AUROBINDO

October 7, 2021

To	To
Listing Department, **NATIONAL STOCK EXCHANGE OF INDIA LIMITED** Exchange Plaza, Bandra Kurla Complex, Bandra (E), **MUMBAI -400 051** **Company Code No. AUROPHARMA**	The Corporate Relations Department **BSE LIMITED** Phiroz Jeejeebhoy Towers, 25th floor, Dalal Street, **MUMBAI -400 001** **Company Code No. 524804**

Dear Sirs,

Sub: First Sustainability Report

Please find enclosed our first Sustainability Report for 2020-21. The report is also being made available on the Company's website www.aurobindo.com

Please take the information on record.

Yours faithfully,
For AUROBINDO PHARMA LIMITED

B. Adi Reddy
Company Secretary

Encl: as above.

AUROBINDO PHARMA LTD. HYDERABAD, INDIA

AUROBINDO
Committed to healthier life!





Committed to A Healthier Ecosystem

Sustainability Report 2020-2021

35 Years

AUROBINDO PHARMA LIMITED

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01.

Leadership
Messages

Vice-Chairman's Message



Dear Stakeholders,

COVID – 19 continued to impact the lives of people and disrupt economic growth during FY20-21. Individuals and organizations worldwide displayed tremendous resilience and cooperation to battle the pandemic. The pharmaceutical fraternity, rose to the occasion and despite challenging circumstances, ensured uninterrupted supplies of essential medicines and continued to work towards the collective promise of ensuring global health and wellbeing. The valuable lessons Aurobindo Pharma imbibed has enhanced our resilience and helped us take unprecedented challenges in our stride and continue to march forward. Importantly, the pandemic served as a reminder to emphasise sustainability in every facet of our development and economic progress.

We promote excellence in Environment, Health and Safety (EHS) as a core aspect of our growth strategy. This long-standing focus, combined with a rising interest in sustainability performance, has influenced us to expand our credo to holistically address the Environmental, Social and Governance (ESG) dimensions of business. We align the varied impacts of our operations to support India's sustainable development priorities and the United Nations Sustainable Development Goals (UN SDGs). As we complete 35 years of promoting Healthier Life, we extend this promise to creating a Healthier Ecosystem in partnership with all our stakeholders, including governments and the communities we engage with. To this end, we have articulated a sustainability framework and strategy, which embed ESG considerations throughout our value chain and emphasise defined focus areas and the goals to achieve by 2025.

Carrying forward our commitment to limiting our impact on the climate change, Aurobindo Pharma has initiated a decarbonisation journey which is aligned with Science Based Targets Initiative (SBTi). This will streamline our efforts to reduce Greenhouse Gas (GHG) emissions and support targets for climate action that will also be discussed at the Conference of Parties (COP) 26 in Glasgow later this year. Further, the Company has undertaken several transformation initiatives that have further lowered emissions from our operations.

Earning and retaining our stakeholders trust is a priority for us and we hold ourselves to the best practices in corporate governance. We have consistently raised the bar for transparency in our operations and ensure compliance with various applicable regulations in the areas where the Company and its subsidiaries have a presence. Our Board and its committees act as stewards in enabling a culture of integrity through a robust corporate governance framework.

Market expansion continues to be a key driver of business growth. At home in India, we focus on strengthening our competitiveness in the API segment and are expanding capacities that will enable us to better address the national demand and reduce dependence on imports. We have strategically focussed on deepening our footprint in the US and European markets with a diversified product portfolio and targeted product launches. We are also deepening our reach with the hospital segment by setting up a dedicated injectables facility for EU and Growth Markets, furthering the cause of making affordable healthcare solutions accessible to more patients. These endeavours have earned Aurobindo Pharma a highly respectable stature as a major global player in generic pharmaceuticals.

We are cognizant of Anti-Microbial Resistance (AMR) as a serious global concern that must be tackled through a comprehensive and multipronged strategy. As a member of the AMR Industry Alliance, a coalition of more than 100 biotechnology, diagnostic, generics, and research-based biopharmaceutical companies, we participate actively to drive industry efforts that curb the rise of AMR. We continue to be a selected participant in the AMR Benchmark Study since 2018. Under the aegis of the Bulk Drugs Manufacturers Association (BDMA) in India, we have also contributed to national level discussions to finalise environmental standards related to the production and use of antibiotics.

The lack of access to affordable treatments is a challenge that plagues many developing nations and even developed nations struggle for reliable supplies to improve the reach of generic drugs. We have been at the forefront of providing affordable, high quality medicines and have established ourselves in leading positions in in terms of volumes served. Particularly in areas such as Anti-Retrovirals (ARV), we have been preferred partners for multilateral organizations and participate in global initiatives such as The United States President's Emergency Plan for AIDS Relief (PEPFAR) among others to ensure patients in lower and middle-income nations continue to get access to affordable treatment for HIV.

We acknowledge the significance of uplifting communities that we work with and commit ourselves to make an impact to the society at large. Aurobindo Pharma Foundation continues to carry forward the Company's vision of fostering sustainable and inclusive development globally. The key focus areas for our community service initiatives are education, sports, health and hygiene with the aim to make a measurable impact through concerted efforts. In addition, our endeavours contribute to improving lives by addressing poverty and malnutrition and the needs of the aged destitutes. The Foundation also runs programmes to foster environmental sustainability, ecological balance and conserve natural resources thereby reflecting our responsible approach.

Our employees are our most critical asset, and their wellbeing remains at the forefront of the Company's growth efforts. The Company continues to leverage the latest technology, resources and processes to enable the holistic progress of our people and foster a work culture that is in consonance with our corporate values.

It is with pleasure that Aurobindo Pharma releases its maiden Sustainability Report. This stands testimony to our firm belief in maintaining continuous and transparent communication with our stakeholders. Monitoring progress of our initiatives to achieve stated Sustainability Goals and periodic disclosure of the same with our stakeholders would be our endeavour as a responsible organisation.

I take this opportunity to thank all our stakeholders including employees and their families, business partners, investors, regulators, governments and financial institutions for their support and contribution in Aurobindo Pharma's progress.

Best wishes,

K. Nithyananda Reddy
Vice-Chairman

Aurobindo Pharma Limited

Aurobindo Pharma Limited

Managing Director's Message



Dear Stakeholders,

As a valued player in the global pharmaceutical industry, Aurobindo Pharma remains steadfast to promote health and wellbeing worldwide. Through the pandemic related lockdowns, the Company focused on business continuity and ensured people's access to affordable and high-quality healthcare solutions in the markets we serve.

The Company made significant progress in FY21 led by principles of responsible growth. We reinforced our global footprint, registering robust growth across key product segments in international markets and India.

Our revenues grew by **7%** to **₹ 247,746 million,** driven strongly by a diversified portfolio and product launches in the US and European markets.

We increased R&D spend by 58% over the previous year, in continued acknowledgement of its significance to our sustained growth.

Our robust corporate governance framework supports the protection and creation of long-term stakeholder value. Our Board of Directors comprise a mixture of pharmaceutical and professional management experience. They are supported by various functional leaders within the Company, who are also held to high standards of accountability. The Board also has an overall oversight of the Company's Environment, Social and Governance (ESG) metrics. We have established a set of governance policies as per the applicable regulations which are made available to our stakeholders on our ***website***.

Our first Sustainability Report demonstrates the Company's commitment to build a sustainable and inclusive organisation that creates long term stakeholder value. We are proud to share our achievements through this report and look forward to documenting our progress and aspirations as we move forward.

Sustainability Framework

In the reporting year, we conducted a thorough assessment of our systems and processes across the value chain and developed a Sustainability Framework to identify key focus areas for continuous improvement.

As an outcome, we finalised our commitments, and set achievable targets across ESG parameters in alignment with the United Nations Sustainable Development Goals (SDGs).

Sustainability Governance

We recognise the importance of robust, ethical and collaborative sustainability governance that ensures the alignment of our performance to the Triple Bottom Line and benefits all our stakeholders. In a significant step in this direction, we set up the Sustainability Council to oversee the implementation of the Company's Sustainability Framework across businesses.

Socio – Economic Aspects

Acknowledging the significance of adhering to socio – economic requirements, we implemented the AMFORI Business Social Compliance Initiative (BSCI) in select units and plan to extend this across the company in the future. These audits enable the mitigation of risks from HR compliance perspective and management of safety processes. Demonstrating our commitment to implementing the business code sincerely, we also rolled out the OECD aligned Social Accounting Management Systems (SA8000) to maintain appropriate people management and EHS processes.

Environment, Health and Safety (EHS)

The Company is committed to providing a safe and healthy working environment to all its employees and workers. We are focusing on identification of EHS risks and mitigation strategies beyond permits and regulatory compliance. While our manufacturing facilities are equipped with adequate engineering and administrative controls, the Company is making all efforts to address EHS concerns. Our mature EHS systems, management processes and well-defined policies continue to ensure compliance, process safety and safeguard our workforce.

Combating COVID - 19

Protecting the health and wellness of our people, their families and stakeholders in these difficult times remains our top-most priority. We developed a series of COVID -19 safety protocols to safeguard our employees and navigated the first and second waves of the pandemic with minimal disruption in operations. Most of our employees have been vaccinated to ensure that they build sufficient immunity to safeguard their well-being in the event of further surge in COVID-19 infections in the future.

Building an Inclusive Work Environment

We take pride in the success, growth and empowerment of our employees. The development of our workforce is crucial to delivering high performance that enables us to achieve our growth goals and create value for our people and stakeholders. We promote the intellectual development of our employees by organising relevant training on industry-leading and skill enhancement opportunities.

We have initiated a 'Diversity Management Programme' to take forward our commitment to improve diversity and inclusion and reduce the gender gap incrementally. In the last three years, we have witnessed a significant improvement in gender diversity through initiatives like pink packaging lines which deploy an exclusively female workforce.

Reducing carbon footprint

Climate change is one of the most pressing challenges for society today, affecting the quality of people's lives and the planet as a whole. As an outcome of various initiatives, we reduced our carbon footprint by 5.5% compared to FY20.

We implemented numerous initiatives to minimise energy consumption in our operations which contributed to a reduction of 52,725 tCO_2e in FY21. These include upgradation of technology to minimise consumption and energy optimisation initiatives in existing equipment. In addition, we have prevented 13,883 tCO_2e emissions by substituting coal with biomass and 13,117 tCO_2e emissions from steam recovery. We have migrated shipments form air to sea and have achieved emissions reduction of 12,079 tCO_2e in our downstream logistics. Going forward, we aim to transport 90% of our shipments through seaways to further reduce our carbon footprint.

Message from (Cont'd) **Managing Director**

Carbon offset initiatives have also been undertaken in India and abroad – that include planting over 60,000 trees including several indigenous species. These efforts have supported the natural ecological balance and contributed to carbon sequestration of 14,439 tCO_2e.

Renewable energy

Our 30 MW solar power plant in Andhra Pradesh has generated 1,59,822 MWh power since FY18. In FY21, we generated ~40,000 MWh of solar electricity. Along with renewable energy, we also use biomass as a fuel for our boilers which contributed to ~3% of our total energy consumption. Going forward, we will continue to evaluate adoption of renewable power sources across our facilities.

Water stewardship

We recycled and reused 7.9% of water i.e. 2,73,815 m3 in our operations. The Company's water stewardship efforts across manufacturing sites including rainwater conservation measures have contributed to ground water recharge and further strengthened the water table in the region.

Responsible waste management approach

The Company has adopted a two-point strategy to manage waste responsibly, namely, to reduce waste at source and handle it responsibly till the last mile. We have well established waste segregation and disposal systems across the organisation which enable safe and environment friendly management of the hazardous, non -hazardous bio -medical and other types of waste generated by our operations. These systems have enabled us to achieve zero incineration, recycle waste for reuse in other industries and significantly reduce disposal at landfills.

Community Impact

Along with initiatives adopted across operations, we are cognisant of the needs of the community and strive to create healthy ecosystems. As a responsible organisation, we are focused on providing affordable healthcare and support public policies that promote economic and societal development.

Our Corporate Social Responsibility (CSR) programs have benefitted 9.24 lakhs individuals across multiple focus areas including eradication of hunger and malnutrition, community health care, education interventions. Our efforts are also focused on access to drinking water, sanitation and hygiene, empowerment of communities and women to ensure inclusive socio-economic growth and environmental protection with emphasis on afforestation and sustainable agriculture. In the past year, we promoted rural sports, helped in disaster relief, safety, contributed to Army welfare, and worked towards the protection of art and culture and animal welfare etc.

As we stay resilient to the continuing impact of the pandemic through this fiscal year, we will continue to work hard to mitigate associated challenges. We are confident of achieving our goal of creating a healthy ecosystem that is ethical, equitable and environmentally conscious, with ESG components embedded at the core of our business.

On behalf of the Board, I express gratitude for the unwavering support of our stakeholders as we navigate new challenges and progress on our sustainability journey.

Warm wishes,

N. Govindarajan
Managing Director

Aurobindo Pharma Limited



02.

About
Aurobindo Pharma

Valued Partner of **Global Pharma Fraternity**

Aurobindo Pharma is a speciality and drug pharmaceutical company headquartered in Hyderabad, India. The organisation was founded in 1986 by Mr. P. V. Ramprasad Reddy, Mr. K. Nityananda Reddy, and a group of highly committed professionals with the objective of offering customers a comprehensive portfolio of formulations and APIs (active pharmaceutical ingredients) globally.

We are among the top five global manufacturers of semi-synthetic penicillin. Our product portfolio spans various therapeutic segments such as neurosciences, cardiovascular, anti-retrovirals, anti-diabetics, gastroenterology, and anti-biotics, amongst others. Aurobindo Pharma markets products in over 155 countries, employs over 24,000 people across 35 and continues to expand its global footprint.

Our Vision

To become a leading and an admired global pharma company, ranked in the top 25 by 2030.

Our Mission

To become the most valued Pharma partner to the World Pharma fraternity by continuously researching, developing and manufacturing a wide range of pharmaceutical products that comply with the highest regulatory standards.

7th

Largest generic company globally (by revenue)

2nd

Largest listed Indian pharmaceutical company (by revenues)

#1

Largest generic Company in the US (by Rx dispensed)

Amongst

Top 10

Generics companies in seven out of 11 countries in Europe

Aurobindo Pharma Limited

Our Businesses

In formulation, we have large manufacturing capabilities, approved by key regulators and supported with technology and expertise for a diversified product portfolio Our operations are integrated from conception to commercialisation.

We have **15** formulation facilities (10 in India, 3 in the US, 1 in Brazil, and 1 in Portugal)

We are also establishing manufacturing facilities for biosimilars and vaccines.

Our API business includes 11 regulatory approved manufacturing plants in India, equipped with site dedicated laboratories. We are one of the largest manufacturers of API in the country, with capacity being consistently added to support our rapidly growing formulations business. Our flexible manufacturing operations and cost leadership also positions us as a preferred supplier to external customers. We remain a vertically integrated company focused on delivering cost-effective offerings to our customers worldwide.

We have one of the largest **Research and Development (R&D)** facilities in the country. Our capabilities extend across five research centres in India and three in the US. Our in-house R&D drives rapid filing of Drug Master Files (DMFs), Abbreviated New Drug Applications (ANDAs) and formulation dossiers worldwide. We are among the largest filers of DMFs and ANDAs with the USFDA. The Company is also backed by well qualified and trained Regulatory and Intellectual Property teams.

Our **diverse portfolio of products** across therapeutic segments is designed to meet the growing demands of our customers. Recent acquisitions have added new products to our portfolio and enhanced our market offerings. We are strengthening our in-house product development capabilities to improve the product mix and maintain market leadership.

Our diverse and robust specialty products portfolio comprises Biosimilars, Oncology and Hormones, Inhalers, Vaccines, Depot Injections, Transdermal Patches, Topicals and Nasal Sprays.

We are also working towards expanding our product portfolio in major therapeutic segments including Cardio-Vascular (CVS), Central Nervous System (CNS), Gastroenterology, Anti-Allergies, Anti-Diabetics, Anti-Retrovirals and Antibiotics.



Award and **Accolades**

Financial Year 2020-21

The Energy Cell of Corporate Engineering Department, API Division participated in CII's "21st National Award for Excellence in Energy Management 2020" and was recognised as an "Energy Efficient Unit" under the Pharma & Bulk Drugs category. In the last three financial years, APL Unit-1 has implemented 52 energy saving projects with investments totaling ₹ 24.45 crores. These efforts have resulted in electricity savings of 21.66 million kWh; thermal energy savings of 21.83 MCal; and financial savings of ₹ 28.68 crores.





- Aurobindo Pharma Ltd- API Division won the 'Best Employer Award' in the following categories:
  - Promoting Health in the workplace
  - Innovative HR Practices



- Aurobindo Pharma Ltd received 3 awards at the India Packaging Award-2020 conducted by Innopack Pharma Confex (formerly known as UBM India Private Limited)
  - Award- 1: Integrated Drug Delivery System
  - Award- 2: Packaging Design Shapes & Structures
  - Award- 3: Sustainable Packaging- Solid Dosage Form.





- In recognition of the Aurobindo flagship program on nutrition (providing meals to underprivileged), the World CSR Day Organization along with Asia HRD Congress, Mumbai, awarded Aurobindo Pharma Foundation the "Telangana CSR Leadership Awards 2020" under the category of Concern for Health and Nutrition.



Financial Year 2019-20

- Aurobindo Unit-III received the Special Commendation Award in the Golden Peacock Environmental Management Awards 2019, conducted by the Institute of Directors (IOD). These awards are regarded as a benchmark of corporate excellence worldwide.



- The Aurobindo Pharma Foundation was awarded a 'Gold Medal' from the Hon'ble Governor of Andhra Pradesh & President of the Indian Red Cross Society Andhra Pradesh for providing a Brachytherapy Unit for cancer treatment
- Bagged the coveted 14th National BML Munjal Award for 'Business Excellence through Learning & Development' in the Private Sector Manufacturing category. The award was presented by Bharat Ratna, Late Pranab Mukherjee, Former President of India



Membership of **Associations**

Aurobindo Pharma is associated with various national and international forums and organisations to address global environmental concerns as a responsible corporate. We are a member of:

- Export Promotion Council for EOU and SEZ
- Indian Drug Manufacturers Association
- Indian Chamber of Commerce & Industry
- The Federation TG and AP Chambers of Commerce & Industry (FAPCCI)
- Confederation of Indian Industry
- Andhra Chamber of Commerce
- Bulk Drug Manufacturers Association
- Pharmaceuticals Export Promotion Council of India
- Indo American Chamber of Commerce
- JNPC Manufactures Association
- Telangana Chambers of Commerce and Industry
- Federation of Indian Micro and Small and Medium Enterprises (FIMSE)
- Indo Australian Chamber of Commerce
- Indian Pharmaceutical Alliance (IPA)
- ANZ business
- Council for Healthcare and Pharma
- Federation of Asian Biotech Associations

03.

