



Caring for Our People



Context

Occupational health and safety have been of foremost importance in the pharmaceutical industry for many years. Studies on preventive measures in this regard started gaining prominence in the 1940's when chemicals started replacing herbs as ingredients⁹. The use of chemicals in processing and manufacturing poses several hazards by releasing toxins into the environment during storage, transportation, and handling¹⁰. Besides this, the pharmaceutical industry requires employees to respond promptly to changing regulations, patent expiries, and other challenges¹¹. The inherent nature of jobs in the industry is demanding, and engaging with employees in as many ways as possible is vital to understanding and meticulously addressing their well-being needs.

Approach

Our purpose as a company is to 'heal lives'. Moreover, one of our core values is to "empower our employees" to reach their true potential and climb the ladder of success—whether within Granules or outside. We view employee well-being as a fundamental obligation, going beyond regulatory compliance to actively promote their health and satisfaction.

⁹ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1035910/?page=1>

¹⁰ <https://www.certificationeurope.com/insights/pharmaceutical-risk-management-health-safety-checklist/>

¹¹ https://pharmatimes.com/web_exclusives/employee_mental_health_in_the_pharma_industry_1255170/

Types of Health Programs



Physical Health

The Company has partnered with the Ekincare integrated platform, offering a wide range of healthcare services including 24/7 doctor consultations, discounted health checkups, medicine purchases and delivery, and access to gyms. This initiative supports our management's goals of creating a conducive work environment and helping employees reach their full potential.



Mental Health

Meditation and stress management sessions by eminent speakers for employees (throughout the year).





Performance

Employee Benefits

We offer a comprehensive benefits package for all employees, including health insurance, accident insurance, and parental leave. Notably, 92.9% of qualified male employees have access to childcare services, reflecting our commitment to family support. We continually seek to enhance these benefits, though they currently do not extend to contractual workers.

Granules offers essential benefits and organizes annual health camps for eye, dental, and cardiac screenings. We implement quarterly health awareness initiatives to promote preventive care and enhance health education. Additionally, we provide expert-led sessions on meditation and stress management for mental well-being. To encourage physical fitness, we host various activity-based programs like Zumba classes, Walkathons, and Stepathons, fostering a healthy lifestyle and a supportive workplace atmosphere.

All employees receive 100% coverage for pension funds and gratuities. In India, retirement benefits under the Employee State Insurance Scheme are available to 20% of employees and 99% of workers earning up to ₹ 21,000 monthly, a trend stable for the past three years. Employees nearing retirement are notified six months in advance to complete necessary formalities, and a severance payment of three months' gross salary is provided upon retirement or termination.

100% employees returned back after parental leave and continue to work during the year 2023-24.

Occupational Health

Our occupational health centers at Gagillapur, Jeedimetla, Bonthapally, and Vishakapatnam are staffed with full-time doctors and 24/7 nursing assistants and function like primary healthcare centers. Each center, equipped with at least two beds, treats minor ailments and supports employees with chronic illnesses. Additionally, we conduct annual medical examinations for all employees to ensure their well-being.

Medical Examinations Conducted

Pre-screening Health Checkups:

Comprehensive medical evaluation for all new employees before onboarding to ensure fitness for the role.

Annual Medical Checkups: Routine health assessments conducted yearly for all employees, including age-based risk assessments and specialized tests for early detection of potential health issues.

Half-Yearly Health Checkups for Hazardous Area Employees: Specialized medical examinations every six months for employees working in hazardous environments, including targeted tests based on occupational exposure and age-related risk factors.

Any discomfort that impedes an employee/worker from performing their everyday tasks is considered an instance of ill health, and we aim to address these immediately.

Women's Health

We have specific programmes on women's health, considering the specific needs of this group of employees:

- ▶ Annual breast cancer awareness programmes
- ▶ Bone mineral density camp on the importance of bone health
- ▶ Awareness on menstrual hygiene for women employees and workers during POSH sessions
- ▶ Post-pregnancy medical examinations for assessing readiness to work

We prioritize accessible, high-quality healthcare services and regular health awareness sessions for our employees. Quarterly, specialists, including gynecologists and orthopedists, engage with staff across various units. On the first working day of each month, we send health awareness emails highlighting significant events like World Tobacco Day. Granules has also established a comprehensive HIV/AIDS management program, supported by an HIV policy that promotes understanding, offers counseling, and provides free antiretroviral therapy in collaboration with the National AIDS Control Organization, while ensuring patient confidentiality.



We implement various initiatives to ensure a comfortable work environment, including adequate break times, canteen services, access to drinking water, and clean restrooms. Our annual health assessments analyze common health concerns like hypertension and cardiovascular issues, ensuring consistent care for all employees, including contractual staff and trainees. Additionally, we provide mental health support through the Ekincare app, which offers a toll-free number for employees to address their mental health needs and reduce stigma.

