

Social – People

Nurturing Talent, Shaping the Future

At Granules, we prioritize creating a conducive environment where people thrive through continuous learning, personal growth, and a strong focus on safety. Our dedication to diversity, inclusion, and employee well-being ensures everyone feels valued and empowered.



Learning and Development

- ▶ Our training programs focus on leadership development, operational excellence, and specialized vocational trainings. These initiatives aim to upskill employees with practical and industry-relevant knowledge, ensuring they remain at the forefront of innovation and excellence.
- ▶ We emphasize mandatory training programs to ensure 100% compliance across all functions by FY 24-25. Additionally, we aim to provide an average of 24 hours of training and development per employee annually, preparing them with skills critical for personal and professional growth.

100%

Employees received training on Code of Conduct which includes health, safety, labor, human rights, and ethics

Promoting a Culture of Continuous Learning

Emphasizing the importance of continuous learning, we have expanded our educational offerings to cover a wider demographic within the organization. From top leadership to aspiring managers across all functions, our programs foster a culture that celebrates curiosity and growth. This year, our focus on environmental, social, and governance (ESG) training has equipped participants with insights into sustainable practices.

46.9%

Employees received training on skill upgradation

Employee Well-being and Engagement

We undertake various initiatives to promote positivity, wellness, and community among our workforce and their families. Our annual Family Fest exemplifies our commitment to fostering strong relationships and a supportive work environment, enriching employees' lives beyond work. This year's theme for Family Fest is, "Granules Cares- People & Planet", reflects our unwavering commitment to our employees, customers, and planet. In FY 23-24, we launched a comprehensive mental health program that provides access to psychological counselling to enhance mental resilience and overall health.

100%

Employees were paid more than the minimum wage

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Employee Health and Safety

At Granules, safety is paramount. We are committed to achieving zero workplace fatalities by FY 25 through rigorous monitoring of safety lead indicators and continuous improvement initiatives. Our goal includes a targeted 10% year-on-year reduction in the lost time injury frequency rate (LTIFR), reflecting our dedication to fostering a safety-first culture and ensuring a secure workplace environment.



Access, Diversity, and Inclusion

Granules is committed to creating an inclusive workplace where everyone can thrive. We are enhancing accessibility across all our plants to ensure they are fully accessible for physically challenged individuals. Furthermore, our policies prioritize equal opportunities in recruitment, selection, and promotion, fostering a diverse workforce that reflects our commitment to fairness and equality.

11.7%

Female employees (including contract work employees)

Empowering Women through Mentorship and Inclusion

Building on our dedication to gender equality, we have strengthened initiatives like the Granules Women Mentorship Program (WoW). This transformative program empowers women through personalized coaching, fostering high-performance

mindsets and leadership skills. Additionally, our International Women's Day celebrations underscore our ongoing efforts to create an inclusive workplace where diversity thrives, and achievements are recognized and celebrated.



"Employee health and safety is always the top priority of the company. While we revitalize our systems and processes to be contemporary, lead measures guide us where to improve"

ATUL DHAVLE
CHRO



"More than just at a leadership level, it's extremely important to drive inclusivity from the seed level so there is a huge selection of women who have equal opportunity to rise to the top."

PRIYANKA CHIGURUPATI
Executive Director





Social – Communities

Impacting Lives for a Better Society

We are committed to shaping a better society through impactful healthcare, education, and community development initiatives. From empowering rural youth, supporting critical healthcare services, promoting education, and fostering sports excellence, our efforts aim to uplift communities and contribute to a brighter future.

Community Impact, Relations and Development

We conduct regular impact assessments to ensure our programs effectively benefit communities, aiming to increase the number of lives impacted by 50%.

By FY 29-30, we aim to reach

1 million lives

through our CSR programs, fostering sustainable development and positive societal change.



Skilling post-secondary students through Granules Pharma Pathshala

Since 2017, Granules Pharma Pathshala, in collaboration with Swarna Bharath Trust, has empowered rural youth by offering comprehensive skills training tailored to the pharmaceutical industry. This initiative targets post-secondary (10+2) students from disadvantaged backgrounds, combining theoretical education with practical experience in manufacturing, regulatory standards, quality control and soft skills development.



1,200+

Participants trained and provided employment at Granules Pharma Pathshala since inception



Offering affordable dialysis services through the Dr. Chigurupati Nageswara Rao Rotary Dialysis Centre

Acknowledging the critical need for accessible healthcare, Granules India Limited funded 'Helping Hands of Rotary' to establish affordable dialysis services in collaboration with St. Joseph's General Hospital. This initiative expands our healthcare CSR efforts, focusing on economically disadvantaged individuals. The funding facilitated the procurement of essential dialysis equipment, establishing the Dr. Chigurupati Nageswara Rao Rotary Dialysis Centre.

284

Economically disadvantaged patients have availed of this service so far

Ensuring a Brighter Future for Children Battling Cancer

In a heartfelt effort to support families navigating childhood cancer challenges, Granules India Limited partnered with St. Jude India Childcare Center in Vishakhapatnam. This initiative focuses on providing a safe, hygienic, and supportive environment for children undergoing cancer treatment and their families. Services include free accommodation, nutritional meals, transportation to treatment facilities, and holistic support through educational and recreational activities.