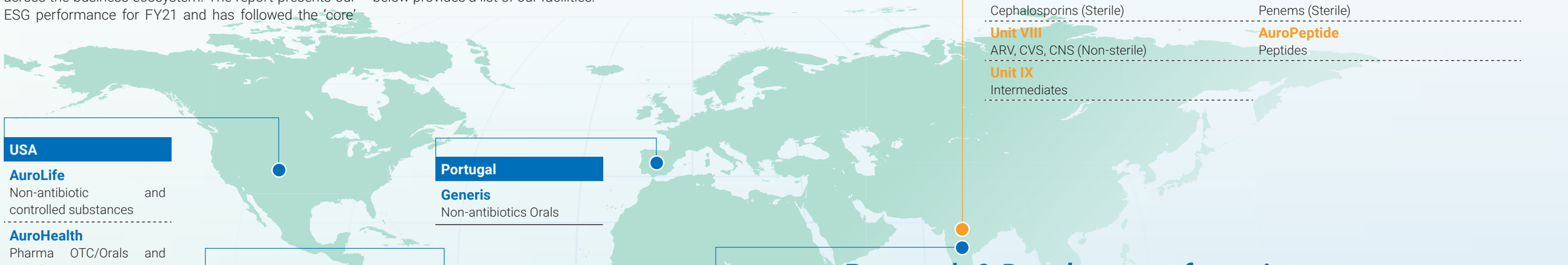
About the Report

At Aurobindo Pharma, we make significant efforts across our entire value chain to progress on a sustainability path. This is primarily driven by management commitment and increased stakeholder interest in disclosures about our sustainability performance and outlook. This report aims to showcase our sustainability journey along with focus areas. Additionally, through this report, we aim to strengthen the relationship with our stakeholders.

Our maiden Sustainability Report highlights our journey and emphasises our efforts to increase accountability across the business ecosystem. The report presents our ESG performance for FY21 and has followed the 'core' criteria of the Global Reporting Initiative (GRI) standards. The report presents our Company's performance on material issues identified through a materiality analysis derived from comprehensive engagement with our stakeholders.

Scope

This sustainability performance disclosures in this report cover Aurobindo Pharma's manufacturing facilities worldwide, corporate office in Hyderabad, India. The table below provides a list of our facilities:



USA

AuroLife
Non-antibiotic and controlled substances

AuroHealth
Pharma OTC/Orals and Liquids

Auro Packaging
FDF Packaging

Portugal

Generis
Non-antibiotics Orals

Brazil

Brazil Unit
Antibiotics

India

Unit III Non-antibiotics, ARVs/Orals	**APL Healthcare unit IV** (formerly known as Unit X) Non antibiotics, Solid Orals
Eugia Unit III Injectables (Non-antibiotics) and Ophthalmics	
Unit VI B Cephalosporin/Orals	**Wytells Pharma Unit I** Non antibiotics, Solid & Liquid Orals (EU)
Unit VII Non-antibiotics, ARVs/Orals	**Unit XVI** Antibiotics, Injectables
Unit XII Antibiotics, injectables and Orals	**APL Healthcare I** Pharma OTC, Solid Orals
Eugia II (formerly known as AuroNext) Penem formulations	**Curateq** (Formerly known as Unit XVII)* Biosimilars
Eugia Oncology and Hormones	**Unit XVIII** Vaccines

* Curateq and Unit XVIII are yet to start commercial production (integrated facilities with both drug substance and drug product capabilities)

India

Unit I General APIs and Oncology	**Unit XI** Non antibiotics
Unit IA Cephalosporins	**Unit XIU** Antibiotics
Unit II Intermediates for non-antibiotics and Penems	**Unit XIV** CVS, Antifungal
Unit V Antibiotics (Sterile and Non-sterile)	**Unit XVII** (Formerly known as Silicon LS) Penems (Non-sterile)
Unit VIA Cephalosporins (Sterile)	**AuroNext** Penems (Sterile)
Unit VIII ARV, CVS, CNS (Non-sterile)	**AuroPeptide** Peptides
Unit IX Intermediates	

● Finished dose formulations units

● Active Pharmaceutical Ingredients (API) units

Aurobindo Pharma Limited

Research & Development footprint

Five R&D centres in **Hyderabad, India** with over **1,600** scientists and analysts

One R&D centre in **Dayton, New Jersey** with over **25** scientists and analysts

One R&D centre in **Raleigh, North Carolina** with over **40** scientists and analysts

One R&D centre in **Pearl River, New York** with over **40** scientists and analysts

We welcome feedback from our stakeholders to help us improve our policies, processes and performance. Additionally, your insights and thoughts on the report content and presentation enable us to sharpen our efforts.

Please share your comments and suggestions with:

Dr JVN Reddy
Associate President, EHS

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Plot No-1, Hyderabad Knowledge City,
Raidurg Panmaktha, Serilingampally Mandal,
Ranga Reddy District, Hyderabad – 500032

04.

Stakeholder Engagement and **Materiality Assessment**

Aurobindo Pharma acknowledges the growing ESG challenges in the pharmaceutical sector. We remain focused on material issues and concerns that are important to our stakeholders. Our operations align with the priorities of our stakeholders, which our Company assesses through active engagement with them. These engagements enable us to understand our stakeholders' concerns and strengthen our relationship with them. Based on diligent deliberations with the Board and Management, we have arrived at Aurobindo Pharma's key stakeholders.



We have conducted a materiality assessment based on the GRI Framework to meticulously assess stakeholders' priorities. This, in turn, helped us derive the critical focus areas of business through the lens of our stakeholders. At Aurobindo Pharma, the materiality evaluation is based on environmental, economic and social parameters.

We have categorised our stakeholders into internal and external. Our internal stakeholders consist of Aurobindo Pharma's employees, senior management and the Steering Committee and external stakeholders include suppliers, healthcare professionals, investors and NGO partners. The stakeholder engagement process captured their feedback and expectations from Aurobindo Pharma

Methodology:

We deployed a specialised materiality tool to identify and prioritise material issues that are relevant to Aurobindo Pharma. This tool adopted a systematic five components approach, which is described below:



Step 1: Universe of Issues: As a first step to the materiality assessment, a broad list of issues were mapped across environmental, economic and social dimensions. This mapping was based on the sector trends, global sector-specific industry reports, peer references and interactions with Aurobindo Pharma's senior leadership.

Steps 2&3: Business Objectives & Risk Assessment: The key issues were examined in light of Aurobindo Pharma's business risks and goals. Each case was assessed for its importance and ability to assist our Company in meeting set business objectives and managing risks. The issues were compiled into a materiality framework, with each issue being mapped to a corresponding business area and impact.

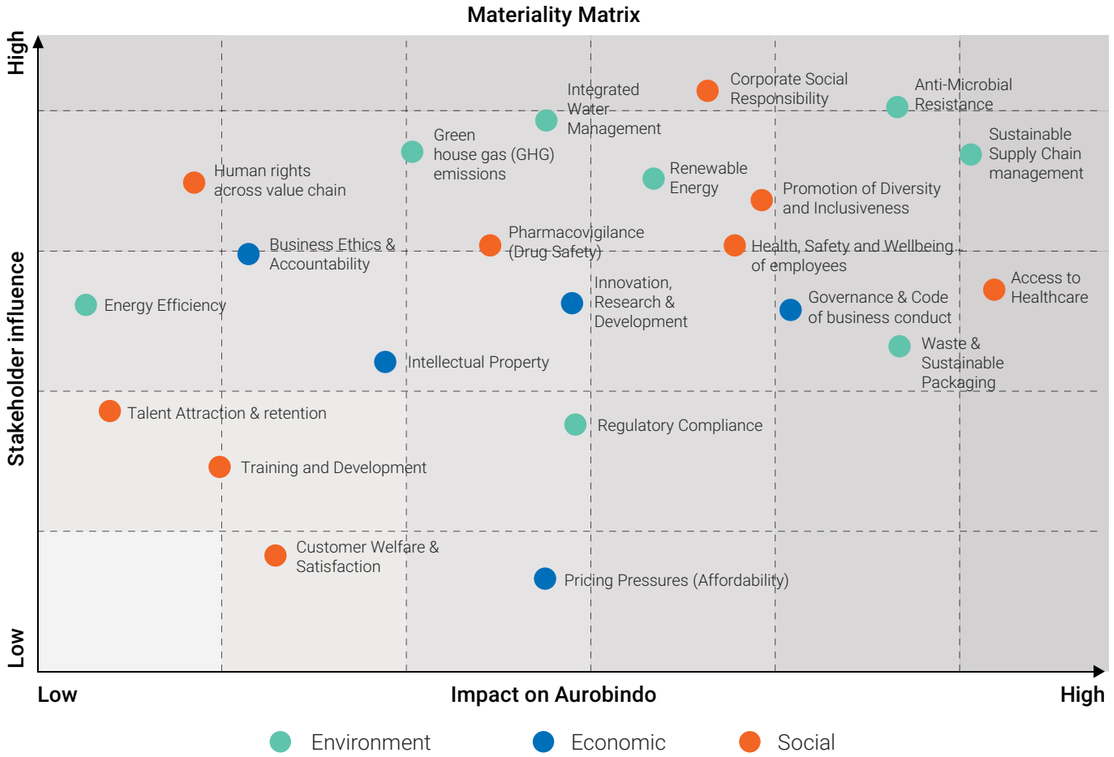
Step 4: Stakeholder Engagement: A structured approach was adopted for stakeholder consultation across the business through questionnaires and interviews. The internal stakeholders, in particular the senior management and function heads, outlined our Company's sustainability priorities. Consultations were also carried out with external stakeholders to capture their perception of Aurobindo Pharma's sustainability journey. To incorporate the perspectives of our customers and regulators we analysed the sustainability reports of our customers along with relevant public policies and regulatory documents. The data collected from all the stakeholders were aggregated based on the prioritisation of stakeholders. The stakeholders were then assigned a weightage based on their ability to influence Aurobindo Pharma's performance and the extent to which they get influenced by our Company's performance.

Step 5: External Requirements: In order to incorporate a broader perspective, each of the issues defined was analysed and assessed against the applicable external reporting requirements for their level of importance, i.e. the UN SDGs, National Voluntary Guidelines (NVGs) and Dow Jones Sustainability Indices. Finally, the importance of each significant issue was assessed by combining stakeholder feedback with regulatory and other reporting requirements.

Materiality Results

Stakeholder responses were collated and plotted against two factors - impact on Aurobindo Pharma and our business; and stakeholders' ability to influence or be influenced by the issues. This allowed us to determine Aurobindo Pharma's overall materiality.

As described in the figure below, the aspects placed in the top-right quadrant imply material issues with high importance to the stakeholders and our Company. These material issues have a substantive impact on our ability to create value.



The table below maps material issues with key risks and opportunities:

Material Issue	Risks	Opportunities	Approach
Renewable Energy	• Increasing energy cost • Peers focusing on renewable energy	• Reduce dependency on conventional sources of energy • Reduction in cost, brand image (carbon-neutral/positive)	• Strategic plan to become carbon neutral/ positive • Implement solar rooftop projects and carbon offset programs
Integrated Water Management	• Location-specific water stress • Groundwater depletion • Dynamic regulatory landscape	• Reduce dependency on freshwater withdrawal through rainwater harvesting and reduction in cost • Brand image (water neutral/ positive); Water offset programs	• Execution of water conservation programs in the form of rainwater harvesting • Strengthening water reuse and recycle
Anti-Microbial Resistance	• Health risk	• Responsible manufacturing • Enhanced brand image • Strategic collaboration to combat AMR	• Aiming towards Predicted No-Effect Concentrations (PNECs) targets for antibiotics in wastewater as per AMR Industry Alliance targets
Governance & Code of Business Conduct	• Ongoing high priority in line with Aurobindo Pharma's values	• Board level sustainability committee • Greater integration of ESG into business functions	• Highest levels of governance beyond compliance requirements
Corporate Social Responsibility	• Opposition from the local communities	• Enhanced brand image • Social license to operate	• Implement need-based CSR projects with Impact assessment
Promotion of Diversity and Inclusiveness	• Increasing attrition rates	• Enhanced brand image • Talent retention	• Promoting balanced gender & equal opportunity • Incorporating diversity and inclusion into hiring practices
Sustainable Supply Chain Management	• Falling behind sector peers • Need for increased efficiency and cost reduction	• Establish traceable and transparent supply chain • Supplier assessment program covering ESG aspects	• Formulate Supplier Code of Conduct and ensure partners and suppliers adhere to the policy through engagements and audits • Shifting towards low carbon logistics
Access to Healthcare	• Delay in medicine availability for patients in need	• Opportunity to develop a robust pipeline of medicines for unmet medical needs • Brand Image	• Ensuring access to medicines and better connectivity with communities through health camps • Improve product registrations in various countries
Health, Safety and Wellbeing of employees	• Health and safety hazards at the workplace • Workplace wellness	• Safe workplaces • Brand reputation	• Implement wellness programs • Strengthened OHS management systems • Continuous efforts to ensure ZERO Reportable incidents across operations
Waste & Sustainable Packaging	• The increased cost of packaging • Dynamic regulatory landscape	• Sustainable packaging initiatives • Establishing waste traceability • Achieving Zero Waste to Landfill	• Continuous efforts towards enhancing waste reduction, reuse and recycle across operations • Incorporation of sustainable packaging in products

The materiality assessment provided us with a holistic overview of areas that need to be targeted for a sustainable business. This helped set sustainability goals across key focus areas that we promise to achieve within the desired timelines and disclose the performance annually to our stakeholders. Moreover, we believe that our Company is well-positioned to continue to expand responsibly by leveraging the conclusions of this materiality evaluation, along with our understanding of macro and microeconomic and industry trends as well as regulatory and reporting norms.

The following section provides details about our Company's sustainability journey, framework, goals and targets set across key focus areas.

05.

Sustainability at
Aurobindo Pharma

Environmental responsibility and community care are at the heart of Aurobindo Pharma, as our Company is firmly devoted to its philosophy of 'Committed to Healthier Life'. We focus on providing affordable healthcare and supporting government policies that promote economic and societal development.

Over the years, we have promoted EHS excellence as an essential element of our business strategy. These principles are embedded in our well-established systems and procedures and across our value chain.

Along with ensuring 3600 views on compliance with environmental regulations, Aurobindo Pharma has focused on responsible manufacturing with optimal use of resources, moving to alternative energy sources and innovating by leveraging evolving trends. We have expanded our sustainability initiatives across the value chain, from promoting sustainable sourcing of raw materials to reducing carbon footprint across downstream logistics.

Aurobindo Pharma's achievements in its journey towards sustainability are outlined below:

1986

Aurobindo Pharma Limited (APL) was incorporated on December 26, 1986 as a private limited company by Mr. P.V. Ramprasad Reddy and Mr. K. Nithyananda Reddy

2005

The State Labour Department of the Government of Andhra Pradesh awarded Aurobindo Pharma the 'Best Management Award' in 2005 for our contributions towards community development, harmonious employee relations and employee welfare

2015

Established Aurobindo Pharma Foundation with a strong vision and commitment to strive for the social and economic growth of society

2016

Published maiden Business Responsibility Report (BRR), aligning with National Voluntary Guidelines (NVGs), to demonstrate the organisation's approach towards social, environmental and economic aspects of the business.

2017

Commenced participating in EcoVadis Assessment to evaluate the organisation's material sustainability impacts across the value chain.

Collaborated with Access to Medicine Foundation.

2018

Participated in the AMR Benchmark survey

2019

Joined the AMR Industry Alliance, a coalition of over 100 biotechnology, diagnostic, generics and research-based biopharmaceutical companies and trade associations worldwide to help the industry curb antimicrobial resistance.

2020

Continued participation in AMR benchmark survey since 2018 to assess improvement and stewardship amongst pharmaceutical companies in tackling its growing incidence and report is being published.

2021

Published maiden Sustainability Report as per Global Reporting Initiative (GRI) Standard

Adopted sustainability framework in alignment with global and national agenda including the UN SDGs

Integration of sustainability objectives has been at the forefront of the organisation's agenda of growth. We continually strive to improve our products and processes across our value chain to create shared and sustainable value.

Sustainability Framework

As we complete 35 years in the business, we are taking a giant leap forward by adopting a sustainability framework along with our commitment to building a healthier ecosystem. At Aurobindo Pharma, being sustainable means having responsible business practices and ensuring our policies, systems, and processes are ethical, equitable and environmentally conscious.

Guided by the materiality assessment, this framework is a holistic approach to integrate ESG aspects across our value chain. The framework is based on six core pillars as outlined below:

Responsible Manufacturing: Focuses on the responsible use of natural resources such as energy, water, and waste management, as well as addressing concerns such as PiE and AMR

Sustainable sourcing: Allows for a supply chain that is ethical, transparent, and traceable

Social Equity: Focuses on fostering a conducive working atmosphere that promotes diversity and inclusion, as well as the development of human resources

Access to Healthcare: Ensures that medicines are accessible and affordable in the communities where we operate

Effective governance: Mandates effective governance beyond the limits of compliance

Corporate Social Responsibility: Drives community empowerment by delivering holistic social value





Goals and **Targets – 2025**

We have set ourselves the target of becoming one of the most sustainable organisations in the pharmaceutical industry. Our goals showcase our commitment towards sustainability and provide direction on focus areas in times to come. The achievement of short and long-term targets across six sustainability pillars is used to evaluate our performance on sustainability indicators.

Responsible Manufacturing

- 20% renewable energy share (Power-to-Power)
- 12.5% reduction in carbon footprint (as per SBTi – WB2°C)
- Towards water neutrality - 35% water conservation / restoration
- 60% co-processing of hazardous waste
- 100% reuse / recycle of non-hazardous waste

Sustainable Sourcing

- 100% of key starting material suppliers in India of finished dosage forms (Drug product) shall be assessed on suppliers code of conduct.

Social Equity

- Promoting balanced gender and equal opportunity-12.75% women out of total workforce
- Continuous employee training & development-25 hours of learning per employee
- Continuous efforts to ensure ZERO reportable incidents across operations

CSR

- Empowering communities to build progressive ecosystem

Effective Governance

- Highest levels of governance beyond compliance

Access to Healthcare

- Innovating and strengthening healthcare systems across

Note: Baselines of the adopted 2025 goals: Carbon footprint – FY20; Water, Hazardous Waste & Diversity – FY21



06.

Effective
Governance

Overview

Aurobindo Pharma has always emphasised the importance of strong principles of governance to ensure long-term growth while minimising disruptions caused by ethical or transparency issues. The Board believes that our Company belongs to all stakeholders. It endeavours to maximise shareholder value by providing them with timely and transparent updates on stated commitments. We utilise our resources with accountability and professionalism to meet the needs of our customers and commitments to partners, employees, governments, and the community.

The team at Aurobindo Pharma operates as a trustee on behalf of every shareholder and strives to be a value creator to meet their expectations. Therefore, continuous efforts are made to raise the level of transparency, trust and confidence of stakeholders in the way our operations are managed.

