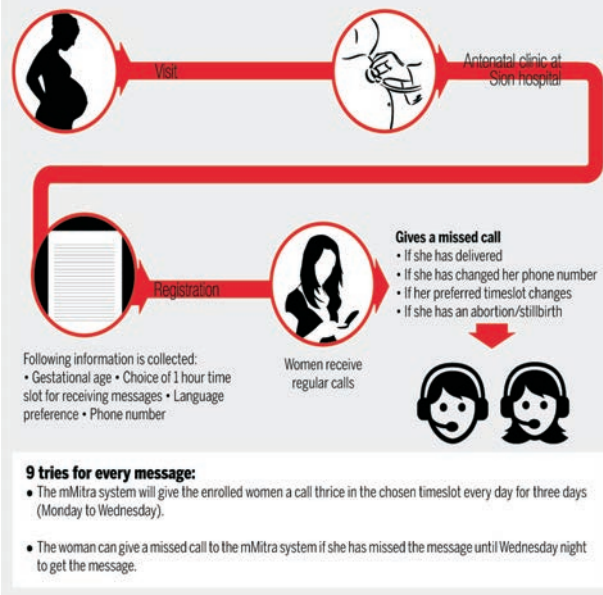
What is Mortality & Morbidity?

Mortality is the state of being mortal while Morbidity is the state of being unhealthy. Glenmark focuses its efforts on reducing both of these in Infants and Children under the age of five (U5).



Our health worker explaining the process of enrolling for mMitra

METHODOLOGY



Story of Change

Seema, a beneficiary at Sion hospital antenatal OPD, informed our health supervisor that mMitra voice calls relieved her fears of her thyroid problem and the changes due to pregnancy. She is happy and confident now that mMitra is providing correct and timely knowledge on improving nutrition and healthcare for both herself and her baby.

(Names have been changed to protect the identity of the individuals)

Equipping the less privileged to earn a living

Where opportunities do not exist, they need to be created. At Glenmark, we believe in enriching lives by creating opportunities especially for those with greater challenges. In collaboration with our NGO partners, Kherwadi Social Welfare Association, Professional Assistance for Development Action (PRADAN) and Jaipur Foot, we have worked in Maharashtra, Odisha and Rajasthan respectively towards this goal.

Our project in Nashik, Maharashtra focused on enhancing the employability of youth. Community centres were opened to enable members to connect with each other with the purpose of learning more about opportunities for work. Over 650 youth were trained in various vocational skills such as basic computer, mobile repairing, tailoring, grooming, personality development and resume writing. All these efforts culminated in a workforce of youth who were ready for employment.

Our endeavours in Rayagada, Odisha were aimed towards eliminating poverty through building livelihood opportunities. We introduced initiatives related to resource management and agriculture and allied activities to help the local communities. The idea was to build income generating potential to supplement meagre and limited means of living.

A workshop was organized by our NGO partner PRADAN which brought together block officials, Integrated Tribal Development Agencies (ITDA), Panchayati Raj Institutions (PRI) representatives and

Made a difference to 80,000+ lives through our sustainable livelihood initiatives over the years.



Beneficiary from our Rayagada sustainable livelihood project

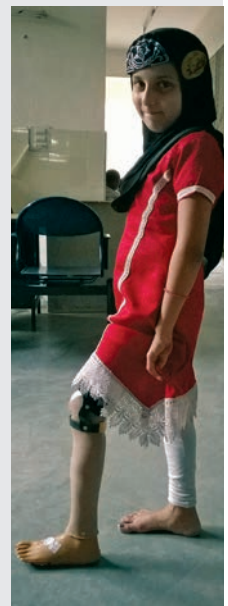
SHG/Cluster representatives along with nearly 500 women from the local villages to discuss the support required by the community.

An innovative strategy was used in five villages where women farmers were organized into producer groups. By doing so, they were included in decision making which boosted their self-esteem. Thereby their skills and knowledge on practices and technologies were upgraded.

We are greatly encouraged by the success of our work towards building lives through sustainable livelihoods. While our project here is complete, we are proud to have improved the lives for over 2,000 tribal families through new avenues of income generation.

In association with Jaipur Foot, we have been able to rehabilitate over 2,000 differently-abled individuals by providing artificial limbs, thus giving them the opportunity to lead a productive life. The gift of a Jaipur foot is often the first step to independent living for many who otherwise have to go through life with a disadvantage.

Additionally this year we also conducted a disability camp for fitment of prosthesis and orthosis reaching out to 190 beneficiaries in Sikkim.