Partnering with Hrudaya - Cure a Little Heart Foundation

Granules India Limited collaborates with Hrudaya - Cure a Little Heart Foundation to provide life-saving heart surgeries for underprivileged children. This initiative aims to bridge healthcare gaps and ensure that every child can access critical medical interventions.

Social – Communities

Undertaking an Eye Screening Initiative in Government Schools

In collaboration with LV Prasad Eye Institute (LVPEI), we launched an eye screening initiative to safeguard the eye health of schoolchildren near our manufacturing units. This proactive program targets seven schools and focuses on early detection and intervention for vision impairments. Comprehensive screenings identify students with vision issues, providing necessary spectacles and support to enhance learning and daily life.



Bringing Healthcare to Doorsteps

Granules India Limited, in partnership with the Sarvejana Foundation, organized a free multispecialty health camp in Church Gagillapur village. This initiative provided essential healthcare services, including consultations and surgeries, benefiting the local community.



Supported Egra Agriculture and Rural Development Society to its Initiative "Talent Hunt Program"

Granules India has expanded its CSR efforts by supporting the "Talent Hunt Program" initiated by Egra Agriculture and Rural Development Society in West Bengal. This program focuses on underprivileged tribal students, providing them with opportunities for sports training. By backing this initiative, Granules India aims to promote personal growth and development among these students through sports, fostering discipline, teamwork, and self-confidence. The program emphasizes physical fitness and overall well-being, contributing to social inclusion and a more equitable society.



Our Commitment to Sustainability and Skilling at C4IR Telangana

Establishing the World Economic Forum Center for the Fourth Industrial Revolution - (C4IR)

Granules India Limited played a pivotal role as a founding member and anchor partner in the Telangana Life Sciences Forum under the World Economic Forum's C4IR initiative. This forum fosters innovation and collaboration in healthcare and life sciences sectors.

This partnership aims to leverage technology to advance healthcare and life sciences on a globally. Granules India Limited envisions C4IR Telangana as a catalyst for transformative change, setting benchmarks for responsible and inclusive growth in these critical sectors.

Prioritizing Sustainability in Healthcare Innovation

A key focus of Granules' involvement is prioritizing sustainability in healthcare innovation. The healthcare sector has a significant environmental footprint, including resource-intensive medical procedures and the production and disposal of pharmaceuticals and medical devices. GIL advocates for integrating sustainable practices within the healthcare industry to address the urgent challenge of climate change by promoting environmentally friendly innovations and practices, we aim to reduce the sector's carbon footprint and contribute to global efforts to mitigate climate change.

Empowering Women through Skill Development

In addition to sustainability, Granules emphasizes the importance of skill development, especially for women, within the healthcare industry. Empowering women through targeted training and development programs is essential for increasing participation and ensuring gender equity. By providing women with the necessary skills, C4IR Telangana can play a pivotal role in empowering them to take on diverse roles within the industry, thereby enhancing their contribution to the sector's growth and innovation.

Social – Communities



Promoting Education

At Granules India Limited, we promote education through various initiatives to support underprivileged students and enhance educational outcomes.

Supporting Vidya Volunteers

We supported Vidya Volunteers at ZPHS Bonthapally and MPPS SR Nayak Nagar to improve educational outcomes. These volunteers enhance classroom engagement and academic performance.

600+

Students benefited with personalized learning experiences

Donating Education Kits

Our education kit donation drive supports underprivileged students in government schools by providing comprehensive education kits to enhance learning opportunities and academic success.

560

Students received education kits

Establishing the Granules Education Centre at Bonthapally

Established in collaboration with PSS Trust, the Granules Education Centre at Bonthapally provides educational support to government school children. This initiative focuses on improving academic resources and educational outcomes in the community.

Supporting Sports and Culture

We actively support sports and cultural development through initiatives that enhance infrastructure and promote community engagement.

Sponsorship for Telangana State Championships 2023

In collaboration with Heartfulness Education Trust, we proudly sponsored the Telangana State Championships 2023, celebrating athletic prowess and promoting sportsmanship across various disciplines. With this sponsorship, we supported young athletes by providing competitive platforms and, fostering discipline, teamwork, and resilience through sports participation.

Organizing Granules Green Kanha Run – A Leap towards Health and Ecology

We partnered with the Heartfulness Institute to organize the Granules Green Kanha Run, promoting health and environmental sustainability. This event engages participants in physical fitness activities while fostering environmental consciousness.

3,500+

Participants engaged physically and 12,000 virtually, promoting health and ecological awareness



Distribution of Clay Ganesh Idols

Promoting Eco-Friendly Practices In a novel approach to environmental conservation

Granules collaborated with the Telangana State Pollution Control Board (TSPCB) for the distribution of 4,000 clay Ganesh idols. This initiative, centered around the Vinayaka Chaturthi festival, aimed to encourage the adoption of eco-friendly practices and minimize the ecological celebrations. By footprint promoting of the traditional use of biodegradable materials for idol making, this initiative sought to address the environmental concerns associated with the immersion of nonbiodegradable idols in water bodies.