Corporate Governance

The Board of Directors and Committees guide, direct and oversee the management and protect the long-term interests of stakeholders, including employees, shareholders, communities and others. In addition, it ensures compliance with relevant provisions and codes of ethical standards wherever our Company and its subsidiaries are present.

45%

Board comprises Independent Directors, of whom two are women directors

5

Non - Executive Directors

5

Executive Directors

16 years

Average tenure of the Directors on our Board



Composition of the Board

As of March 31, 2021, the Board consists of five Executive and five Non-Executive Directors. This includes four Independent Directors, two of whom are women Directors. The Board meets as often as the business demands, with all the meetings well attended by the members. Through the pandemic, the sessions were conducted virtually.

Aurobindo Pharma's Board includes experienced leaders who bring with them both industry and functional experience. The Board works with a diverse team across our operations, including Production, Research and Development , Marketing, HR, Finance, Purchase and Administration, to design strategies and programmes to steer our Company on the journey of value creation.

Shown below is the Board of Directors for Aurobindo Pharma. *More details can be found in our **Annual Report** (page 52).*



Mr. K. Ragunathan
Non - Executive Chairman, Independent Director



Mr. K. Nithyananda Reddy
Vice Chairman, Whole-time Director, Promoter



Mr. N. Govindarajan
Managing Director



Dr. M. Sivakumaran
Whole-time Director



Mr. M. Madan Mohan Reddy
Whole-time Director



Mr. P. Sarath Chandra Reddy
Whole-time Director



Mr. P. V. Ramprasad Reddy
Non - Executive Director, Promoter



Dr. (Mrs.) Avnit Bimal Singh
Non - Executive, Independent Director



Mrs. Savita Mahajan
Non - Executive, Independent Director



Mr. Girish Paman Vanvari
Non - Executive, Independent Director

For brief profiles of our Board members, https://www.aurobindo.com/about-us/corporate-governance/board-of-directors/

Appointments/Re-appointment

As per the provisions of the Companies Act, 2013, Dr. M. Sivakumaran and Mr. P. Sarath Chandra Reddy will retire as Directors at the ensuing Annual General Meeting and being eligible, seek re-appointment. The Board recommends their reappointment.

The re-appointment of Mr. K. Nithyananda Reddy as Whole-time Director designated as Vice Chairman, Mr. N. Govindarajan as Managing Director, Dr. M. Sivakumaran as Whole-time Director and Mr. M. Madan Mohan Reddy, Whole-time Director are being proposed. The appointment of Mr. Girish Paman Vanvari as Non-Executive Independent Director is also being proposed at the ensuing Annual General Meeting for the approval of shareholders.

Cessation

Mr. M. Sitarama Murty ceased to be Director of the company w.e.f. April 1, 2021 as his tenure as Independent Director of the company was completed on close of business hours of March 31, 2021.

Committees of the Board

Audit Committee

The Audit Committee examines internal control systems and processes, accounting policies, and other matters regularly to protect stakeholder interests and ensure compliance with the laws of the land. It monitors the management process to provide accurate, timely, and proper disclosures with transparency and integrity.

The Audit Committee comprises three Non-Executive Directors, all of them being Independent Directors.

Member	Designation
Mr. M. Sitarama Murty	Chairman, Non-Executive, Independent Director
Mr. K. Ragunathan	Member, Independent Director
Mrs. Savita Mahajan	Member, Non-Executive, Independent Director
Mr. Girish Paman Vanvari	Member, Non-Executive, Independent Director

Risk Management Committee

The Risk Management Committee is responsible for developing and monitoring our Company's risk management policies. They identify, measure and monitor various risks Aurobindo Pharma is exposed to and initiate appropriate mitigating measures. The committee reports to the Board of Directors.

The committee comprises the following directors:

Member	Designation
Mr. M. Sitarama Murty	Chairman, Non-Executive, Independent Director
Mr. N. Govindarajan	Member, Executive Director
Mr. P. Sarath Chandra Reddy	Member, Whole-time Director
Mr. K. Ragunathan	Member, Independent Director
Mr. Girish Paman Vanvari*	Chairman, Non-Executive, Independent Director

*Mr. M. Sitarama Murty ceased to be member and Chairman of Risk Management Committee w.e.f. April 1, 2021 on his retirement as an Independent Director of the Company. Mr. Girish Paman Vanvari, was appointed as a Chairman of Risk Management Committee w.e.f. April 1, 2021

Nomination and Remuneration/ Compensation Committee

The Nomination and Remuneration/Compensation Committee identifies and recommends persons qualified to become Directors and for appointment to senior management roles, as per the criteria laid down. Furthermore, it advises the Board on the extension of terms for Independent Directors subject to evaluation of their performance.

The Nomination and Remuneration/Compensation Committee comprises three Non-Executive Directors, all of being Independent Directors.

Member	Designation
Dr. (Mrs.) Avnit Bimal Singh	Chairman, Non-Executive, Independent Director
Mr. M. Sitarama Murty	Member, Non-Executive, Independent Director
Mr. K. Ragunathan	Member, Non-Executive, Independent Director
Mr. Girish Paman Vanvari	Member, Non-Executive, Independent Director

Stakeholders Relationship Committee

The Stakeholders Relationship Committee considers and resolves grievances of Aurobindo Pharma's security holders, including complaints related to transfer of shares, non-receipt of annual reports, dividends, issue of duplicate share certificates, etc.

The Committee comprises of a Non-Executive, Independent Director as the Chair along with three Whole-time Directors.

Member	Designation
Dr. (Mrs.) Avnit Bimal Singh	Chairman, Non-Executive, Independent Director
Mr. K. Nithyananda Reddy	Member, Whole-time Director
Mr. M. Sitarama Murty	Member, Non-Executive, Independent Director
Mr. K. Ragunathan	Member, Non-Executive Chairman, Independent Chairman
Mrs. Savita Mahajan	Member, Non-Executive, Independent Director
Mr. Girish Paman Vanvari	Member, Non-Executive, Independent Director

Corporate Social Responsibility Committee

Aurobindo Pharma's CSR Committee aims to formulate relevant policies and monitor community-facing initiatives. The Committee recommends the expenditure to be incurred on the activities specified in line with its social objectives and monitors related activities from time to time.

The composition of the Committee is as follows:

Member	Designation
Mr. K. K. Nithyananda Reddy	Chairman, Non-Executive, Independent Director
Mr. K. Ragunathan	Member, Non-Executive, Independent Director
Dr. M. Sivakumaran	Member, Whole-time Director
Mr. P. Sarath Chandra Reddy	Member, Whole-time Director
Mrs. Savita Mahajan	Member, Non-Executive, Independent Director
Dr. (Mrs.) Avnit Bimal Singh	Member, Non-Executive, Independent Director
Mr. Girish Paman Vanvari	Member, Non-Executive, Independent Director

Sustainability **Governance**

Aurobindo Pharma's sustainability governance approach defines the goals and framework of its sustainability policy and monitors the progress of related programmes. It also has directed the incorporation of ESG factors into business operations. The existing Board of Directors provides leadership and oversight of our Company's sustainability mission and sets future goals.

The Council is responsible for developing a sustainability strategy and ensures that it is embedded across all business operations. It also looks at the effective management of stakeholders and promotes collaborations to drive sustainable value realisation. The Council meets every quarter.

The Working Group is responsible for executing initiatives relevant to their function, managing on-ground teams and taking inputs on the suitability of different programs related to sustainability. The team comprises representatives that provide facility-level data for sustainability indicators and work with respective plant heads and vendors to implement programmes at manufacturing units. This committee meets bi-monthly.

Risk **Management**

We recognise that our operations are subject to various risks like financial, market, technological, operational risks and regulatory and compliance risks. Therefore, our Company must take necessary actions to mitigate these risks.

We have adopted an Enterprise Risk Management (ERM) framework that identifies, assesses, mitigates and monitors any risk or potential threats that our Company is likely to face in the near or long term. This framework aligns with the global standards defined by the COSO ERM Framework 2017, developed by the Treadway Commission, that encourages 'Enterprise Risk Management Integrating with Strategy and Performance'. The ERM Framework integrates risk management practices across our value chain to accelerate responsible business growth and performance. It is designed to minimise the adverse impact of identified risks and leverage market opportunities effectively. The framework enhances our competitive advantage in the medium to long term and fosters sustained value creation for our stakeholders.

Risk Governance Structure

The risk management framework operates at various levels across the Company, and its governance structure is as given below:



Risk Management Process

The risk management process encompasses:

1. **Risk identification -** Risks and opportunities are identified in discussion with business heads, and risk registers are updated for all the risks.
2. **Risk assessment -** Evaluation of risk to determine the likelihood of risk occurrence and impacts leading to risk prioritisation and mitigating them within a defined tolerance limit.
3. **Risk mitigation -** Adopt meaningful mitigation strategies tailored to each identified risk. Risk mitigation procedures involve appropriate actions by the business heads and process owners responsible for mitigating risks in a time-bound manner. Risk owners are identified, and the progress of mitigation actions are monitored and reviewed periodically.
4. **Risk monitoring & reporting -** Risk reports are submitted to the Board's Risk Management Committee (RMC) periodically. The reports help in tracking each identified risk and its impact on business. The assessment of critical risks, exposure and potential impact analysis is carried out periodically, presented and discussed with RMC. Periodic updates are provided to the Board highlighting key risks, their subsequent impact, and the required mitigation measures.

   Aurobindo Pharma's risk management process applies to all critical business processes and functions to ensure risks are addressed in a holistic manner rather than in silos. Our processes are designed to ensure they are managed effectively and deliver efficiently while staying mindful of inherent or external risks.v

Business Risks

Aurobindo Pharma has a structured approach to proactively identify inherent and emerging risks that could impact our business and operations. Some of the key risks in the current scenario affecting Aurobindo's business are listed below:

Being a global generic drug manufacturer and seller, Aurobindo Pharma has a business presence in India and international markets, covering 155 countries, including the USA and Europe. We have 27 manufacturing and packaging facilities worldwide. Like many other pharmaceutical companies, our business has been exposed to some significant risks emerging from the pandemic, which could have an adverse impact on our Supply Chain, Logistics, Production, Demand and Supply, customer delivery, sales volumes, cash flow and overall revenues.

Please find below the Business Risk categories identified for FY21. For risk description and mitigation strategies, please refer to our Annual Report for the reporting year.

Sl No	Business Risk Category
1.	Supply chain disruption
2.	Economic and geopolitical
3.	Competition
4.	Regulatory, Statutory and Legal compliance
5.	Environment, Health and Safety (EHS)
6.	Intellectual Property
7.	Financial
8.	People
9.	Information technology (IT) and Cyber security

Aurobindo Pharma Limited

Key business risks emerging from the second wave of COVID-19

The second wave of COVID-19 outbreak in India started around March 2021, impacting millions of people across the country, causing great suffering to humanity, impacting livelihoods, businesses, and economies. The shortage of vaccines further aggravated the situation, leading to city and state-wide lockdowns slowing down operations, restricting logistical movements and impacting supply. Aurobindo Pharma has been proactively managing the risks arising from the second wave of the pandemic in India through strategic and concerted mitigation efforts.



Policy **Framework**

Sl No	Policy	Description
1.	**Corporate Social Responsibility Policy**	This CSR policy encompasses the company's philosophy for defining its social responsibility and lays down the guidelines and mechanism for undertaking socially benefitting programmes for welfare & sustainable development of the community at large. This policy shall apply to all CSR initiatives and activities taken up by the Company, for the benefit of the society as per approach and direction given by the board. This policy is subject to and pursuant to the provisions of the Companies Act, 2013 (Act) and the Schedules, rules and regulations made thereunder.
2.	**Policy on Board Diversity**	Aurobindo Pharma has formulated a policy on Board Diversity as per the Listing Agreement with the Stock Exchanges. The policy's objective is to ensure a transparent Board nomination process, ensuring diversity on the Board. It also lays out guidelines for the optimum combination of Directors to bring multi-disciplinary experience to the Board.
3.	**Whistleblower Policy**	The policy aligned to Section 177 of the Companies Act, 2013 helps the stakeholders report significant deviations from key management policies and report any non-compliance and wrong practices.
4.	**Related Party Transaction Policy**	The policy monitors compliance with laws and regulations concerning Related Party Transactions in the best interest of Aurobindo Pharma and our stakeholders.
5.	**Nomination and Remuneration Policy**	The policy lays down the criteria, terms and conditions for the appointment of Directors and senior management. It outlines the process for determining remuneration, evaluating their performance, rewarding and retaining talent.
6.	**Terms and conditions of appointment of Independent Directors**	The terms and conditions related to the appointment of Independent Directors are listed on Aurobindo Pharma's corporate website. It includes roles and duties, the status of appointment, guidance to manage conflict of interest, confidentiality and other terms.
7.	**Archival Policy**	The policy framed in line with SEBI Regulations covers all events or information disclosed to Stock Exchange(s) under Regulation 30. As per the policy, all the events or information disclosed by Aurobindo Pharma to the Stock Exchange(s) under the said regulation will be hosted on our company website for five years.
8.	**Policy on Preservation of Documents**	The policy establishes a framework to manage documents and outlines principles for their preservation.
9.	**Code of Conduct**	The Code of Conduct affirms its commitment to the highest standards of integrity and ethics. It guides all supervisory, executive and managerial employees of our Company, including the Board members and subsidiaries. The policy is widely shared with employees and published on our internal portal for ready reference.
10.	**Supplier Code of Conduct**	The supplier code of conduct is applicable to all the suppliers registered with Aurobindo. As part of our procurement process, suppliers shall comply with this code, which comprises principles for five aspects, namely Ethics, Human Rights and Labor, Health and Safety, Environment and Management Systems. These principles are in line with the Pharmaceutical Supply Chain Initiative (PSCI) Principles for Responsible Supply Chain Management.
11.	**EHS & S Policy**	The policy emphasises the organisation's commitment to integrating ESG aspects across the value chain and strengthen systems and procedures beyond compliance.
12.	**HR Policy**	The policy outlines a commitment to foster an eco-system for the protection of Human Rights and inclusive development. Our employment practices are governed by ILO Covenants such as No Child Labor, No Forced Labor, No discrimination, Fair Wages, Freedom of Association, and involvement of employees in various decision-making forums. Aurobindo Pharma's working conditions and disciplinary practices are governed by Certified Standing Orders issued by local governments where we operate.
13.	**POSH Policy**	The policy promotes healthy working environment and to enable the employees to work without apprehension of prejudice, gender bias and sexual harassment and provide the right to be treated with dignity, respect and equality. This Policy has been framed to prohibit, prevent or deter the commission of acts of sexual harassment at workplace and to provide the procedure for the redressal of complaints pertaining to sexual harassment.

Aurobindo Pharma Limited

Holistic EHS & S Policy to 'Build a Healthier Ecosystem'

AUROBINDO

AUROBINDO PHARMA LIMITED

Environment Health Safety & Sustainability Policy

At Aurobindo, we strive to achieve excellence in practices that ensure Environmental Protection, Health, Safety and wellbeing of all stakeholders of the Company. These efforts are well supported by management commitment and augmented through corporate policies and standard operating procedures.

Today, we are progressively embracing the paradigm shift of Environmental Social Governance (ESG) practices in a holistic way to move beyond compliance requirements and to promote responsible manufacturing, diversity and inclusion, effective governance and to empower communities around us.

We shall endeavor to:

- ✓ Establish effective framework that enables robust governance, transparency and development of a conducive environment ensuring adherence to legal and statutory requirements, organization ethics and values
- ✓ Use natural resources responsibly to reduce carbon emissions, water consumption & waste generation
- ✓ Adopt innovative ways and processes to minimize adverse impact, reduce risks, enhance reusing and recycling of wastes, prevent pollution, provide healthy and safe work environment
- ✓ Engage suppliers to identify tangible and intangible benefits and opportunities for enhancement of environmental and social performance
- ✓ Nurture diversity, inclusivity, continuous learning and enable conducive work environment for the employees
- ✓ Promote education, skill development, healthcare, nutrition, sanitation, gender equality, environmental sustainability and rural development through the CSR initiatives to continuously improve social, environmental and economic aspects of the society
- ✓ Foster collaboration and association by engaging with our value chain partners to enhance quality and efficiency of operations and products
- ✓ Strengthen Environmental, Occupational Health and Safety management system by using effective technologies, continuous R&D efforts and Process safety measures to build a conducive environment
- ✓ In the 'decade of actions' with defined goals and targets contributing to national and global agenda of UN Sustainable Development Goals (SDGs)

All Aurobindo units shall abide by this policy and enhance systems to build resilience amidst dynamic externalities.

This policy shall be reviewed periodically for its suitability and updated as necessary.

Date
29-03-2021

N Govindarajan
Managing Director

COVID-19 Protection Policy

Aurobindo Pharma believes that our greatest strengths are our employees. Our Company has decided to extend essential financial assistance support to dependent family members of employees who lost their lives due to COVID-19. The policy ensures the immediate disbursement of a sum equal to the annual 'cost to the company' of the employee, ranging from ₹ 5 up to ₹ 15 Lakh for a year. It also covers one-time marriage support of ₹ 2 Lakh each for two girl children and support for education support of up to ₹ 1 Lakh each for two children until graduation. As part of this program, we will also include dependent members in the group medical insurance policy and offer employment to the deceased employee's spouse or child, subject to qualifications.

Key Features of the Policy

Financial Support to the bereaved family: In order to support the bereaved family for meeting their immediate financial needs, there shall be a consideration amount that will be disbursed to Spouse / Child / Parent of the deceased employee, from the immediate month onwards. The said Special Consideration amount is equivalent to 12 months' CTC with a minimum limit of ₹ 5 lakhs to maximum limit of 15 lakhs, which will be payable on monthly basis for a period of one year

Marriage support to the daughters: An amount of ₹ 2.00 lakh will be considered for the girl children of the demised employee, subject to a limit of 2 girl children, which will be deposited in a Bank for their marriages, as one-time benefit.

Education support to the children: An amount of ₹ 1.00 lakh will be considered per child subject to max of two children, who are studying up to Graduation and the consideration amount will be deposited in a Bank, as one-time benefit.

Insurance: Medical Insurance will be provided to the dependent family members of the demised employee registered in the Group Mediclaim Insurance Policy, for a period of two years post-demise of the employee or till renewal of the Policy, whichever is earlier.

Employment support to the bereaved: On Compassionate grounds, subject to possession of qualification and skill set, the Corporate HT shall consider for employment the Spouse or one child of the demised employee with the Company.

This is in addition to the statutory and non-statutory employee benefits offered by the organisation.

07.

