

SOCIAL

Strengthening relationships. Sharing growth.

Symbiotic relationships between pharma manufacturing and public health systems go a long way in ensuring better quality of life for community at large. It is our responsibility to care for our associates and the lives that are influenced and impacted by our operations.



COVID-19 response

In the second year of the pandemic, our workforce was agile in delivering on the expectations our customers have of us around the world. We conducted mass vaccination drives for our 4,500+ strong workforce free of cost over a period of 6 months. We are now working to enable booster shots for our employees.

We helped our people stay safe through the infection surge by educating them through team meetings and e-messages. Besides providing gratuitous RT-PCR tests, we helped those infected with a COVID kit, including medicines, multivitamins and sanitiser. We rolled out seven-day, paid, COVID leave policy for those who tested positive.



100
Employees graduated from TISS degree programme

Learning and development

We promote continuous learning for our shop floor employees. We partnered with the Tata Institute of Social Sciences (TISS) to offer a bachelor's programme in vocational studies (B. Voc). This is a B a three-year, integrated programme in pharmaceutical manufacturing that helps students gain technical expertise and upgrade their skills. At the end of the first year, they get a diploma, at the end of the second year, an advanced diploma, and a degree at the end of the third year. One day of the week is reserved for classroom session while the rest of the days are for on-the-job training. We bear the complete cost of the programme for these students.



Granules Learning Academy

The academy enables career development for our employees by upgrading their skills to meet business priorities. Most of the learning happens on the job with theoretical inputs through classroom training. The programme is structured to provide evaluation and feedback at regular intervals. It focuses on four main aspects:

- Operations training for manufacturing process and quality control for analysts
- SUPAC training and OOS investigation training for managers on regulatory guidelines and standards
- First-time leader programme for building leadership skills for future leaders
- Roles based, four-tier operational excellence training – White belt, Yellow belt, Green belt, Black belt

Skill development – Pharma Pathshala

This programme is in partnership with Swarna Bharat Trust. Students between ages 18 and 21 with a qualification of intermediate board certificate are chosen to be trained in various aspects of the industry, such as basic chemistry, manufacturing of active pharmaceutical ingredients, granulation, compression, coating, packing, quality control and quality assurance for two months. The trainers include visiting faculty who work at our manufacturing units and the curriculum is prepared as prescribed by the Life Science Sector Skill Development Council (LSSSDC), a body that works under the National Skill Development Corporation. Students who are trained at Pharma Pathshala are given an opportunity to work with us, following the successful completion of the programme. We wish to empower 10,000+ people by 2030.



800+
Job given to students from Pharma Pathshala



₹ 30 Lakhs
Investment for clinic set up

Corporate social responsibility

Community Health

Our focus remains steadfast on improving the health and well-being of the communities we work with through sustained interventions. We started a public health clinic in Bonthapally village, which is close to our API facility near Hyderabad. Equipped with a qualified medical doctor and a paramedic, this clinic provides first line of treatment for minor ailments such as fever, pains, injuries, among others.