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Building Bridges of Trust

Building harmonious relationships and partnerships on trust have been our guiding principle over the years. These principles have enabled us to create a positive impact on the communities which are influenced and impacted by our operations.



Pharma Pathshala

Pharma Pathshala, a collaborative initiative with Swarna Bharat Trust, offers skill development and technical training in pharmaceutical operations to high school students. Upon completion, participants gain the opportunity to join our workforce.

Guided by our vision, the program provides a comprehensive two-month training aligned with industry standards. Through Pharma Pathshala, we shape the future of aspiring pharmaceutical professionals, bridging the skill gap and paving the way for rewarding careers in the industry.



1,065

Trainees covered so far under this initiative

Nurturing Health, Rejuvenating Lives: Dr. Chigurupati Nageswara Rao Dialysis Center



Our center, located in Guntur and Prakasam Districts of Andhra Pradesh, along with the border areas of Nalgonda and Miryalaguda in Telangana, aims to provide accessible and affordable dialysis services. St. Joseph Hospital, in collaboration with the Red Cross Society in Guntur, manages the center, ensuring quality care for patients in need.

Capacity of

750

Dialysis treatments per month at affordable cost

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Granules Blood Donation Camp

During the year, around 200 employees donated their Blood for a good cause including our Chairman.

Inauguration of Overhead Water Tank in Bonthapally Village

We have launched a project to construct overhead water tanks near our Bonthapally plant, providing clean drinking water to nearby villages. The capacity of the overhead water tank is 150KL, and it aims to address the drinking water needs of the local community.

150 KL

Capacity of overhead tank



Inauguration of Overhead Water Tank in Veerannagudem Village

In Veerannagudem, Gummadidala Mandal of Sangareddy, we have inaugurated a 100KL capacity overhead water tank.

This initiative addresses the challenge faced by the villagers in accessing a consistent supply of clean drinking water to their households. We aim to provide the residents of Veerannagudem with a reliable and uninterrupted source of safe drinking water.

2,000

Expected beneficiaries from the project

Pradhan Mantri TB Mukth Bharath Abhiyaan

During the year, we contributed ₹ 4.20 Lakhs to Smt. N. Kalyani, the District Leprosy AIDS TB Officer in Anakapalli, under the Pradhan Mantri TB Mukth Bharath Abhiyaan.

This contribution specifically aims to provide six months of nutrition food to 100 patients in need. We are honored to receive a certificate of appreciation from the Central TB Division, Ministry of Health and Family Welfare, recognizing our generous and timely support in the nation's fight against Tuberculosis.



Eye Health research Initiative at LV Prasad Eye Institute

Granules India Limited contributed an amount of INR 50 million for Preventive Health Care to L V Prasad Eye Institute's Eye Health Research Initiative (Hyderabad Eye Research Foundation) for finding cure for vision threatening eye diseases. The institute continuously performs basic research on vision threatening eye disease mainly through genetic, molecular and cellular biology and microbiology aspects of eye disorders. Clinical research includes clinical trials and public health research, particularly epidemiology, on the prevalence of blinding conditions.



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Nurturing Our Employees

Strengthening our human capital is vital to our growth strategy. Our principles guide us in every action we take, prioritising employee well-being at every stage of their journey with us.



In a rapidly evolving landscape, it is a business imperative for our workforce to continually acquire new skills and seize learning opportunities. We recognize that it is the passion and dedication of our people that propel us forward, enabling us to redefine the boundaries of what is possible.

Thus, we foster a culture where continuous learning and personal growth flourish, equipping them with the tools and support needed. In doing so, we embark on a path paved with remarkable achievements and groundbreaking discoveries. For it is through the investment in their development, that we cultivate not only a thriving work culture but also lay the bedrock for sustainable success.



Employee Training Programmes

| | Effective Personal Productivity | 5MG Learning | One Hour Learning | Code of Conduct Training |
|----------|---------------------------------|---------------------------------|-----------------------------|--------------------------------------|
| Coverage | Top leadership | General manager and above | Assistant manager and above | All employees |
| | First-Time Leader Program | Operational Excellence Training | Operations Training | SUPAC Training and OOS Investigation |
| Coverage | Aspiring leaders | Across the organization | Across the organization | Managers |

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Women Group Mentorship Program – Granules WoW (World of Women)

The Granules Women Mentorship Program offers a six-month transformative group coaching experience for women, facilitated by experienced business coaches. Each month focuses on different aspects of developing a high-performance mindset, including goal setting, overcoming challenges, strategic planning, and envisioning future success.

Through engaging group sessions and personalized individual coaching, this program ensures that women at Granules receive the guidance and support they need to unleash their potential and grow as high-performance leaders in their careers.

27

Women employees covered under this initiative.