Economic
Performance



FY 21- Achievements and Milestones

- Recorded highest ever revenues of ₹ 247,746 million, registering a growth of 7% in a challenging operating environment
- Clocked an EBITDA of ₹ 53,334 million, with margins improving by 40bps to 21.5%
- Deleveraged the balance sheet and turned a net cash company
- Filed 55 Abbreviated New Drug Applications (ANDAs) with USFDA, of which 16 are injectables
- Received final approval for 42 ANDAs, including17 for injectables
- Launched 53 products in the USA, including 21 injectables
- Divested our dietary supplement business, Natrol, at an estimated value of US$550 million
- Filed the first Meter Dose inhaler (MDI) ANDA with the USFDA
- Signed an exclusive agreement with Covaxx (now known as Vaxxinity), a US-based company, to commercialise their COVID-19 vaccine candidate in India and UNICEF markets. Vaxxinity is developing the first-ever Multitope Peptide-based Vaccine against coronavirus
- Completed Phase I trials for the lead molecule in biosimilars. Initiated Phase III studies. Commenced clinical trials for three more molecules
- Phase II trials for the pneumococcal conjugate vaccine (PCV) completed in India. Phase III trials initiated
- Received first dossier approval in China
- Completed the construction of an injectable facility in the USA
- Successfully filed 55 ANDAs for the US market, which includes FTFs and complex generic products
- Initiated proof of concept and animal studies for two 505(b)(2) products
- Three pen device projects are in different stages of product development. We expect one ANDA to be filed in FY22 and the remaining two products are slated for filing in FY23
- Product development for dry powder inhalers is underway, and filing is expected to commence in the next two calendar years

Strategic **Outlook**



Our Company delivered a healthy performance in FY21 despite challenges faced by the industry due to COVID-19 and associated restrictions and lockdowns globally. A diversified product basket and the ability to consistently launch new products help Aurobindo Pharma meet market and stakeholder expectations sustainably and consistently. With the steady progress of vaccination across key markets such as the USA and Europe, elective surgeries and footfalls in pharmacies are expected to improve this fiscal. We expect these developments to revive demand for some therapeutic segments that did not meet performance expectations due to the pandemic.

We are working on complex and differentiated products in multiple areas covering oncology and hormonal products, biosimilars, depot injections, vaccines, topicals, transdermal patches, inhalers, nasals, and complex peptide products to drive the next phase of our growth. Our Company is in the process of commissioning new manufacturing capacities to support the development of products for complex therapeutic areas. The new facility for producing viral vaccines will be commissioned by the end of July'2021.

Aurobindo Pharma is strategically focused on growing business in the key geographies of USA and Europe. We have recorded annual sales of US$ 95 billion as on 31 March 2021 (as per IQVIA data) and filed around 200 ANDAs that are awaiting final approval in the USA. Apart from this, over 300 ANDAs are under development to expand the differentiated pipeline in the market. We are in the process of expanding capacity in Unit X, the oral solid manufacturing facility dedicated to the US market. The construction of an injectable facility in USA to manufacture high value and low volume products is also complete.

More than 250 products are under development in general oral and oncology product categories for European markets, which will be launched in the next two to three years. We are building a dedicated injectable facility for European and Growth Markets to grow our presence in the hospital segment. The facility will be commissioned in the next 12 to 18 months.

In the ARV market, we achieved a dominant market share in the Dolutegravir segment. We have the required capacity to meet the growing demand and maintain market share.

Canada, South Africa and China continue to be key growth market geographies for Aurobindo Pharma. In Canada, our robust product portfolio of 150 products is helping us strengthen our presence. We will be launching more than 50 products in the next two years, including orals and injectables, to cement our market share further. China will be an important market for our Company going ahead. We are completing construction of an oral solid manufacturing facility in china. A total of 28 products have been filed from China facility.

Aurobindo Pharma has been working towards making products more competitive in the API segment and expanding capacities to cater to external sales. We have received requisite permissions and are setting up capacities for three fermentation-based products from the Government of India under the PLI scheme. Once these capacities are operational, they can help deliver a significant share of the domestic demand and reduce dependency on imports.

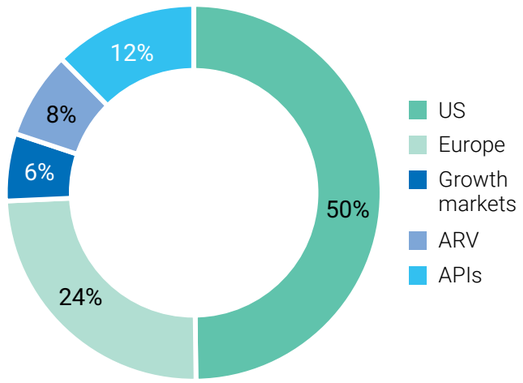
We will continue to focus our R&D efforts on difficult to manufacture, differentiated products with low competition and growing our filings for such products.

In realising our aspiration to creating a healthier ecosystem, we reiterate our commitment to growing profitably and responsibly led by our environmental, social and governance (ESG) goals and generating long-term sustainable value for our stakeholders.

The global pharma landscape is continually evolving to meet dynamically changing patient needs, healthcare frameworks, drug delivery models and regulatory requirements. In our 35 years journey, Aurobindo Pharma has evolved to stay abreast and ahead of these changes to forge pathways of sustainable growth. We started operations in 1988-89 with a single unit manufacturing Semi-Synthetic Penicillin (SSP) in Pondicherry, India. Today, we rank among the largest global pharmaceutical companies. Our generic formulations, specialty products, and Active Pharmaceutical Ingredients (APIs) are helping alleviate the pain of millions of patients directly or through our partners and customers.

The pandemic has caused widespread economic, healthcare and social challenges globally. For our business, restrictions of movements resulted in lower footfalls in hospitals and pharmacies and delayed elective surgeries. Additionally, improved hygiene levels led to lower consumption of medicines in specific therapeutic segments. Despite the headwinds caused by COVID-19, Aurobindo Pharma has maintained growth momentum in revenue and profitability through a diversified product portfolio and consistent product launches strongly focused on the USA and Europe. We are now the seventh-largest pharmaceutical company for generic products by sales and the second-largest listed Indian pharmaceutical company by revenues. We have also become the largest supplier in the USA by volume in the last quarter of the reporting year. *More details can be found in our **Annual Report** (page 2).*

Revenue distribution mix (%)



FY21 Financial Highlights

7%^
Revenues
₹ 2,47,746 million

10%▲
EBITDA
₹ 53,334 million

400 bps▲
EBITDA margin
21.5%

88%▲
Net profit
₹ 53,338 million

27.5% ▲
Return on Equity

17%▲
Balance sheet size
₹ 3,38,539 million

▲ y-o-y growth ▼ y-o-y de growth

Formulations

₹ 2,16,860
million
revenue from formulations in Y21

8%
growth
in formulation revenue over FY20

88%
contribution
to the total revenue mix

API

₹ 30,859
million
revenue from API in FY21

12%
contribution
to the total revenue mix

Accelerating Intellectual **Property Development**



Our Company's market-leading product portfolio is driven by our ability to secure patents, protect trade secrets and other proprietary information, and operate without infringing on the intellectual property rights of other pharma companies. A robust and compliant Intellectual Property framework helps us secure timely approvals for our ANDAs, enabling us to bring new products to the market on time, avoid litigations, and ensure business growth.

Aurobindo Pharma develops IP in non-infringing processes and solutions to resolve complex chemistry challenges. We create new drug delivery systems and dosage formulations and deploy innovative technologies to improve processes that help us make affordable products.

Over the years, we have consistently invested in R&D for improving capabilities and growing our talent pool across the globe. Our extensive facilities and capabilities spread across five research centres in India and three centres in the US. Our centres are supported by world-class talent, infrastructure and trained regulatory and intellectual property teams. We have a team of more than 1,700 scientists and analysts who are developing a wide range of medications from generics to complex speciality products. Aurobindo Pharma's R&D approach aims to accelerate product development, build a robust pipeline for global markets, deliver economies of scale, and enhance project management and cost efficiencies.

₹ 15,096

million

6.1%

of Revenues

spend on Research & Development

>1,700

scientists and analysts

Leveraging on Structural **Growth Drivers**

Aurobindo Pharma has built an enduring development ecosystem for generic drugs powered by a vertically integrated model with low competition product concentration.

Our manufacturing footprint has global reach and scale and supports a diverse portfolio of products. It positions us as a strong and dependable supplier of quality and affordable medicines for the global pharmaceutical industry.

Our facilities can handle multiple dosage forms and develop products that conform to the highest quality standards. They are approved by leading regulatory agencies such as USFDA, EU GMP, UK MHRA, South Africa-MCC, Health Canada, WHO and Brazil ANVISA.

Our largely vertically integrated and flexible manufacturing operations and cost efficiencies make us a favoured supplier for customers worldwide. We will continue to strengthen our ecosystem and expand our formulations and API capacities in line with our pipeline development and market demand.

We are progressively shifting our portfolio mix to bring differentiated and complex products to market and have sustained our filing momentum with continued improvement in their quality. Our operations are primarily integrated from concept to commercialisation. Our Company has 15 formulation facilities globally - 10 in India, three in the US, one each in Brazil and Portugal. We are setting up manufacturing facilities for biosimilars and vaccines and expanding our existing capacities in line with growing demand.

Formulations

- Started filing through our China facility
- Increased ophthalmic capacity by 200%
- Added one Dry Powdered Inhaler(DPI) line in APL Healthcare Unit III

Thoughts from the Associate President — **Head, Corporate EHS**



As a conscious Pharma company, we are happy to publish our first Sustainability Report as part of our commitment to integrate ESG into our strategy and business. It is our pleasure to share that the Corporate EHS Department has been coordinating with stakeholders last three years to develop the base line ESG data & frame sustainability goals to align with Global frameworks like SDGs and SBTi.

Environment, Health and Safety (EHS):

Environment, Health and Safety is of paramount importance for the company and we are committed to provide a safe and healthy working environment to all our employees and workers. We have well-defined EHS policies, procedures for risk identification, assessments and take necessary preventive measures for risk control and mitigation. Aurobindo is continuously strengthening efforts towards, reduction, reuse, recycling and conservation of water. Process organic wastes (solids and liquids) are used as auxiliary fuel at cement units. Plastic waste, E-waste and Battery wastes are disposed to recyclers. We deploy best available technologies and equipment for efficient use of resources, reduction of energy consumption.

We are continuously strengthening our efforts towards ensuring Zero reportable incidents across operations. To manage the safety and health risk, risk identification and assessments are performed before scaling up. A Hazard and Operability (HAZOP) study are performed before a chemical process is taken up in the manufacturing area. Activity Based Risk Assessment (ABRA) to ensure all activities are made safe by design. Periodic medical tests are conducted for all operating personnel. Training is provided to operating personnel to create awareness of the risks involved with new technologies and processes, precautions to be taken and suitable personal protective equipment is provided. A comprehensive stakeholder engagement program including Site-level APEX committees is established to encourage participation of relevant stakeholders on Health & Safety, Environmental and Social aspects.

Minimising Environmental Footprint:

Green Energy:

While it may not be possible to stop use of fossil fuel completely in near future, as a responsible organisation, we continuously thrive towards using clean energy. We enhanced our renewable energy share to 3,05,093 GJ in FY21, of which 1,46,097 GJ and 1,58,996 GJ are generated through biomass (briquettes) and solar plants respectively. As a result of these initiatives, we have achieved 25% reduction in energy intensity over the last three years.

Water management:

At Aurobindo Pharma, we acknowledge water is a scarce resource and use it judiciously. We are continuously strengthening our efforts for water reuse, recycling and conservation wherever possible. Initiatives such as steam condensate recovery and reuse, optimisation of water utilisation in chillers, redirecting Purified Water System reject and AHU condensate to cooling towers, installing innovative water taps among others have resulted in saving of about 16,000 kl during FY21. In addition, about 15,000 kl of rainwater has been harvested in the same year.

Wastewater Treatment and Reuse:

We have installed full-fledged Effluent Treatment Plants (ETP) and have adopted new technologies to collect, store, treat, and manage wastewater across all our units. This approach has helped us achieve Zero Liquid Discharge status at some of the units. Since FY19, we have achieved a reduction of about 15% in water withdrawal intensity.

Solid Waste management:

When it comes to waste management, we believe in principle of segregating waste at the source, ensure effective and timely treatment and reuse or disposal of waste. The Company has a mechanism of recycling or disposing materials, including waste, in a responsible manner which has resulted in avoiding 20,749 tCO2e emissions through our redirection of spent solvent to cement kilns. In addition, we have established the process of recovering solvents and avoided 2,16,706 tCO2e emissions. Over the last three years, we have reduced waste intensity by 34%.

Sustainable Supply Chain Initiative:

We recognise the importance of a sustainable supply chain and have laid down Guidelines for the selection and approval of Key Raw Material Suppliers based on ESG performance and periodic performance evaluation, to ensure alignment with our own sustainability goals and actions.

Environmental Sustainability:

By 2025, we aim to achieve 20% renewable energy share (power-to-power), 12.5% carbon footprint reduction, 35% water conservation / restoration towards water neutrality, 60% co-processing of hazardous waste and 100% reuse / recycling of non- hazardous waste.

We look forward to achieving our long-term sustainability objectives that will enhance Aurobindo Pharma's resilience and ensure responsible value creation for all stakeholders.

Dr. J.V.N. Reddy

Associate President – Head, Corporate EHS

Aurobindo Pharma Limited

08.

Environmental
Performance



Aurobindo Pharma is committed to realising the global goals of limiting climate change, global warming and other environmental concerns. Our Sustainability Framework stands testimony to this commitment. It has identified EHS as one of the key risks as well as an opportunity for businesses.

5.16%
Reduction
in energy consumption (3,38,332 GJ reduction compared to FY20)

5.5%
Reduction
in carbon emissions (52,725 tCO_2e reduction compared to FY20)

7.9%
Water
recycled / re-used (2,73,815 kl)

4.9%
Renewable
energy used in operations (3,05,093 GJ)

Led by our goal of responsible manufacturing, we are increasing our usage of renewable energy, ensuring enhancement in co-processing of hazardous waste, reuse / reycle 100% of non-hazardous wastes, using water resources responsibly and enhancing green belts across our operations. Our sustainability journey aims to go beyond compliance. It makes environmental commitments a prime responsibility for all our units and stakeholders across the value chain.

Energy

We recognise the impact of non-renewable energy on the environment and the necessity to adopt sustainable energy sources and processes. Aurobindo Pharma is improving energy efficiency across our business by streamlining our operations and processes and increasing the use of green energy. Our energy conservation team scans power and steam consumption points to identify opportunities to reduce energy usage. The operations excellence team tracks technological advancements to enhance operational efficiencies and reduce resource consumption .

We use diesel, furnace oil, coal anthracite and bituminous, biomass briquettes, grid electricity, and electricity from solar PV plants to meet our Energy requirements. In FY21, our total energy consumption through all the sources amounted to 62,17,790 GJ.

Total Energy Consumption (in GJ)

FY19	FY20	FY21
65,42,714	65,56,122	62,17,790

Energy Intensity (in GJ/INR Mn)

FY19	FY20	FY21
33.44	28.38	25.10

Aurobindo Pharma has standardised the sourcing of premium energy-efficient equipment like motors for all drives, pump-sets, level 2 transformers and implementing state-of-art technologies like Oil-Free Refrigeration (OFR) systems in existing chilling plants in line with its strategy of adopting the latest energy-efficient technologies. It is also investing in energy-efficient 7-Stage Multiple Effect Evaporator (MEE), energy recovery Molecular Sieve Dehydration System, 5-star rated screw refrigeration systems, installation of VFDs, No Air Loss Drain Valves in Compressed Air Systems and LEDs. These initiatives have resulted in energy savings of 80,645 GJ in FY21.



In addition to this, to reduce energy usage from the grid and improve operational efficiency, we have replaced aged boilers of 27 TPH with a co-generation plant at our Unit 1. This enabled us to achieve an annual savings of ₹ 648 Lakh.

Aurobindo Pharma Limited

Case study:

Implementation of Oil-Free Refrigeration (OFR) Technology in chilling plants

As part of our efforts to reduce energy consumption, we retrofitted our existing chilling plants with a cutting edge OFR based solution to improve operational efficiency. We replaced the existing compressor oil with newly designed oil for better lubrication. In addition, water and oil traces in the refrigerant were removed through a magnetic oil separator and catalytic filer with a pump. We installed a Variable Frequency Drive (VFD) to control the frequency of the power being supplied to motors running the compressors of chilling plants. These measures helped save energy, reduce operational overhead and maintenance costs.

We reduced the energy consumption of the systems by 33% through this project, saving costs and lowered our environmental footprint.





This project resulted in 56,15,022 kWh energy savings / year (@8000 Hour / Year)

Note: Savings are calculated based on the performance arrived during the operation after OFR technology implemented. The saving may change based on the load and condenser inlet temperature.

We have increased our solar power generation by setting up a 30 MW solar plant in Visakhapatnam, India. We have generated a total of 3,05,093 GJ renewable energy, of this, 1,46,097 GJ energy is generated using biomass and briquettes and 1,58,996 GJ through solar plants. This has helped cut down our GHG emissions by approximately 13,883 tCO_2e and 36,687 tCO_2e, respectively. To increase our share of renewable energy further, we are in the process of setting up a solar plant spread across 100 acres in Hyderabad, India.



Case study:

Powering operations through renewable energy

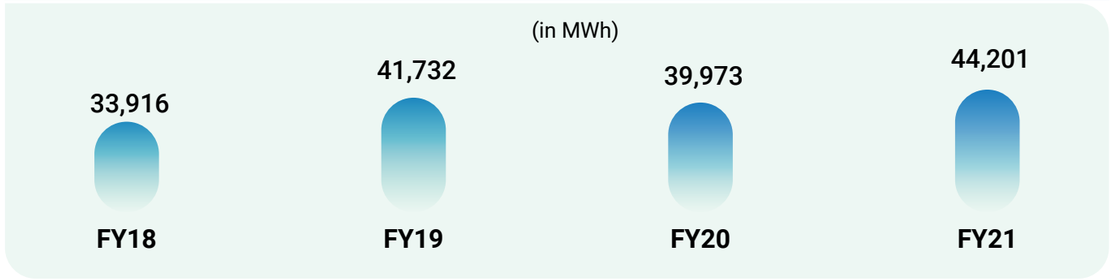
We have a stated aim of reducing the carbon footprint from our operations by switching to alternative energy sources. We have established a 30 MW captive solar power plant with an investment of ₹ 1,300 million in Varisam, Srikakulam District, Andhra Pradesh. Since FY18, the plant has generated 1,59,822 MWh solar power for use in our operations.





Aurobindo Pharma Limited

Solar Generation FY18 to FY21



Aurobindo Pharma has a vision that goes beyond energy efficiency and focuses on bringing good engineering practices and adopting cutting edge technologies to bring about the holistic and responsible transformation of our operations. We have introduced Internet of Things (IoT) enabled technologies for real-time monitoring and automation of utility systems, deployed ABC analysis for inventory control, harmonised SOPs and improved reliability of manufacturing equipment. These measures have resulted in benefits like lower running capital, reducing idle equipment time and setting up a virtual central warehouse.