We maintain strict confidentiality of employee health records, allowing access only to our occupational health center staff. Medical records are retained for three years for reference as needed.





'Granules Cares - People & Planet'

Every year, Granules celebrates its annual day with a theme, and this year's is Green Science.



We promote positivity, wellness, and community among employees and their families through various initiatives. Our Family Fest exemplifies our commitment to strong relationships and a supportive work environment, with this year's theme, 'Granules Cares - People & Planet', reflecting our unwavering dedication to our employees, customers, and the environment. In FY 24, we launched a comprehensive health program, providing psychological counseling to enhance resilience and overall well-being.

Safety

Granules India has implemented the ISO 45001: 2018 occupational health and safety management system for all employees and contract workers. We prioritize identifying and managing safety hazards and are committed to continuously improving our health and safety practices. A dedicated policy is in place to protect our workforce's well-being and is communicated to all contract employees.

All units have a safety committee, with at least 25% worker representation, and engage in Hazard Identification and Risk Assessment (HIRA) to identify work-related hazards. In FY 24, we conducted 51 risk assessment studies to minimize hazardous substance releases and identify hidden risks. We regularly evaluate control and energy systems to prevent minor issues from escalating into major incidents, and we assess mitigation safeguards by estimating potential incident severity.

51

Risk assessment studies conducted in FY 24

In FY 24, 100% of our male and female employees and workers underwent health and wellness training.

Our Process Hazard Analysis (PHA) identifies and evaluates potential incident causes, such as fires, explosions, and hazardous material spills. We have established fire safety management and safety procedures across all facilities. Preventive measures include



specific procedures for operational parameters to detect deviations from design. Health and safety risk assessments help us evaluate our control measures' effectiveness. Employees receive regular updates on standard operating procedures (SOPs) for safe chemical handling. We conduct periodic safety inspections and audits to monitor compliance, including third-party monitoring for noise, dust, and odor. Our work permit systems ensure safe task execution, under controlled risk conditions.

We aim to engage our employees and workers with our Occupational Health and Safety (OHS) guidelines through extensive training programs on hazard identification, risk assessment, and mitigation strategies. Emergency evacuation

drills are conducted to train employees to use emergency equipment and ensure their safety.

To promote a culture of health and safety, we prioritize daily awareness at all organizational levels. We use visual communication in English and local languages to highlight safety hazards and prevention methods, along with site-specific personal protective equipment matrices. The unit's EHS head communicates essential safety protocols for specific work areas. We are developing an integrated contract worker management system to ensure each contract worker stays in one area for at least a quarter gaining valuable experience in safety bottlenecks and practices.





Our organization has developed a comprehensive emergency response plan for the entire company, with tailored strategies for individual units based on factors like location, operations, and materials used. In FY 24, we achieved a lost-time injury frequency rate of zero. Although total recordable work injuries increased due to challenges in enforcing safety guidelines, we are dedicated to continuous improvement. The tragic loss of two employees has prompted us to implement several proactive measures to enhance safety and prevent future incidents.

- ▶ Introduction of managers on night duty (the time during which these incidents occurred)
- ▶ Launch a 'Safety Observations and

Interactions' program providing the right behavioral nudges to ensure workers' 100% adherence to safety clauses

- ▶ Monthly Apex Committee Meetings at a corporate level to review and prevent safety-related issues
- ▶ Engagement with Chola MS Risk Services and Sparrow Services in 2023 to conduct electrical and fire safety audits
- ▶ Provide higher priority to bridge infrastructure gaps, driving focused attention on correcting unsafe behavior by contractual workers
- ▶ Enhancing accountability within line functions to ensure careful handling of safety-related matters
- ▶ Engaged a third-party for specialized safety assessments and improvements

Given our constant efforts to prevent safety-related hazards, there were no instances of high-consequence work-related injuries or ill health in the last two years.

Our main goal for employee safety is to achieve zero incidents in our workplace facilities by monitoring safety lead indicators for continuous improvement. We aim for a 10% annual reduction in lost time injury frequency rate reduction by implementing guidelines for incident classification, safety violations, Environmental Safety Initiatives, Process Hazard Analysis, Management of Change, pre-startup Safety Review, and Incident Investigations. We are developing nine specific guideline documents, expected to launch in FY 25.

Outlook

We are dedicated to enhancing employee well-being, especially in mental health through a dedicated policy and increased access to counseling services. Our initiatives focus on improving occupational health and safety (OHS) while applying sustainability and green chemistry principles to reduce manufacturing hazards. We recognize that environmental, social, and governance (ESG) considerations involve adopting more responsible operational methods. This approach to OHS will help us become a desirable employer, committed to fostering a healthy and thriving workforce.



Creating a Culture of Safety, Committed to an Incident-free Workplace