Engaging Leadership Teams in Sustainable Transformation

In collaboration with external leading global consultants, initiated kick-off meetings with the leadership team and internal stakeholders to promote sustainability and foster a long-term commitment within the organization.

The workshops shed light on the material actions undertaken by us in recent years, encompassing vital areas such as energy efficiency improvements, waste reduction, responsible sourcing, and community engagement.

The discussions highlighted the importance of ESG performance, emphasizing the need for organizations to continuously strive for higher standards.



Awareness Session on CDP Reporting: Enhancing Environmental Transparency

We also organized an enlightening awareness session for key stakeholders on the CDP and its disclosures. The session emphasized the numerous benefits of CDP involvement, including valuable insights into environmental performance and enhanced accountability for stakeholders.



Higher-Education Program in Partnership with Tata Institute of Social Sciences (TISS)

We have partnered with TISS to offer a specialized three-year Bachelor's program in vocational studies (B. Voc) tailored for pharmaceutical manufacturing.

The program combines classroom sessions with on-the-job training to provide a comprehensive learning experience. This practical approach allows them to apply their theoretical knowledge effectively. We fully cover the program's cost for enrolled students, underscoring our commitment to investing in their education and professional development.

Through our collaboration with TISS, our goal is to empower our shop floor employees, equip them with industry-relevant skills, and cultivate a culture of continuous learning within our organization.

228

Employees covered under this educational programme.

ESG Training: Navigating the ESG Landscape

An external leading global consultancy conducted a comprehensive training session on ESG for 50 participants from various functions and locations across Granules.

The training session covered key aspects, including the significance and evolution of ESG in India, an introduction to the BRSR framework, and strategies to address ESG challenges. Armed with this knowledge, participants are now equipped to navigate the complex ESG landscape and embrace sustainable practices within their respective roles.

50

Employees covered

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Employee Well-being

Employee well-being is paramount to our commitment to sustainable operations and our promise of 'care'. We actively engage in various initiatives aimed at promoting positivity, wellness, and good health among our employees and their families. We organize various events for different groups of employees on different aspects of well-being.



Celebrating International Women's Day

We commemorated International Women's Day with a special event at our Gagillapur Facility. Esteemed Chief Guest, Dr. Manorama, shared her inspiring journey as Chief Scientist at CSIR-Indian Institute of Chemical Technology.

Mrs. Uma Chigurupati and Ms. Priyanka Chigurupati, Executive Directors, highlighted their remarkable journeys, breaking barriers and defying gender stereotypes.

This event symbolized our commitment to fostering an inclusive environment where women thrive, their achievements are celebrated, and their voices are heard. We remain dedicated to empowering women and advancing gender equality in our organization and beyond.



Granules Annual Family Fest

At Granules, we believe in the power of unity and strong relationships. Our annual Family Fest is a vibrant celebration that unites our employees and their families for a day of joy, cultural performances, delectable food, and exciting activities. Held at our plants, this event creates an unforgettable experience, strengthening the bonds and fostering a sense of camaraderie within our organization.





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Stress Management

During the year, we conducted several programs on stress management such as Heartfulness Meditation sessions by Sri Rama Chandra Mission, Healthy BMI Challenge, 5K Run Sports Event, and Zumba workouts have been conducted. By conducting programs on stress reduction, we support a positive work-life balance and create a conducive atmosphere for growth and success.

Live Health Awareness Sessions

We have organized Health awareness sessions by industry experts such as an Eyecare session by Mamatha Academy of Medical Sciences. By imparting valuable knowledge and strategies, these sessions empower employees to make informed decisions about their health, leading to reduced healthcare costs and increased productivity.

Virtual Health Webinars

We regularly conduct occupational health webinars on common summer disorders and precautions, Mosquito-borne disorders, World Heart Day, and HIV/AIDS – Awareness at the workplace for the employees. These have been proven to be highly beneficial in promoting employee well-being and education.

Medical Camp

During the year, we have organized a Medical Camp through the support of Malla Reddy Narayana Multi-specialty Hospital to support the employees and their families with free super specialty consultations and discounted prices on Diagnostic services. This initiative reflects the company's commitment to the well-being of its workforce and reinforces a culture of proactive healthcare management.

Health Calendar

We circulate an awareness poster with Health tips on selected occupational and general health-related topics in a calendar format every month within the organization to increase awareness of Health. This monthly health calendar notification system has proven instrumental in promoting employee wellness by providing regular reminders for health-related activities.

AI Health Application

As another step towards promoting the health and well-being of employees, we have tied up with Ekinicare, which is an AI-driven integrated and patented health benefits platform, as our employee health and well-being partner, or delivering personalized health and wellness experiences. Ekinicare serves as our service provider for Annual Medicals too.