Lowering our carbon footprint

- **18,422 tCO_2e** emissions avoided through energy-saving initiatives
- **13,883 tCO_2e** emissions avoided through substituting coal with biomass
- **13,117 tCO_2e** emissions avoided through steam recovery
- **2,16,706 tCO_2e** emissions avoided through solvent recovery

Carbon

At Aurobindo Pharma, we consistently monitor emissions. We have adopted various mitigation and elimination measures as part of our decarbonisation journey. Our initiatives are supported by SOPs, systemic assessment protocols, monitoring and evaluation mechanisms.

Emissions	Unit	FY19	FY20	FY21
Scope 1	tCO_2e	4,09,572	3,90,910	3,59,387
Scope 2	tCO_2e	5,23,611	5,65,185	5,43,983
Total	**tCO_2e**	**9,33,182**	**9,56,095**	**9,03,370**

	Unit	FY19	FY20	FY21
Total Emissions	tCO_2e	9,33,182	9,56,095	9,03,370
Total Revenue	₹ Mn	1,95,636	2,30,985	2,47,746
Total Energy	GJ	65,42,714	65,56,122	62,17,790
Emission Intensity	**tCO_2e/₹ Mn**	**4.77**	**4.14**	**3.65**
Emission Intensity	**tCO_2e/GJ**	**0.14**	**0.15**	**0.15**



Solvent Recovery plant

We have rolled out programmes to mitigate Scope 3 emissions in addition to Scope 1 and 2. We have reduced our supply chain emissions by 12,079 tCO_2e through shipping our export materials via sea instead of air. Adhering to GHG Accounting Protocol, we help our logistics vendors maintain an emission dashboard to offer a single-window view of our GHG emissions. In the future, we aim to move 90% of our shipments by sea, thereby curbing emissions and enhancing the supply chain efficiency by ~30%.

We are aligning our low carbon journey with the Science-Based Target Initiative (SBTi) to help meet the goal of the Paris Agreement to limit global warming to well below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

20,749 tCO_2e
emissions avoided through our redirection of spent solvent to cement kilns

Positive Offset Program: Preservation of Socio-economic Development

Aurobindo Pharma aims to offset the carbon emissions associated with our shipments through projects that positively impact the environment. We have supported two sustainable projects selected by our shipment vendor, CMA CGM, to offset emissions through long term reforestation and social projects.

The reforestation project is helping preserve the environment and socio-economic development of communities around tea gardens in Darjeeling, India. It has helped plant agroforestry trees to balance the ecosystem and support small land holders.

We have also contributed to the Yuqing Rural Methane Digesters Project, a carbon retirement initiative in Guizhou Province in China being implemented by Climate Care.

These projects are playing a significant role in positively impacting the environment and local communities. We have received a certificate for our offsetting efforts under Gold Standard VER (Verified Emission Reduction Units).

Biodiversity

The Ecodevelopment wing at Aurobindo Pharma is part of our Environment Health and Safety (EHS) team and committed to responsible ecology management across APL and surrounding environment.

At Aurobindo Pharma, we are aware of our impact on the environment and adopt social forestry initiatives to minimise the same. Our Company has launched an organisation-wide drive to foster green belts to conserve our biodiversity across operations and the communities. We have planted nitrogen-fixing trees like Pongamia pinata, Dalbergia sissoo, Cassia siamea, Bauhinia Variegata across our operations and also tree species like Acacia, Azadirachta, Delonix, Melia, Cassia fistula, Neolamarckia cadamba, and Peltophorum ferugeanum to enhance biodiversity. We also practice High density plantation to accommodate a larger number of plants in a small area. Along with biodiversity initiatives across our units, we actively participate in various green belt development programmes such as Vanamahotsavam (MoEF & CC), Telangana ku Harithaharam (Telangana), Vanam–Manam (Andhra Pradesh) conducted by government agencies.

We also actively engage in the initiatives such as avenue plantation i.e. plantation at schools and water bodies (tanks), recycling of garden waste into vermicompost and use for plants, gap filling of existing greenbelt to address mortality related losses. Drip irrigation is implemented as suitable for plantations inside and outside our unit premises, addressing peak water requirement of plants and also water conservation.

The Foundation planted 2,16,751 saplings in Telangana and Andhra Pradesh to improve air and soil quality in industrial zones and residential areas.

During FY21, we have planted around 60,781 indigenous plants, providing much needed green cover to balance the ecology and help in carbon sequestration. Continuous monitoring and maintenance activities have resulted in the survival of more than 80%of the developed greenbelts.

We have implemented a massive plantation drive across 791 hectares of land inside and outside the boundary of facilities and sequestered 14,439 tCO_2e.



Water

At Aurobindo Pharma, we acknowledge water is a scarce resource and use this resource judiciously. We ensure compliance with regulations related to the prevention and control of pollution. We ensure the Predicted No-Effect Concentrations (PNECs) for antibiotics in wastewater within limits as per AMR Industry Alliance framework. Across our operations, we monitor water usage on a fortnightly basis and review relevant processes daily at the site and corporate level.

Water Withdrawal	Unit	FY19	FY20	FY21
Groundwater	kl	14,28,693	17,36,757	15,67,764
Third-Party Water (CETP)	kl	17,81,539	17,58,982	19,07,895
Total Water Withdrawal	**kl**	**32,10,233**	**34,95,740**	**34,75,659**

	Unit	FY19	FY20	FY21
Total Water Withdrawal	kl	32,10,233	34,95,740	34,75,659
Total Revenue	INR Mn	1,95,636	2,30,985	2,47,746
Water Withdrawal Intensity	**kl/INR Mn**	**16.41**	**15.13**	**14.03**

We have installed full-fledged Effluent Treatment Plants (ETPs) and adopt new technologies to collect, store, treat, and manage wastewater across all our units. This approach has helped us achieve Zero Liquid Discharge status at some of the units. In FY21, we have recycled and reused 2,73,815 Kl of water in our facilities.



Effluent Treatment Plant

Our rainwater conservation measures have contributed to ground water recharge and further strengthened our water stewardship programmes in some of our manufacturing sites.



Anti-microbial Resistance (AMR) – A Collaborative Approach

Aurobindo Pharma recognises AMR as a serious threat and has taken proactive steps to stay at the forefront of the fight against it. We collaborated with the Access to Medicine Foundation and participated in the AMR Benchmark in 2018 for the first time and continued our active participation in 2020 and 2021. Our Company is amongst nine generic medicine manufacturers out of 30 pharma companies selected for AMR Benchmark in 2018 and 2020 and 17 pharma companies in 2021. The companies were evaluated based on their capabilities covering Research and development, Responsible Manufacturing and Appropriate Access and Stewardship.

During the year 2019, we became a member of the AMR Industry Alliance. The Alliance is working to ensure that signatories collectively deliver on the specific commitments made in the Industry Declaration on AMR and the Roadmap and measure progress on the goals. Aurobindo Pharma was one of the seven generic medicine manufacturers out of 65 Alliance members who participated in the survey report 2020. We have participated in the AMR Industry Alliance 2021 survey, and report is expected to be published in January 2022.

As a Bulk Drugs Manufacturers Association (BDMA) member, Aurobindo Pharma supports research studies conducted by the association on AMR. Through BDMA India, Aurobindo Pharma participated in technical interaction sessions organised by the national level environmental regulatory agencies as part of their efforts to freeze on environmental standards related to the production and use of antibiotics.

Waste

Handling waste responsibly is a critical aspect of our operations. Aurobindo Pharma has adopted a two-point strategy to manage waste responsibly, i.e., reduce waste at source, and handle it responsibly till the last mile. We segregate waste at the source to ensure effective and timely treatment and reuse or disposal of waste.

The high calorific value wastes like organic solid and liquid wastes are handed over to cement units for co-processing.

During FY21, we diverted 12,819 tons of hazardous waste to cement units for co-processing as alternate fuel. Additionally, 15,324 tonnes of non-hazardous waste such as plastic, and flyash were disposed for reuse / recycling through authorised recyclers. Solid and liquid hazardous wastes are disposed in the Treatment, Storage and Disposal Facilities (TSDF), while biomedical waste is sent to an authorised common biomedical waste treatment and disposal facility.

Waste Generated	FY19	FY20	FY21
Hazardous (in MT)	27,917	30,044	25,147
Non-hazardous (in MT)	20,836	17,568	15,325
Bio-medical (in MT)	185	229	248
E-Waste (in MT)	6.41	5.34	1.00
Waste Intensity (MT/₹ Mn)	0.25	0.21	0.16

Over the last three years, we have reduced our waste intensity by **34%**

The growing solid waste production has challenged businesses and other organisations to reduce waste reaching landfills. Against this backdrop, Aurobindo Pharma ensures compliance with all waste management regulations and aims to achieve Zero Waste to Landfill status for non- hazardous waste.

51%
of our hazardous waste is sent for co-processing i.e., diverted from landfill

49%
of the hazardous waste is sent to TSDF for safe disposal

100%
of our non-hazardous waste is recycled / reused

Sustainable Packaging

In the pharmaceutical sector, changing primary packaging is considered an uphill task. With rapidly evolving industry trends, companies and regulatory authorities focus on integrating sustainability aspects into packaging practices.

At Aurobindo Pharma, we have put in place stringent systems and processes to comply with country-specific regulatory packaging requirements and to develop consumer and environmentally friendly packaging. We have started working towards creating efficient and sustainable packaging designs by reducing overall material usage and electricity consumption.

Sustainable Packaging: Elimination of Medication Guide

Medication guides are paper handouts providing information on the medicine, its uses, dosage, administration, and precautions for the patient. In a general context, patients and consumers follow the advice of medical practitioners for consuming the medicine and not the guides. Apart from the consumer angle, the medication guide also adds challenges to the supply chain. Dispatch of these medication guides is a challenge as the number of guides required will vary depending on the product, strength and pack size.

Considering the limited or negligible use of medication guides, supply chain challenges and the environmental impact, we have eliminated paper handouts across select medicines in the USA. Instead, a softcopy is provided for the medication with the guidelines. Pharmacies have been equipped to print copies if consumers so desire in these markets.

Replacing paper handouts has resulted in a saving of more than 640 tonnes of paper. It has strengthened the USFDA's acceptance and appreciation of Aurobindo Pharma as an organisation.

Sustainable Packaging: Elimination of Carton and Reduction of Leaflets

Aurobindo Pharma is one of the largest manufacturers of Anti Retro Virals (ARVs) and exports to many countries under The U.S. President's Emergency Plan for AIDS Relief (PEPFAR), The United States Agency for International Development (USAID) and The United Nations Development Programme (UNDP). These are huge tender orders, supplied in a bottle with dual language leaflet in a carton.

We took the initiative to liaise with these agencies to eliminate cartons and supply only 20% of leaflets, to be given to patients who ask for them. This moved saved about 70 tonnes of board and 500 tonnes paper. It also increased productivity by 40% and also resulted in Aurobindo Pharma providing cost effective quotations to the above organizations.

We are innovating to minimise packaging waste by enhancing the ease of use and disposal. We have optimised the shape, size and capacity of bottles used in our packaging to reduce the quantum of raw material. Adopting technologies such as Blowfill Seal has reduced water and energy usage. Similarly, cotton, rayon, and HDPE optimisation in secondary and tertiary packaging have reduced overall transportation costs and energy consumption. In addition to this, we are recycling the inside layers of corrugated boxes in our tertiary packaging. The standardisation of packaging material for ease of handling, from packaging operations to transportation and distribution, is being pursued in our product distribution process.

Our work towards deploying our sustainability agenda in packaging is set to grow. We have zero-tolerance for any gaps on parameters such as protection from light, moisture and downgauging.

Case study:

Sustainable Packaging: Value Engineering, Alternatives, Standardise

Aurobindo Pharma has initiated sustainable strategies to reduce packaging waste while maintaining consumer convenience.

Products to the US are generally shipped in pallets which are loaded into refrigerated containers. We have made efforts to reduce the number of reefer containers used to deliver the packaging to the US market.

Shippers or products ready to be shipped to the USA are placed on a wooden pallet whose corners are strengthened using an angular board and then strapped and wrapped tightly using a thin film. Only 40 of these pallets can be loaded onto 40 feet refrigerated container packed in this manner. Following detailed studies and evaluating all possible risks, we initiated dispatching of the shippers directly by eliminating the usage of pallets and optimising the space available in containers. Once they reach the USA, they are palletised on the ground and further distributed.

Key Achievements:

- Offered an opportunity to use the 40 feet container to ship 50% more packages
- Shipping effort in the last three years reduced the number of containers used by 350
- Led to savings of 32700 kgs of packaging material like carry straps, corner boards, buckle clips and about 14300 kgs of shrink film



Before: Pallet with corner boards & stretch wrap



After: Container stuffing

Aurobindo Pharma Limited

Responsible **Supply Chain**

Aurobindo Pharma gives utmost importance to managing a responsible supply chain. We actively streamline supply activities to ensure uninterrupted functioning of our operations that maximise customer value and gives us a competitive edge across geographies.

Vendors are a crucial link in our supply chain. We have a stringent and systematic process to identify, select and engage vendors with whom we share long-term relationships. Our technical team incorporates industry best practices for vendor management and organises supplier meets periodically to share our strategic plans and new initiatives.

As a responsible corporate, we emphasise the Environmental and Social (E&S) aspects of the supply chain and support vendors in improving their performance on these parameters. We evaluate and select vendors who adopt credible, environment-conscious processes, good manufacturing practices and eco-friendly products. A dedicated team at Aurobindo Pharma assesses critical vendors of essential raw material intermediates and API sourcing on these criteria. We also conduct SA 8000 audits, a social compliance audit that helps us stay compliant with local labour laws and international norms related to social responsibility. Our Company emphasises adherence to social aspects such as contract labour, non-discrimination, equal rights, working hours and environmental factors by all vendors. We have a supplier Code of Conduct in place covering quality and costing.

% of new suppliers screened

On environmental criteria (FY21)

35%

Local sourcing is a key component of our business goals. We procure goods and services from local vendors, contributing to green manufacturing and reducing transportation-related impacts. Such partnerships empower local communities, making them a part of our success journey. We collaborate with vendors close to our manufacturing locations who fulfil the critical criteria of compliance and quality. The majority of our suppliers are from Andhra Pradesh and Telangana, as most of our operations are in these regions.

% of spending on local and local-local suppliers

59%

% of spending on local suppliers

23%

% of spending on local-local suppliers

36%

Note: Suppliers located in the limits of the India territory are defined as Local. Suppliers located in the limits of Andhra Pradesh and Telangana states (i.e., where majority of Aurobindo's operations are situated) are defined as local-local.

09.

Social Performance



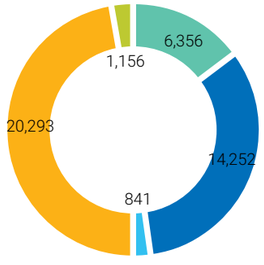
Workforce

Aurobindo Pharma takes pride in the success, growth and empowerment of its employees. Our employees are our key asset as they represent our brand to the external world and help us realise our aspirations. We leverage systems, processes and technology to build a performance-led culture. Our focus is to develop our teams holistically through continuous capability building, performance measurement and value enrichment.

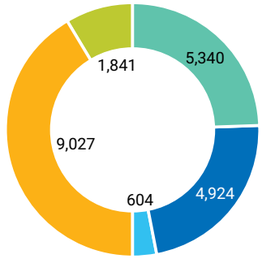
Employment

We adopt the latest and most effective hiring and human resources management methods to attract and nurture a talented workforce at Aurobindo Pharma. As of March 31, 2021, our workforce stands at 21,000+, with an additional 10,000+ people in contractual roles.

Permanent

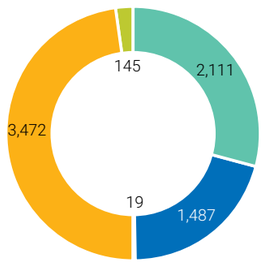


Contractual

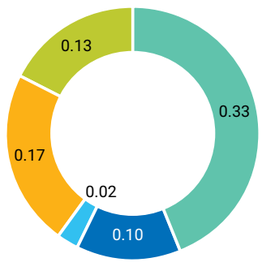


New Employee Hires

Number

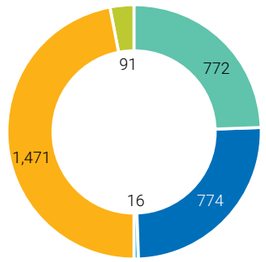


Rate

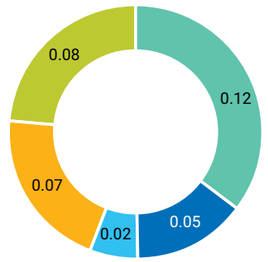


Employee Turnover

Number



Rate



Note: Data in the above tables include manufacturing, research & development and head office only

Our onboarding process for new employees delivers a smooth joining experience by leveraging advanced technology and digital infrastructure. New joiners are provided with an overview of company history, policies and unit-specific information as part of the induction. Additionally, a plant visit is organised for senior hires to get an insight into manufacturing operations.

We have well-structured policies, systems and process to foster a conducive working environment defining a range of benefits available to employees, including leave, insurance, family assistance schemes, children education reward scheme etc. The policies are easily accessible on the HRMS portal. Awareness sessions are conducted to familiarise the workforce with various benefits, systems, and processes at Aurobindo Pharma. An online grievance redressal system has been introduced to ensure speedy and effective resolution of employee grievances. These measures also help the Industrial Relations team to maintain a harmonious relationship with the employees and ensure unhindered high-performance.

Our contractual employees are presently covered under relevant employee benefits. However, we are exploring options to extend our employee policies to them. Our employees are entitled to various benefits such as life insurance, healthcare, parental leave (maternity and paternity), financial support for children's education, a family assistance scheme in case of an employee's demise, and periodic health checks.

Aurobindo Pharma Limited

At Aurobindo, we focus on leveraging our human capital for better performance through,

- Aligning with our core values and workplace culture
- Improving performance though technology, resources, and processes
- Fostering diversity and inclusion in the workplace
- Promoting learning and progressive environment for leadership, innovation, and collective problem solving
- Recognising and rewarding the contribution of our employees

Learning & Development (L&D):

Aurobindo Pharma aims to grow as a learning organisation and improve processes through rigorous training on best practices. Capability building is our strategic weapon to thrive in a fast-changing world. Training helps the organisation meet compliance, consumer safety & product quality, and at the same time, it fosters employee engagement. Aurobindo Pharma's L&D team is focused on improving the efficiency and accessibility of training opportunities at Aurobindo Pharma. A system to capture the training hours of employees is being developed and will be adopted next fiscal year.

We recognise the need for individual growth and training opportunities to enhance the talent pool. A conducive work environment across the organisation allows our people to learn, perform and grow. The development of our workforce is crucial for delivering the high performance needed to achieve our growth goals and create value for themselves and our stakeholders. We promote the intellectual development of our employees by organising regular training on industry-leading and skill enhancement opportunities. An annual training calendar has been developed aiming at 16 to 24 hours of training at the executive level.