Students undergoing vocational training at our center

Transforming the ecosystem for swimming as a sport in India

India is a country of tremendous potential. A billion dreams of achieving global recognition in the sport arena are slowly being realized. We endeavour to see India on the global map in the field of sports. Our goal is to “Create Champions in Swimming”. We hope to realise this vision through our efforts in the Glenmark Aquatic Foundation.

The Foundation will be run with a core team of highly motivated experts in the sport and will build meaningful partnerships with national and international organizations. The focus will be on maximizing the potential in every athlete.



Glenmark Aquatic Foundation conducted a 'Week with the Legend' with 2-time US Olympic Swimming Coach - Richard Shoulberg

Access to Health Care

Being a pharmaceutical company has also enabled us to do more. We are committed to donating medicines where they are sorely needed. Glenmark has partnered with AmeriCares and other NGOs working on health care to provide medicines at no cost to the less privileged sections of our society. In addition we also donate medicines to disaster affected areas. We have partnered with Confederation of Indian Industry (CII), Federation of Indian Chambers of Commerce and Industry (FICCI), AmeriCares and Save the Children for such donations.

Over INR 10 Million worth of medicines have been donated; this includes medicines donated in the disaster affected areas of Jammu & Kashmir and Visakhapatnam.

We have also donated 3 three mobile healthcare units to the Health Care, Human Services and Family Welfare Department, Government of Sikkim. These



Free medicine donation camp

units will increase accessibility to health care in remote areas.

Advancement of Education

At Glenmark we also support the advancement of education. Through our efforts we have helped to develop better infrastructure facilities to improve the quality of education in rural tribal areas of Maharashtra.

The festival of philanthropy

Glenmark is now touching lives through the Global Joy of Giving Festival held in 30 locations across 13 countries.

Our employees voluntarily contribute either financially or in kind to a selected cause through the festival of philanthropy. Glenmarkians across the globe contributed and made a difference to children suffering from life changing illnesses, less privileged and orphan children, the differently abled, single mothers, flood victims in addition to conducting a food donation drive.



USA: supported children and adults with life changing illness



Brazil: extended care towards children in rehabilitation



Argentina: supported a charity institution for children



Switzerland: underlined care towards hospitalised children



Malaysia: spread smiles in a home for the underprivileged



Poland: spread joy among the differently-abled, children & single mothers



UK: conducted a food donation drive



Mexico: contributed towards treatment of children suffering with cancer



South Africa: supported a school for the physically challenged children



Russia: spread happiness among orphan children



Uzbekistan: organized a day of fun activities to bring smiles on faces of differently-abled children



Kazakhstan: underlined their care towards children suffering from cerebral palsy



India: positively impacted over 500 families of Bandipora, Jammu and Kashmir, one of the worst hit districts where the flood relief activities had not reached. 'Health & Hygiene' kits of essentials were delivered to them.

Employee Volunteering

Employees at Glenmark willingly give their time to worthy causes under the formal act of Volunteering. Our CSR efforts are strengthened by employee volunteering through valuable activities such as health camps, rallies, shramdaan, competitions, and sessions to educate on health, nutrition and hygiene.



Over the years, 3500 employees have volunteered over 15900 hours of community service

Appreciating our NGO partner

Based on the impact oriented work done by our partners, we decided to appreciate their efforts by institutionalizing the 'NGO of the Year' award. The evaluation is conducted by a third party on various parameters.

This year's winner was:
Spandan Samaj Sewa Samiti



Team Spandan Samaj Sewa Samiti, Prakash Michael and Seema Prakash with Ms Cheryl Pinto, Director - Corporate Affairs, Glenmark

RECOGNITION OF OUR WORK



Glenmark Goa awarded the "Greentech Environment Award - Gold Category" 2014 for Environment Management in recognition of our efforts since 2010



Glenmark Nashik awarded the "Greentech Environment Award 2014" in the Gold category for excellence in Environmental Management



Glenmark received the 'Golden Peacock Environment Management Award – 2015' for its environment sustainability at the Goa plant



CSR awards: ranked among the 50 most caring companies by the World CSR Congress



Glenmark received one of the most prestigious recognitions the Civic Award 2013-14 for social development from the Bombay Chamber of Commerce and Industry



Glenmark Pithampur plant, Madhya Pradesh was awarded the "Outstanding Achievement Awards 2014" for excellence in Health & Safety by The Federation of Madhya Pradesh Chamber of Commerce and Industry (MPFCCI).



Featured among the top 100 Indian companies with the best CSR programmes by Economic Times



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