



# Fostering a Safe and Equal Workplace

## Context

India has a pharmaceutical industry workforce of around 49.5 million people. Women's share is generally around 10-15%. The share of females in the workforce is highest in R&D and lowest in sales and marketing functions<sup>6</sup>. This is due to a combination of reasons, including a need for more qualified female candidates, the working environment, and gaps in work policies<sup>7</sup>. While developing and ingraining a culture of thriving diversity is challenging, several studies and experiences suggest that a workplace with people from different environments, genders, and ethnicities creates a holistic and more productive work environment.

## Approach

Granules' leadership has consistently prioritized fostering a positive and friendly work environment, ensuring employees confidently approach their daily tasks. We are committed to promoting equality in the workplace and maintaining a strict policy against discrimination of all types. Any perception of an individual possessing discriminatory characteristics is prohibited and considered unlawful. Our anti-discrimination principle is integrated from the recruitment stage, reflecting our equal employment opportunity policy, which applies to all employees.

Our strategy focuses on achieving long-term gender diversity, as we believe a multicultural and inclusive environment fosters creativity and enhances employee potential.

**No cases of discrimination were reported during the current reporting period.**

## Our Goal

**Foster a safety-first culture and target zero workplace fatality**

## Actions and Initiatives

### Women at Work/Our Workforce

Incorporating women at various levels in our organization enhances operational effectiveness by bringing essential contributions and innovative ideas that improve decision-making for diverse stakeholders.

**Granules employs 6,524 staff, with about 12% being women. Among temporary workers, 18% are female, while 8% of permanent employees are women.**

### Women Mentorship Program

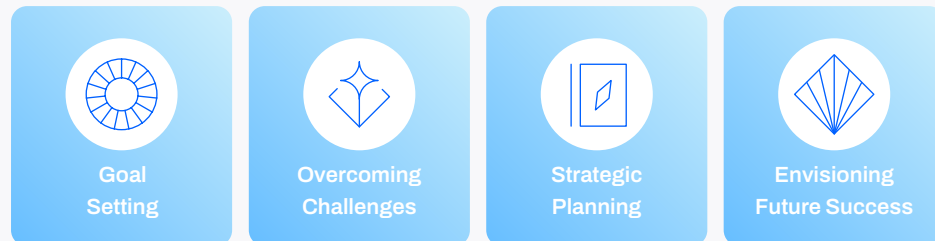
To boost female representation, we have the Women Mentorship Program, a six-month coaching initiative combining group sessions with personalized coaching to empower women as leaders in their fields.

<sup>6</sup> <https://timesofindia.indiatimes.com/blogs/voices/how-women-are-bridging-the-gap-in-the-pharmaceutical-industry/>

<sup>7</sup> <https://www.fortuneindia.com/enterprise/why-are-women-leaders-missing-in-indian-healthcare/114991>

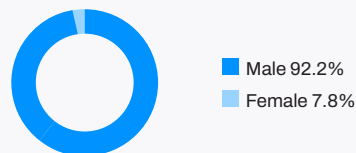


## Components of the Granules Women Mentorship Program



## Employee Diversity

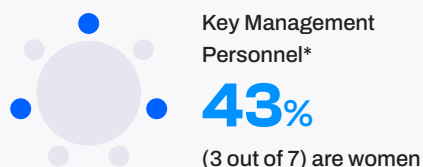
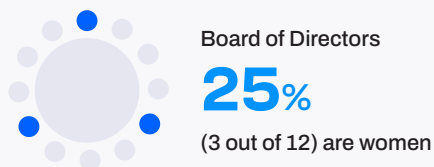
### Permanent Employees



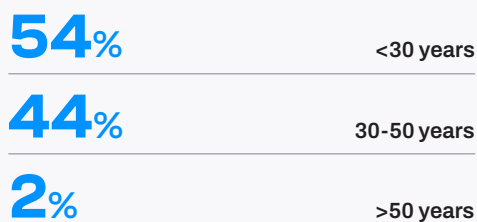
### Temporary Workers



## Key Management Personnel comprise of Managing Director, Executive Directors, Chief Financial Officer, and Company Secretary



## Employees by Age



\* Key Management Personnel comprise the Managing Director, Executive Directors, Chief Financial Officer, and Company Secretary.



**Atul Dhavle**  
Chief Human Resources Officer

At Granules, we are committed to fostering a workplace that champions diversity, equality, and inclusivity. By creating an environment where every individual feels valued and empowered, we drive innovation and collaboration. Our focus on maintaining safe and conducive working conditions, alongside robust learning and development programs, ensures continuous growth and talent retention. Through our Performance Management System (PMS), we recognize and reward excellence, fostering a culture of accountability and achievement.

## Policy to Prevent Harassment and Discrimination against Women

Various systems, including the Prevention of Sexual Harassment (POSH) policy, committee, grievance mechanism, and Code of Conduct, help create a secure working environment. An Internal Complaints Committee addresses sexual harassment complaints per the Sexual Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal) Act and Rules, 2013. We are committed to a transparent inquiry process with defined timelines for addressing grievances. Our organization maintains a strict zero-tolerance policy for violations of the POSH policy and Code of Conduct, encouraging employees to report any misconduct promptly and in good faith. We also offer an anonymous reporting channel to ensure confidentiality.

## Outlook

We are dedicated to fostering a respectful and collaborative workforce. Our long-term goal is to ensure equal opportunities for employee selection and promotion, regardless of gender or cultural background. We will implement strategies to increase women's representation in recruitment and aim for gender pay equity by 2030. Additionally, we will make our facilities accessible to individuals with physical disabilities in the coming years. We envision a diverse workforce that supports each other's professional growth while respecting India's regional values and incorporating global diversity and inclusion practices.