We acknowledge training and education as an essential investment to groom a high-performing workforce adaptable to market dynamics.

Under the L&D umbrella, we have developed various training policies, partnerships and platforms. We have developed training modules that enhance technical, supervisory, managerial and leadership skills. In addition, we organise specific training programmes by industry experts on human-error reduction, airflow visualisation studies using advanced visualisation technology, preparing for USFDA inspections, communications, ethical conduct and quality behaviours and protocols. We partner with CII, ASCI, ICW, IBC, Empiric media, Catalyst Business Services, and ESCI. They periodically deliver capacity-building sessions. We have partnered with Cross Knowledge, a leader in their domain, to conduct module wise training.

Key training initiatives at Aurobindo Pharma include:

Sankarman Programme

The programme is facilitated by the Senior Management Team driven by HR & Business Leadership for training first-time managers. The two-day programme focuses on two important aspects i.e., human resource management and business orientation. More than 140 first-time managers have already trained under this transformational programme in FY21.





Sarathi Programme

Focuses on building mentoring skills in partnership with Pragati Leadership and CoachMantra. The objective of this programme is to create cross-functional relationships by cascading subject matter experts across the organisation.

This programme has already started this year with a selected group of **35 mentors** who provided training for **25-30 hours** on Mentor Development Programme over 2 months. Over the next five years, more than 1000 mentors will be developed through this programme.

Quality Marshal Programme

Instituted in 2015, the objective of this programme is to strengthen and sustain a 'Culture of Quality and Compliance' by cascading quality behaviour at the shop floor. Over the past five years, the programme has grown more than 200 quality marshals. This year the quality marshals cascaded key learnings to the tune of over 1,600 man-hours across all formulation manufacturing units.

Digital Learning

We have also implemented a technology-enabled online programme for developing global leadership capabilities through Nalanda Online Academy. The platform provides highly engaging content to enable virtual learning paths to the corporate leaders, department heads, and human resources in collaboration with some of the best professors from world-class business schools. More than 850 Leaders have participated in this programme since 2016 with a 95% learning adoption rate in the last two years.



Behavioural & Leadership Development Programmes

These programmes aim to build an understanding of the finer and detailed nuances of being an effective thought leader.



AuroSwagat

This corporate induction programme conducted quarterly enables the seamless integration of new joiners to the Company.

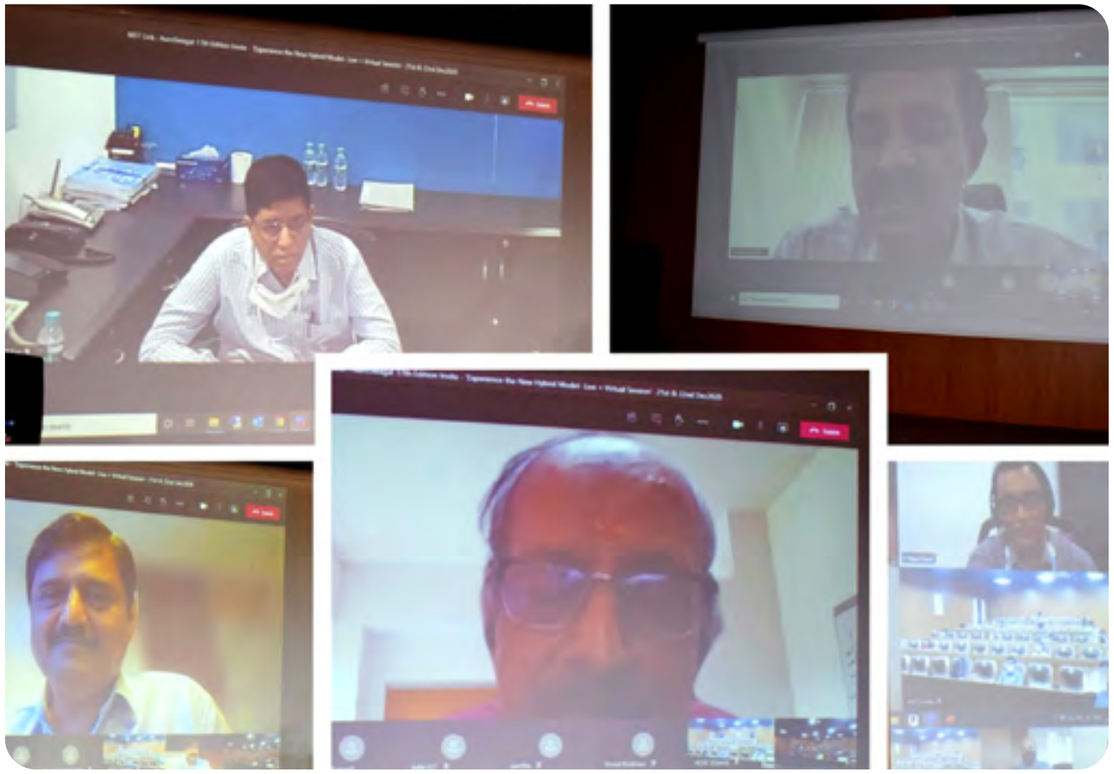
They are given insights about the organisation by the senior and top management covering processes, policies, and behavioural integration to help them succeed and perform to the best of their capabilities.

The 17th Edition of the Corporate Induction Programme - AuroSwagat moved to The Hybrid Model i.e. 'Live + Virtual Session'. The session was held on 21st & 22nd Dec. The Live session was held at ATDC and the Virtual Session was held through MS Teams.



The New Hybrid Model which was the integration of both Virtual & Physical connect had the following key information and learning sessions,

i. Business Process Overview by the Senior Leadership Team & Functional Leaders
ii. APL Corporate Values & Competency Framework
iii. HR Induction
iv. Kaizen & Udgam Change Management Programme



Technical Skill Development

Training Within Industry

We adopted Training Within Industry model that has been producing incremental tangible business results of 70+ crore per annum across 6 Formulation Manufacturing Units. This human capital engagement model consists of three main pillars TWI- JI, TWI-JM & TWI-JR which focus on moto skill development, process improvement, and inter-personal synergy development, respectively. We have developed 150+ TWI champions till now who have trained over 600 operators, technicians, and analysts.

Original Equipment Manufacturer (OEM) Partnership

In collaboration with 15+ OEM partners, we upskilled over 400 employees on operational safety, quality, productivity, and troubleshooting skills.

Aurobindo Training & Development Centre (ATDC)

We have developed world class infrastructure comprising classrooms and laboratories with sophisticated analytical instruments to provide integrated learning and holistic development to our employees. ATDC has helped us to keep the attrition rate well below 5% and improve productivity by 20%-30% higher than lateral requirement.



Nalanda

We have collaborated with Nalanda University to develop global leadership capabilities in our employees in line with our leadership competency framework, strategic business goals, and vision. The programme is administered by India's leading academicians and has recorded 95% learning adoption.





Training Within Industry

We have institutionalised 'Training Within Industry Job Instruction' (TWI–JI), focusing on the technical skill transfer process through targeted algorithms. TWI–JI focuses on machine handling skills, process improvement and re-engineering and inter-personal synergy and effectiveness. At Aurobindo Pharma, we have more than 70 TWI Champions across six critical formulation manufacturing facilities.



Organisational Development and Change Management

We run an integrated programme in collaboration with Kaizen Institute and KPMG. The programme focuses on strengthening on-time across all customer delivery; high quality standards and a no tolerance culture on patient care and regulatory standards; and accountability through clear and measurable goals and expectations across the manufacturing unit.

The programme is also useful for deploying KPIs at critical levels of the organisation. More than 3,100 employees are covered under this programme which has helped in project improvement by yielding 30 crores in savings and earnings.

Leadership for Business Excellence

A senior leadership workshop, Global Leadership for Organisational and Business Excellence, was conducted for the Aurobindo Pharma leadership team. The workshop aimed to deepen the skillsets of leaders on ways to enhance customer satisfaction and improve employee morale through a unique approach, methodology and implementation model. This, in turn, will facilitate the integration of all business processes led by an evolved leadership to produce outstanding financial results.

The program allowed the leaders to learn valuable tools, processes and assessment models relevant to our business. Participants have assimilated their ideas and initiated action to take our organisation to the next level with two recommendations. These include:

- Improve Operational Excellence in the areas of capacity utilisation, inventory control, failure reduction and automation
- Strengthen QMS for 'Zero-Day Audit Preparedness' through the implementation of a quality culture
- Consolidated inputs on the above goals formed a strategic framework to guide the next phase of implementation.

Coaching & Mentoring:

We have identified 40 leaders handling critical roles in the organisation who are being coached & mentored by external experts, including SMEs on leadership and domain skills, for three to six months.

Employee Training Hours (FY21)

32,317	5,60,840	17.35
Total Workforce	Total training hours	Training hours per Employee

Diversity and Inclusion

Aurobindo Pharma recognises that diversity is essential for encouraging new ideas and perspectives. We do not discriminate between employees and to eliminate any possibilities of discrimination, no record regarding employee disabilities is maintained. Our Company has initiated a 'Diversity Management Programme' to take forward our commitment to diversity. In the last three years, we have witnessed a significant improvement in gender diversity. Our aim is to improve diversity and inclusion and reduce the gender gap incrementally. Gender neutrality is incorporated into our recruitment guidelines. We conduct structured audits and have grievance redressal systems to ensure a free and fair environment that fosters diversity and inclusivity. Our online grievance redressal system provides anonymity and quick solutions for aggrieved employees.

Aurobindo Pharma's workforce includes people from diverse ethnicities across the countries. Currently, women employees represent 9% of the total workforce. We encourage women leadership at all levels and have adopted the Board Diversity Policy. We initiated a Diversity Management Programme that improved the gender neutrality over the last three years. The programme also focuses on providing employment opportunities to talents irrespective of their socio-economic and cultural background. This holistic approach makes a considerable difference to talent availability, attraction and retention, particularly at the operational level, irrespective of external competitive challenges.



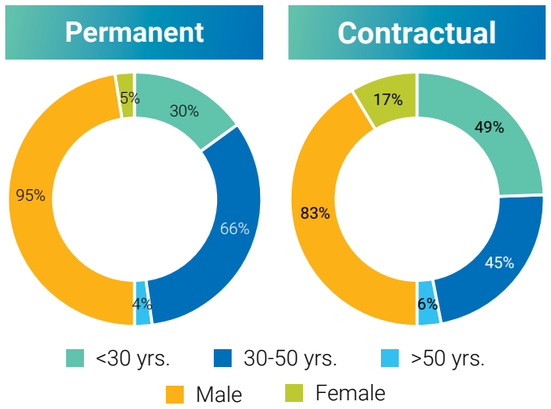
Case study:

Pink Packing Lines

Empowering women workers under whom packaging operations are handled by trained female associates and supervisors at two of our manufacturing units.



Our reinforced recruitment guidelines and training opportunities are expected to improve women participation at all levels of management.



Note: Data in the above tables include manufacturing, research & development and head office only

We conducted three interactive sessions for women employees, section in-charges, and Heads of Departments across the formulations division. These sessions focused on encouraging the employees to take an active role in the prevention of harassment. It gave them an understanding of our policy on POSH, observing and examining behaviours, reporting (speak up) of instances, if any, apart from the role of managers in creating a workplace free of discrimination and harassment.

Employee Communication Forums

We have formed various employee participation forums like Works Committee, Safety Committee etc. in different manufacturing locations to promote employee communication and participation. Various meetings arranged for different purposes from time to time on a daily, weekly and monthly basis, in order to review the progress of the projects / assignments and bridge the gaps. We also have a real - time online communication

system i.e. 'People Care Link' on the HRMS Portal, where employees can post general queries, complaints and also share valuable suggestions.

Second Line Development

We have created a comprehensive Second Line Development (SLD) model based on Aurobindo's Leadership Competency framework, that focuses on building a complementary team for the Company's future requirements. This need is assessed quarterly by Board Members.

For future talent acquisition, we conduct an analysis based on business forecasting, new projects, existing projects and talent movements. Approximately 82 % of the workforce is employed in operations. The Aurobindo Technical and Development Center will cater to 40-50 % of future technical talent demands, while the rest will be filled through lateral hiring.

Wellbeing

We make continuous efforts to ensure our employees' health (physical, mental & emotional) and wellness to encourage better teamwork, increase productivity, and reduce workplace accidents.

Workplace health promotion at Aurobindo Pharma is based on WoW (Wealth of Wellness), a joint effort by the senior leaders and the employees. The programme aims to ensure the holistic wellbeing of the employees by focusing not only on their mind and body fitness but inculcating positive behavioural changes.

To create and drive a culture of wellness and safety, we have a wellness pledge calendar that focuses on daily habits for healthy living and experience. Our health promotion programmes are centred around occupational safety and health in design and execution.

Dimension I: Creating Health Awareness

- Communication mailers
- Health-related campaigns
- Fitness related screensavers and posters in all our facilities
- Roadshows on the shop floor that directly improve individual health or influence a behavioural change

Dimension II: Encouraging Preventive Care

- Employee health checkups – half-yearly & annually
- Special focus on the employees working with hazardous chemicals by offering them a nutritious diet
- Frequent health reviews of all our manufacturing units by the Chief Medical Officer
- Lifestyle modification programs
- Health programmes (yoga, meditation, women wellness), etc.
- Health Talks by eminent specialist doctors to directly influence health outcomes
- Counselling by eminent psychologists

Dimension III: Creation of Healthy and Safe Work Environment

To assist employees in sustaining healthy lifestyles and behaviour, such as the creation of OHC (Occupational Health Centre) in every manufacturing facility headed by a qualified Medical Officer and supported by a panel of doctors and psychologists who offer their services round-the-clock

- Detailed EHS Management Policy which acts as the catalyst for wellness programmes encompassing the overall mental and physical wellbeing of our employees
- Work with reputed hospitals in major locations to ensure a timely treatment in case of any medical emergency
- Employee health insurance coverage for appropriate preventive screenings
- Improving the way work is organised by offering staggered work timings
- Organise 'World No Tobacco Day' and 'National Safety Week'
- Organise sports events every year, including the Aurobindo Pharma Premier League
- Organise engagement programmes including recreational magic shows, drawing and painting sessions, festivals and special days like International Women's Day for our employees and their families
- Facilitate Open House Forums to encourage sharing work-based challenges
- Transport facilitation to work and back, for a stress-free travel
- Workplace cafeteria offering healthy food choices



Case study:

Wellness & Medical Education Programmes

Be Bold

Medical awareness camps were conducted by senior doctors from leading hospitals during the COVID-19 pandemic. The sessions covered a total of 1, 684 participants .

Disha Counselling Programme

Disha Wellness Counselling Program is an initiative focused on the emotional well-being of our employees and their family members.





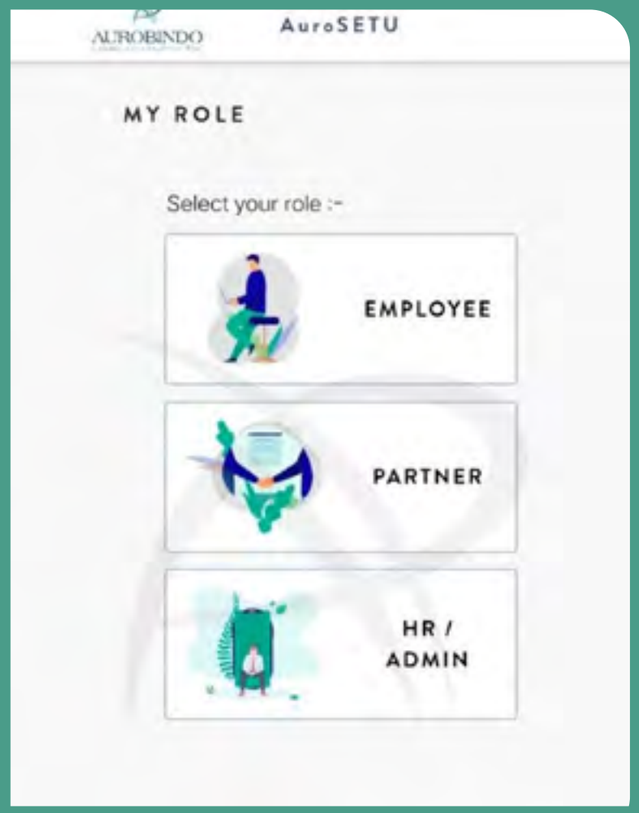
Disha offers direction and guidance during times of stress or duress through a panel of professional, well trained and experienced psychological counsellors. They help employees who need assistance to address personal or work-related challenges affecting their well-being and work performance.

So far over 500 employees have availed of the Disha programme.

Case study:

AuroSETU App

In this unprecedented pandemic scenario, we are doing everything possible to ensure the health & safety of our employees & contractors. We have a robust action plan in place and have implemented specific precautions in all our facilities to ensure the well-being of our people.



To ensure a safe and secure workplace, we have launched the AuroSETU mobile cum web application. This application acts as a self-declaration of health status for employees across all locations of Aurobindo Pharma. The app issues a risk rating based on the self-declaration, i.e., Green, Amber and Red indicating the severity from low, medium, and high. This risk status assists in screening, isolating and also practising physical distancing.

At the Unit level, location wise COVID Warrior and Rapid Response Teams consisting of HR, IT, ADMIN, Security & OE appraise the Unit Management of the shift-wise status and undertake necessary protocols as per the PLM Strategy. Signboards and banners displayed in employee buses help create ground-level awareness and drive the adoption of the app.

Aurobindo Pharma Limited

Reward & Recognition (R&R)

We have a robust R&R programme to unleash the potential of our workforce and energise them to drive positive change across the organisation.

TEAM (Team Excellence Achievement Award)

- Recognise, nurture and reward talent
- Create a competitive environment
- Improve productivity through job satisfaction
- Motivate to work beyond boundaries
- To create a conducive team culture

We have various other programmes in place to recognise and award our workforce.

- **Talent of the Month (TOM):** Rewards people who excel in their area of operations – providing a cash reward or certification based on an online evaluation of performance
- **Uttam Vyavahar Purashkar (UVP):** A quarterly programme where employees, both permanent and contractual, are evaluated basis their work and other factors encouraging overall development
- **Value Champions Programme:** This programme handpicks people from various teams based on their overall performance. This year it covered three key-value impact initiatives: Critical Aseptic Behaviours Pep Talk, Swachh Aurobindo and COVID Warriors
- **Score based R&R:** Recognition initiatives in our manufacturing facilities span seven categories including Best Safety Block, Best Documentation Practice, Best Investigation, Best Process, Best Project, Best KRA Achievement and Best Facility





Human Rights

Aurobindo Pharma is committed to foster an ecosystem that upholds human rights and encourages inclusive development. We are led by the principles described in the Universal Declaration of Human Rights and ILO covenants. We comply and adopt policies to prevent child labour, forced labour, sexual harassment and discrimination at our workplaces. Our human rights policy covers all employees, contractors, suppliers and stakeholders.

Aurobindo Pharma forbids any practice of forced, compulsory, or child labour and violations of any inherent human rights. There were no incidences of discrimination, child labour, violation of freedom of association and forced or compulsory labour in our operations in the reporting year. Our commitment to upholding human rights also covers our vendors to ensure that our entire value chain remains devoid of human rights violations. An evaluation checklist is utilised to confirm our vendor's compliance with child and forced labour and discrimination practices. Working Conditions and disciplinary practices across our operations are governed by Certified Standing Orders issued by local governments of where we operate.

We have developed a robust Grievance Redressal and whistle-blower mechanism to encourage internal reporting of any human rights violations in our facilities.

We have implemented a **Zero-Tolerance** policy to combat sexual harassment and regularly organise internal awareness campaigns and seminars.

The procedure to report sexual harassment cases at the workplace ensures complete anonymity and confidentiality of information. An Internal Committee has been constituted in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. We have not received any complaints of sexual harassment in the reporting year.

Security practices: Security personnel are apprised of the scope of their jobs, including responsibilities, risks, vulnerabilities and threat perception, to avoid any instances of any un-eventualities. Our security personnel, play a crucial role in ensuring the safety of our operations, people and face challenging situations. We provide them access to medical services and check-ups by our doctors, apart from regular exercise and training initiatives.

No to child labour: We only allow an adult, as defined by the relevant country's laws, to be hired as our employee. We have listed basic standards and skillsets and conduct regular checks to ensure they are deployed after proper verification.

Working hours prescribed: Attendance for on the rolls, and contractual employees are mapped against prescribed working hours. Overtime is discouraged by policy, however people working for more than eight hours a day are provided with overtime wages as per the law.

No financial penalty for poor performance: We do not impose a monetary penalty on the employee for poor performance. The corporate team ensures that this policy is followed across our units.

Equal opportunity to work: All employees are given equal opportunities in Aurobindo Pharma irrespective of caste, creed, religion, or other factors. Employment is based purely on merit.

Right for self-prestige and honour: We ensure that employees are provided with a conducive work environment to allow them to work with self-respect and honour at all times. Any behaviour violation by superior officers or managers results in serious action and recourse. We have created various platforms through which employees can address their welfare issues and any other problems.

Right for proper uniform and safety and personal protection equipment: Safety of employees is our priority. We provide PPEs like safety shoes, uniforms, and other protective equipment to secure their safety and good health.

Facility for sanitation and drinking water: All employees are provided with proper sanitary facilities like toilets, washbasins, and clean drinking water while working on Aurobindo Pharma premises. In addition, canteen facilities are available to the employees at a subsidised rate. We have separate toilets and dressing rooms for women employees.

Frisking and checking of the women workers: Only female security personnel are allowed to frisk women employees with dignity and privacy behind special closed enclosures set up for such checks.

Human rights training for employees: Employees receive training sessions on human rights practices, including behavioural skills.

Occupational **Health and Safety**

Aurobindo Pharma acknowledges ensuring the health and safety of our employees, contractual workers, customers and the community as one of our prime responsibilities. Our EHS framework and management processes ensure compliance and prioritise product and process safety.

We have well-defined EHS policies to safeguard permanent and contractual workers. To reinforce the EHS policy, we have established a Central Safety Committee consisting of senior management and representatives from each manufacturing plant. The committee meets every quarter to review the safety performance and updates operating procedures essential for upholding the safety standards. To align our workforce to the importance of safe practices, we impart health and safety training to all employees, both permanent and contractual.

National Safety Week Celebrations - 2021

National Safety Week is observed every year from March 4 to 10 to reiterate the importance of safety and create awareness across our operations. National Safety Day 2021 took forward the theme of 'Learn from disasters and prepare for a safe future'.



On first day of this week, badges were distributed at gate for all employees and contract workmen followed by flag hoisting and Safety pledge to mark the significance of the day.











Plant Head and other key persons at each site addressed the gathering regarding safety week, the importance of safety in their activities and participation in different competitions organized by Safety department.







The events were organised by the site EHS Team to emphasise on the importance of safety among the people, encouraging them to comply with health, safety and environment (HSE) norms.

Various events conducted during National Safety Week from March 4 to 10 in all units:

1. **Safety Quiz:** Quiz conducted on safety questions related to sites to spread awareness about safety systems and procedures in place





2. **PPE exhibition:** Various types of PPE are displayed and competitions are conducted for participants to enhance the awareness and importance of use of PPE.





3. **Emergency preparedness:** To make people handle emergency situations effectively, mock drills are conducted to enhance participants skills in using emergency equipment like Fire extinguishers, Fire hydrant system etc.,



4. **Practical demo of departmental activities:** Participants demonstrated attending to regular operations/activities complying with safe operating procedures/standards.




5. **Rewards for best departmental safety co-ordinator for API units:** Participants/ members who implemented the issues raised in departmental safety committee during the financial year were rewarded in this campaign

6. **New Initiatives towards safety:** Individuals/teams who implemented new initiatives towards improving safety performance during the financial year were rewarded during campaign




7. **Best safety acts and conditions identifier** - Employees/workers who identified unsafe acts/unsafe conditions are rewarded as an encouragement to improve their participation

8. **Safety poster competition:** A poster competition on safety topics conducted for both employee and contract workmen children for inculcating the safety culture among them




9. **Rangoli competitions:** Held rangoli competitions for all employees/workers to improve safety culture.



Aurobindo Pharma Limited

Commitments and Initiatives

Aurobindo Pharma has launched several initiatives to encourage employees to get involved in ensuring the overall well-being of the workforce. These include:

- A comprehensive stakeholder quarterly engagement program to include people with a high probability of being impacted
- Periodic medical tests of employees and training programs to create awareness of the risks involved with new technologies and processes
- Site-level APEX committees engaging with senior management on health & safety, environmental and social issues
- Encourage employee participation to mark significant days like environment day and safety day
- Conduct a Hazard and Operability study (HAZOP) before the launch of new chemical processes. Provide appropriate PPE to employees working on the process and impart precautionary training
- An integrated CAPA tracker to monitor and review implementation of CAPA
- Safety stewards to drive site-specific programs for a conducive safety culture

Indicator	FY21
No of employees	32,317
LTI	4
Reportable accidents	1
Fatalities	0
Lost time incident rate	0.12
Reportable LTI	0.03
Injury frequency rate	0.05
Reportable injury frequency rate	0.01

Safety and Skill Upgradation Training for Employees

Safety protocols training is conducted regularly for employees and included as part of new joiner induction

- **Permanent Employees:** All employees are given mandatory safety training at the time of joining. Further, regular skill-based training is imparted to all Aurobindo Pharma's employees continuously
- **Casual/temporary/contractual employees:** All contractual employees are trained on safety, skills development, etc.

We have utilised software modelling to perform a quantitative risk assessment for flammable solvent storage areas to ensure adequate risk control. Further, 14 units of Aurobindo Pharma are certified for ISO 14001:2015. The certification for other units are in the pipeline, except for units XVII(Curateq) and XVIII, where commercial production is yet to begin.

We undertook several initiatives during the reporting year to enhance our overall safety levels, like improving firefighting and detection systems, automatically activating extinguishing systems, etc. The inclusion of our safety guidelines in the Batch Production and Control Record (BPCR) ensures greater workplace safety, preventing the occurrence of accidents in the production process.



Protecting our employees

We prioritise the wellbeing and safety of our employees and families at all times. To safeguard our employees from the COVID-19 pandemic, we have developed a series of safety protocols which have enabled us to navigate the pandemic with minimal disruption in our operations. Even as India makes steady progress in vaccinating citizens, there could be a further surge in COVID-19 infections in the country. Keeping this in mind, Aurobindo Pharma continues to stay focused on ensuring the continued wellbeing and safety of our employees, suppliers, and other stakeholders.

- **Constitution of Apex Medical Council:** We constituted an Apex Medical Council by appointing a Chief Medical Officer to extend medical support to not only the employees but to their family members as well. The team comprises 18 - 20 qualified personnel who counsel all COVID-19 infected employees and family members and provide medical support on 24X7 basis.
- **COVID-19 Health Care Centre:** We established a well-equipped COVID-19 Health Care Centre with all infrastructure including Oxygen concentrators and ICUs to take care of mild to moderate COVID-19 infected patients under the overall supervision of a senior medical doctor and paramedical staff.
- **Medical Awareness Programme:** Since the first wave of the pandemic, we have raised awareness about the coronavirus and related behaviour and treatment protocols, the need for maintaining the highest standards of personal hygiene, and the importance of family care and positive mental health. We launched a medical awareness initiative in collaboration with the Cognitive Care NGO and Continental Hospitals. This programme has benefited more than 1,600 employees and their families.
- **Medical Education Programme:** We introduced a critical clinical education outreach in response to the increased number of infections following the second COVID wave in 2021. Vaccination protocols, post-vaccination testing and care and vital information on infection prevention were included in this medical education initiative. More than 400 employees have already participated in the programme.
- **Disha Counselling Programme:** We launched the Disha Wellness Counselling Programme in collaboration with Silver Oak Health to provide guidance and support to ensure the emotional wellbeing of our employees and their family members. A panel of professional, well trained and experienced psychological counsellors help employees deal with stress and address personal or work-related challenges affecting their wellbeing and work performance. This initiative benefitted more than 600 employees and their families.
- **Post-Lockdown Measures (PLM):** We have introduced a strategic framework to implement Post Lockdown Measures (PLM) in compliance with all state and central government directives. The PLM strategy focuses on three key domains, i.e., Disinfection, Respiratory and Safety & Hygiene Protocols and includes the following preventive measures:
- **Social Distancing Protocol:** Social distancing measures will be strictly observed while travelling in the company bus, at the canteen with diagonal sitting arrangements, at the workplace with contact-less hand-sanitising, virtual meetings etc.
- **Protective Equipment Distribution:** Personal protective equipment, including protective face masks for all employees, face shields for security personnel, disinfection of vehicles, plants, premises, and additional headcovers for kitchen service staff have been provided







- **Disinfection Protocol:** Cleaning and disinfection of washroom every two hours with high-pressure pumps. Common use instruments are disinfected through sanitised wet wipes
- **Occupational Health Centre (OHC) Protocol:** We have set up OHCs for medical screening of people returning from hotspots or containment zones within the factory premises. People coming from Red Zones or Hot Spots will undergo screening for six days, while those returning from Yellow Zones will be screened for three days
- **AuroSetu:** A digital platform to ensure a safe and secure workplace, this application allows employees to publish a self-declaration of their health status before entering our premises











Case study:

Behavioral Based Safety (BBS)

BBS applies the science of behaviour change to real-world safety problems or a process. It fosters a safety partnership between the management and employees by drawing attention to everyday behaviour, both their own and that of others around them. It is a process that sensitises management and employees on maintaining everyday safety at the workplace through observations.

Goals of BBS:

- Promoting safe habits to ensure that people do the RIGHT THING EVERY TIME without having to think about it
- Increasing the numbers of safe habits of all employees
- Reducing and eliminating injuries



The programme, consisting of the following activities was implemented in the Safety department at Unit III,V,VII and XII.

- Creation of steering committee to have a hierarchy from top to bottom to define accountability
- Have a schedule for a feasibility study
- Create responsibilities matrix in the Unit with BBS Champions
- Pilot Area Implementation
- Training of Trainers for Horizontal Development
- Awareness Session
- Observers Training
- Hand Holding Support
- Assessment and Reviews

Aurobindo Pharma Limited

Socio-Economic **Compliance**

Aurobindo Pharma prioritises compliance with socio-economic regulations. These regulations encompass both our employees and contract labour, providing benefits like timely payment of wages, minimum wage, overtime, maternity benefits, etc. We conduct regular audits and have recorded no instances of non-compliance with any socio-economic law or regulation during the reporting year.

A new Social Audit process called the **AMFORI Business Social Compliance Initiative** has been rolled out in select units.

These audits have been adopted to mitigate the risks associated with HR compliances and safety management. We are committed to expanding the coverage of these audits and conducting outcome-based technical training to improve productivity and ensure the correct handling of sophisticated equipment. The management at Aurobindo Pharma has also established the Social Accountability management systems (SA 8000) aligned to OECD to maintain fair and progressive people management processes and EHS systems, in line with our commitment to adhere to the business code.

Social Accountability Standard - SA 8000: We have adopted this auditable certification standard that encourages organisations to develop, maintain, and apply socially acceptable practices in the workplace. The foundational elements of this standard are drawn from the UN Declaration of Human Rights, Conventions of the ILO, international human rights norms and national labour laws. Selected facilities of our Company in India have been certified for SA 8000 Standard by DNV GL, headquartered in Norway, accredited by Social Accountability Accreditation Services (SAAS) for conducting the certification.

Social Compliance Vision & Policy Statement: Aurobindo Pharma has developed a Social Compliance Vision & Policy Statement to deepen its commitment to Social Accountability Standards. The policy encourages and supports our suppliers, vendors, local community and other collaborators to follow the same standards.

Sustainability of Social Accountability Standards: We have formed and adequately trained a Social Performance Team for driving Social Accountability Standards implementation and its periodic evaluation.

Progressive Health and Safety Practices: Aurobindo Pharma has well defined Health and Safety policies and practices in line with the accepted social accountability principles and OECD guidelines. These units are certified under EMS.

Community Impact: Our Company's manufacturing facilities are certified under EMS and adhere to regulatory requirements regarding effluent water treatment and pollution control. We deliver on our role as a community champion by implementing progressive and proactive CSR programmes for communities.

Supply Chain Management: We ensure that individuals affected by our business partners or operations are protected through a social performance audit system and appropriate vendor management system.


DNV·GL

MANAGEMENT SYSTEM CERTIFICATE

Aurobindo Pharma Limited

SA 8000:2014

Manufacture of Pharmaceutical finished dosage forms.

Communities

Our philanthropic arm, Aurobindo Pharma Foundation, started its journey in 2015. We believe that social investment is an opportunity to serve the community and motivate our employees. Our Corporate Social Responsibility (CSR) approach aims to nurture human connections, create livelihoods, and improve the infrastructure of the communities where we operate. Aurobindo Pharma's CSR activities comply with Section 135 of the Companies Act 2013 and the Corporate Social Responsibility Policy Rules 2014.

CSR Vision:

We recognise our accountability to give back to the community. We aspire to conduct business in a manner that is beneficial to society and the environment and create tangible, sustainable value for our company and stakeholders.

For Aurobindo Pharma, CSR means institutionalising responsible business practices through the involvement of all stakeholders in the decision-making process and operations. It entails having business policies that are ethical, equitable, environmentally conscious, sensitive towards gender and the differently-abled.



We undertake various activities for the sustainable development of communities around our operations and non-core areas in alignment with our ESG principles and the United Nations Sustainable Development Goals (SDGs).



Aurobindo Pharma Limited

Focus Areas

Aurobindo Pharma's CSR thrust covers the following areas with a special focus on the development of weaker, marginalised and underprivileged sections of the society, including Scheduled Castes and Tribes, Other Backward Classes, minorities, women and children, Below Poverty Line families, old and aged and the physically challenged.

a. Eradication of hunger and malnutrition.
b. Community health care – Health and hospital infrastructure and equipment; Health camps; Medical treatment
c. Upliftment of marginalised and differently-abled communities through education interventions
d. Drinking water, sanitation and hygiene programmes
e. Empowerment of communities and women to ensure inclusive socio-economic growth
f. Environmental protection with a focus on afforestation and sustainable agriculture
g. Rural development initiatives
h. Other activities (rural sports, disaster relief, safety, army welfare, protection of art and culture, animal welfare etc.)

Any other activities that may be permitted under the law and needed by the communities.

Governance

Mature systems, processes and protocols govern Aurobindo Pharma's CSR programs. The CSR Committee and the Nodal Officer's team constitute the two-tier organisational structure to steer the CSR agenda with oversight provided by the Board as the apex body.

The CSR Committee oversees the governance of our community-led initiatives and monitors progress. We contribute beyond compliance to develop a sustainable society and stand by our communities in times of crisis. The day-to-day implementation is supervised by a senior executive, who serves as the Nodal Officer. The Nodal Officer is supported by a team and a dedicated CSR cell to coordinate and implement all community-facing programmes.

In addition to the governance framework mentioned above, different groups or committees are formed to help lead and deliver on the developmental goals across various themes. Each thematic group is headed by a Convener and supported by members, including representatives from the villages, gram sabhas and ward members where the initiatives are undertaken. This ensures the involvement of the local communities in designing and deploying programmes delivering optimal impact and benefit.

Partnerships: The Foundation collaborates with qualified NGOs, industry associations and government organisations to implement and support various initiatives.

Monitoring & Evaluation

Our Company's CSR activities are monitored periodically by the Chairman, CSR Committee, Nodal Officer, CSR Cell and Aurobindo Pharma Foundation. The activities are effectively and objectively monitored using appropriate monitoring tools that may include one or more third-party audit(s) or certification(s), impact assessment(s), self-assessment report(s), field visit(s), periodical review(s) or any other appropriate mechanism. Detailed reviews are conducted by the CSR Cell and Committee members. Ideas and recommendations for improving the impact and reach of programmes are discussed as part of these reviews. Feedback on the benefits of interventions and suggestions to enhance impact is regularly obtained from local area representatives, link persons or coordinators. The convener of the Committee liaises with these representatives to ensure that the benefits of community activities reach the entire cross-section of the community.

The Nodal Officer submits regular reports on the progress of activities and utilisation of the annual budget to the CSR Committee. The Committee periodically submits the reports to the Board of Directors for their information, consideration, and necessary directions. The reports are reviewed by the CSR committee every quarter and by the Board every six months. With effect from FY15, an Annual Report on CSR activities is included in the Board's Report as per the provisions of the Companies Act, 2013.

In addition to the above laid down monitoring and evaluation procedures, an independent agency conducts impact assessments of Aurobindo Pharma's CSR projects with an outlay of INR One crore or more and have been implemented for a year or more. The impact assessment reports are placed before the Board and annexed to the Annual Report on CSR.



Key Highlights FY21

During the year 2020-21, our CSR activities have benefitted 9,24,005 individuals. Our purpose-led COVID-19 relief activities have benefitted more than 6,63,463 individuals.

Aurobindo spent **₹ 588.4 million** on the CSR activities during the year 2020-21. .

Focus Area	Andhra Pradesh	Telangana	Other States	Total Beneficiaries	Types of beneficiaries
Promotion of Education	8,434	9,479	68	17,981	Underprivileged students, teachers and schools
Health & Nutrition	37,114	35,004	1	72,119	
Health	2,114	4	1	2,119	Poor and underprivileged people suffering from various ailments
Eradicating Hunger	35,000	35,000		70,000	Poor and underprivileged and rural population
Water & Sanitation (Safe Drinking Water)	42,172	25,405		67,577	Rural population
Rural Development	32,921	63,371		96,292	
Rural Development	7,767	19,379		27,146	Farmers and rural population
Public Safety	25,000	42,958		67,958	Rural population and people in need of emergency services
Animal Welfare	154	1,010		1,164	Young and old cattle
Old / Orphanage Age Home		24		24	Orphans
Skill Development	25	0		25	Unemployed rural youth
Disaster Management	46	5,001		5,047	Rural families
Promotion of Sports	1	1,500		1,501	Badminton Sports Academy, Gymnastics
Health/ COVID-19	5,50,000	1,13,463	-	6,63,463	Rural population and underprivileged people affected by the COVID-19 pandemic and lockdowns
Total	**6,70,713**	**2,53,223**	**69**	**9,24,005**	
Sustainable Agriculture (Environment)	2,000	2,14,751		2,16,751	Saplings planted and protected across villages

Note: Other states represent Tamil Nadu (Nammakal), Haryana (Sonipat), Uttar Pradesh (Ghaziabad), Odisha(kechla)

Aurobindo Pharma Limited

Promoting Education

Aurobindo Pharma Foundation has taken care of the educational requirements of many needy students across schools, colleges and public and private universities, also paid monthly salaries to Vidya volunteers in government schools in Telangana.



Infrastructure Upliftment

We have provided Reverse Osmosis (RO) water plants for drinking water, constructing toilets, dual desks, and mid-day meals through the Hare Krishna Movement Charitable Foundation (HKMCF) to schools in need in the states of Andhra Pradesh and Telangana. We repaired and renovated old classrooms and constructed additional classrooms, new school buildings and cycle sheds and dais. A kitchen building was built and furnished with equipment at Dr. B R Ambedkar University, Etcherla, Srikakulam, Andhra Pradesh, benefiting 1000 students. During FY21, the Foundation supported 45 Schools in Andhra Pradesh and Telangana to build 30 additional classrooms and other support required. Overall, all these efforts created a better ambience for the holistic development of children and thus improved quality of education and reduced school dropouts.



Scholarships

Scholarships were given to 17 underprivileged students who secured admission at the renowned Ashoka University in Haryana. Scholarships were also awarded to 11 students studying in various schools, junior and degree colleges or pursuing engineering and medical studies in Andhra Pradesh, Telangana and other states. To promote education for tribal children, the Foundation supported 50 tribal students in Auro Mira Vidya Mandir in Kechala village of Koraput district in Odisha that offers a unique curriculum for the holistic development of tribal children.

Learning tools and facilities

Aurobindo Foundation has provided funds to Room to Read, an NGO, to set up creative libraries in 10 government schools in different villages of Sangareddy District, Telangana State. These libraries will benefit 1767 students annually. We have provided funds to the American India Foundation to build digital learning and related tools in 10 government schools in Srikakulam and Vizianagaram districts that will benefit 1750 students annually.

In FY21, our education-related support provided quality education to **17,981 students** from various government schools, colleges, universities and other trust-based schools.





Continued support in budding social entrepreneurs: Young India Fellow Program

My name is Nidhi Niharika. I am a Young India Fellow from the class of 2020. I am writing this letter to thank you for your scholarship, without which I would not be here at Ashoka.

I grew up in Dhanbad, Jharkhand, in a family of five. My father ran a small business that supported our entire family. However, his business has not been doing well for several years. The resultant financial distress also impacted my education, amongst other areas of our home. After graduating from school, I began preparing for the IIT JEE but could not afford to pay for tuitions. I worked hard to secure admission at the Birla Institute of Technology, Mesra and was fortunate to receive some financial aid. I funded the remaining amount through an education loan.

Although I wanted to study further, I had to start working after completing my bachelor's degree to repay the loan. I proceeded to work as a software engineer at Accenture for four years. The job allowed me some financial stability and an opportunity to help support my family. I realised early on that this was not what I wanted to do for the rest of my life. I had always wanted to study further but did not want to restrict myself to a traditional degree in management – I wanted to develop a skill set that was more holistic in nature. I learnt about the Young India Fellowship (YIF) from a senior and was fascinated by the wide range of courses offered. The Aurobindo Pharma Scholarship ensured that I could accept the admission offer without having to worry about the fees.

Getting into the YIF was the best thing to have happened to me. My biggest takeaway was learning how to communicate effectively – be it during classroom discussions, group work, or one-on-one interactions with peers and faculty. I was exposed to a multitude of subjects – from democracy and social justice to public policy, economics, gender, and cinema. Courses like Design Thinking and Innovation taught by Prof. Ranjan Banerjee and Perceptive Communication by Prof. Amit Kumar were instrumental in boosting my confidence. These courses and the conversations that followed made me socially conscious, as I learnt about and engaged with different perspectives.

I got placed at a firm named Socion through the University's Placement Cell. I am currently working with them to develop digital infrastructure for training and knowledge sharing for the semi-skilled workforce. My year at Ashoka has shaped me into an independent, curious, and empathetic woman, and I want to continue working in the social sector.

I am extremely grateful to the Aurobindo Pharma Foundation for their support, without which I would not have had this opportunity to learn and grow. Life at Ashoka has been a transformative experience – it has not just shaped who I am today but has also allowed me to work towards a career and future that I had always wanted. Once again, thank you!

Yours sincerely,
Nidhi Niharika

Health & Nutrition

Aurobindo Pharma has focused on developmental needs around health and nutrition in line with the UN SDGs and national and state developmental agendas. We firmly believe that if these basic needs of communities are fulfilled, their productivity, efficiency and contribution towards national development can be enhanced. Aurobindo Pharma has partnered with government health systems and nutrition programmes.

Health

The Foundation has provided an Ultra-sound machine with a convex robe to the Government Community Health Centre in the village of Buchireddypalem in the Nellore District of Andhra Pradesh for pregnant women. We have also provided financial support to patients suffering from cancer, heart and lung diseases, and surgeries. These measures have benefitted nearly 2,119 patients directly.



We provided eye care equipment to Pushpagiri Vitreo Retina Institute super speciality eye care hospital in Kadapa, Andhra Pradesh. This facility serves as a tertiary eye care facility for rural communities and delivers 1000 to 1500 super speciality services at no cost. This facility can support over 100,000 patients in a year.

We have supported the construction of a new cancer hospital spread across 1,90,612 sq ft at the MNJ Institute of Oncology and Regional Cancer Centre, Hyderabad, for patients from poor communities. This hospital will be operational in 2022.

We collaborated with CARE, an expert NGO in health domain, to design and execute a long-term handholding plan to strengthen health and nutrition institutions in Srikakulam, Vizianagaram and Nellore districts in Andhra Pradesh. Eight Community Primary Health Centres (PHCs) and various Anganwadi centres will be covered under this project that could positively impact 200,000 people in rural communities.

Support for MNJ Cancer Hospital

The pediatric wing of MNJ Cancer Hospital serves approximately 15,000 young cancer patients annually. The hospital aimed to build a bone marrow transplant unit to augment its capability to treat patients. Bone marrow transplant is a specialised service that requires a separate building with departments and rooms to ensure extensive care for the patients.

Aurobindo Pharma supported the hospital in its expansion plans by allocating a budget of INR 45 Crore. We closely monitored its progress through periodic engagements with stakeholders to ensure timely delivery of the project.

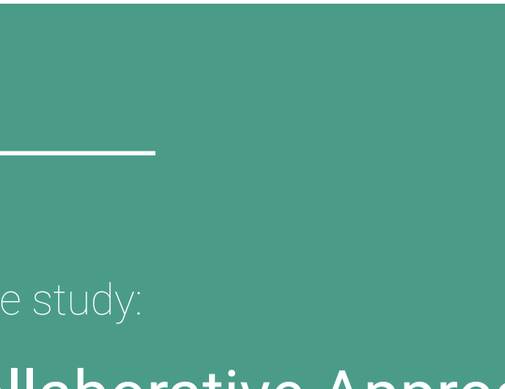
Nutrition

The CSR policy and broader agenda of the Aurobindo Pharma Foundation aims to address malnutrition among rural communities and others in need. Through HKMCF, children's awareness programmes are organized on importance of health and nutrition where mid-day meal is served. We support the HKMCF's mid-day meal programme for schools. We intensified our efforts to extend nutrition to many during the pandemic. The sincere and noble efforts of Aurobindo Pharma in this direction triggered many stakeholders, including governments, to make this program more acceptable, sustainable and replicable.

Case study:

Collaborative Approach - Hare Krishna Movement Charitable Foundation (HKMCF)

Aurobindo Pharma Foundation and Hare Krishna Movement Charitable Foundation (HKMCF) built a full-fledged automated pharma centralised kitchen with an outlay of ₹ 3 crores. The first kitchen was inaugurated on January 4, 2016, at Narsingi village, Hyderabad, Telangana. This centralised community kitchen can cater to 50,000 people in just five hours. Under the Bhojanamritha, Annapurna and Saddimuta programmes, the kitchen provides nutritious meals to inpatient attendants at various government hospitals, subsidised food at counters managed by Greater Hyderabad Municipal Corporation and poor farmers and porters in market yards in and around Hyderabad respectively.





Aurobindo Pharma Foundation gave ₹ 12.6 crores to help HKMCF construct a fully automated centralised kitchen at Singupuram village in the Srikakulam district of Andhra Pradesh. This kitchen was inaugurated on September 6, 2019, to cater to 35,000 students and other underprivileged people. The kitchen has served thousands of impacted people during natural calamities and other emergencies such as COVID-19. From September 2019 to date, about 60.45 Lakh meals have been supplied by this kitchen to children and underprivileged people, including stranded and migrant communities during the pandemic.

Since its inception, the kitchens have provided close to 7.85 crore meals to 307 schools, benefitting 23,529 students. Besides other beneficiaries, they have catered to the basic food needs of the under-served across 150 locations, 17 government and trust-based hospitals, eight municipalities and four market yards in and around Hyderabad.

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Sustainable Agriculture

To empower and engage farming communities holistically, we have helped form Farmer Producer Organisations (FPOs) in Pileru, Andhra Pradesh, with 602 shareholder farmers and Borapatla, Telangana with 200 shareholder farmers and 600 beneficiary farmers. The FPOs conduct an assessment of local farming needs under the guidance of experts. A development plan is in progress to foster comprehensive and sustainable agricultural growth in these villages. A total of 1402 farmers from different villages will be impacted through such sustainable agriculture practices.

We are also promoting water stewardship programs and encouraging farmers to adopt water-saving methods such as System of Rice Intensification (SRI) cultivation, direct sowing of paddy, intermittent and alternate irrigation etc.



Green belt Development

The Foundation planted 2,16,751 saplings in Telangana and Andhra Pradesh to improve air and soil quality in industrial zones and residential areas.



Water & Sanitation

Safe drinking water

Aurobindo Pharma Foundation has been very active in providing safe drinking water across rural areas. We constructed 9 RO plants through the reporting year in addition to the 117 that we have already set up in the villages of Telangana and Andhra Pradesh. We also funded the monthly maintenance services of 43 RO plants. The Foundation distributed safe drinking water through water tankers in 25 villages of Andhra Pradesh and several villages in Telangana throughout the reporting year. We built three bore wells and provided submersible motor pumps and other accessories to different villages in Andhra Pradesh.



About
67,577
families have access to these safe drinking water facilities that help them remain free from water-borne diseases.



Women Empowerment

To empower women, the Foundation organised tailoring courses in Peyyalapalem, Borapatla and Reddykhanapur villages, Telangana. Over 194 women received training and were able to sustain their families in FY21. The women in Peyyalapalem village participated in the Indira Kranthi Pathakam scheme (IKP) of the Andhra Pradesh Government to make masks that are to be distributed in the village during the pandemic.



Rural Development

Setting up Hostels for Orphans

The Foundation supported to construction of orphanages and hostels in the Bhadrachalam, Bhadradri Kothagudem district of Telangana to house nearly 24 boys and girls.



Road & Public Safety

As an industry collaborative effort towards public safety, Aurobindo Pharma Foundation funds maintenance of fire tenders at IFSAs (Industrial Fire Safety Association's) in Gundlamachnoor village in Sangareddy district in Telangana and Pydibhimavaram village in Srikakulam district in Andhra Pradesh, benefitting 50,000 people. We also provided 15 close circuit cameras to enhance public safety in Jadcherla, Mahabubnagar district in Telangana, helping close to 18,000 people. We have begun constructing a model police station at Bachupally, Hyderabad, to benefit 25,000 people.

Animal Welfare

We provided monthly maintenance charges, fodder expenses, constructed sheds and compound walls for four Goshalas (Animal Shelters) and organised infertility camps for animals in Andhra Pradesh and Telangana.





Affordable and Clean Energy

Over the years we have extended our environmental sustainability practices to our communities. We have installed 400+ LED and 633 solar lights on street light posts in place of abandoned conventional street lighting in rural areas, instated solar fencing around 163 acres of farmlands in Sangareddy to help small farmers in protecting their crops from wild animal grazing. We have also assisted in establishing 32 solar panels to meet electricity requirements of 950 students in a government degree college in Srikakulam district. These initiatives not only aid in ecosystem restoration but also adds an affordability factor to the communities.

Skill Development

The Foundation set up a skills development centre at Varisam village in Andhra Pradesh in 2018 to train pharma graduates and local youth to enhance employability. The centre, equipped with state–of–the–art laboratory and equipment, acts as a catalyst in developing employable skills in unemployed, educated youth to meet specific requirements of the pharmaceutical industry.



The centre has trained 89 unemployed youth holding masters and bachelors degree in Pharma Industrial Quality Control and Quality Assurance subjects. This facility continued to provide its services through the pandemic. To date, 69 out of 89 trainees have got employed in various industries. The current batch has 21 trainees.

We have helped establish a skill development centre through the Makineni Basava Punnaiah Vignana Kendram in 2019 to train students for competitive exams in Vijayawada in the Krishna district of Andhra Pradesh. More than 1500 rural youth have prepared for competitive exams at these centres.

Disaster Management

Disaster Management, Including Relief, Rehabilitation and Reconstruction Activities

During the 2021 COVID spike, Aurobindo Pharma Foundation provided 50,000 cubic meters of high purity liquid Oxygen Tankers to the Gandhi and Telangana Institute of Medical Sciences & Research hospitals in Hyderabad and Mahatma Gandhi Memorial Hospital in Warangal, Telangana state.





We also gave ventilators and oxygen concentrators to underprivileged COVID patients. The Foundation supplied nose masks, sanitisers, sprayed Hypochlorite across villages in Nellore, Srikakulam and Vizianagaram districts in Andhra Pradesh and the villages of Hatnoora mandal of Sangareddy district in Telangana. We distributed essential groceries to pandemic impacted families in Nellore, Andhra Pradesh and Sangareddy, Hyderabad and Medchal Malkajgiri, Telangana. We arranged transport for stranded migrant labourers in Srikakulam, Andhra Pradesh, provided two-patient traveler ambulances to transport COVID infected patients in Sangareddy and Nirmal, Telangana. The Foundation provided ten ambulances to the government to transport COVID-19 patients in Vishakhapatnam, Andhra Pradesh and offered financial support to treat COVID-19 patients from underprivileged families. These measures were undertaken in addition to the Aurobindo Pharma Foundation's contributions of INR 32 crores to the Andhra Pradesh and Telangana Governments and the PM CARES Fund as disaster management aid during the first wave of COVID-19 in 2020.

These initiatives benefited over **6,63,463** people in the first wave of COVID-19.

Flood Relief

Aurobindo Pharma Foundation donated ration to 5,000 families in flood-affected areas of Hyderabad in 2020.

Fire Accident Relief Programmes

The Foundation provided financial support to families in Andhra Pradesh impacted by fire accident, constructed houses and provided them with food grains. Thirty-three families benefited from this support.

Promotion of Rural Sports

Aurobindo Pharma Foundation extends financial assistance to sports talent from rural areas. It has supported the setting up of the Jwala Gutta Sports academy in Hyderabad in 2020. The academy provides training to 1200 sportspersons and equips them to participate in national and international tournaments.

Approximately **1500 men and women** have benefited from different sports initiatives under CSR initiative.






Adarsh Gram or Model Village

India contributes a mammoth share of its annual budget towards rural development to bridge the gap between the urban and rural areas. The Government of India has adopted several initiatives to keep the soul of India that lives in our villages alive. Adarsh Gram or Model Village is one such initiative promoted by the government to foster holistic development addressing the challenges of poverty, health, education and livelihood and drive sustainable and positive change in rural India.

Aurobindo Pharma has adopted the Peyyelapalem village in the Sri Potti Sriramulu Nellore district of Andhra Pradesh and Borapatla village in the Sangareddy District of Telangana in partnership with Mahila Abhivruddhi Society (APMAS) to improve the overall quality of life of the villagers through an integrated development model.

Peyyelapalem Village, Sri Potti Sriramulu Nellore District of Andhra Pradesh

The transformation of Peyyalapalem village from 2016 to 2020 as a model village has yielded manifold benefits for the community. Under this programme, various interventions to provide clean drinking water and sanitation, livelihood options and quality health and education services have been implemented in the village. Together, these initiatives have brought about a dynamic social and economic transformation of the community. We have outlined a few outcomes and impacts of the project below:

Social Impact:

- Empowered 23 Self Help Groups (SHGs) through skill development initiatives
- Formulated Village Development Committee (VDC) to closely monitor and implement developmental activities
- Constituted Farmer Producer Organization (FPO) with 81 members to benefit farmers
- Enhanced school attendance, awareness and knowledge of safe practices for health, nutrition, hygiene, sanitation etc. through interventions focused on education, nutrition, health and sanitation
- Laid new cement concrete roads for safer and better movement

Economic Impact:

- Helped women of the community earn a regular income through skill development programmes, who would otherwise be involved in chores in the household or the fields
- Improved access and created awareness on SHGs loans to enable women to become self-employed and set up a business
- Increased crop and livestock productivity to help agricultural activities and make communities self-sustaining

Environmental Impact:

- Drove significant focus on making the village 'Open Defecation Free' and establishing a drainage system
- Enhanced green belt across the village by increasing avenue plantations and establishing homestead gardens
- Converted a wasteland into a community park
- Implemented a solid waste management programme and encouraged recycling compost for avenue tress
- Installed solar lights across the village to promote the use of renewable energy and provide safe, well lit roads

The Recognition:

- The Government of Andhra Pradesh awarded the project 'Smart Village - Small Ward' and the 'Janma Bhoomi Maa Ooru' recognitions, acknowledging the impact created.

The activities undertaken for the model village programme are aligned with the United Nation's SDGs and have harmonised the developmental approach in the adopted model villages. Interventions deployed in the village have been welcomed and appreciated by the villagers. In the future, we intend to continue growing the reach and impact of our efforts and accelerating the developmental momentum in the village.

Our CSR journey is a testimony of able leadership, years of commitment and community participation to bring about the holistic development of under-served people and regions. Going forward, we aim to extend the length and breadth of our CSR programmes through unique and innovative interventions that can dynamically transform rural India and redefine developmental frameworks for the under-served.

Borapatla Village, Sangareddy District of Telangana

We adopted the village in 2016-2020 to create a model village and improve the overall quality of life for the villagers through integrated development. With an outlay of ₹ 1.02 crores, the interventions focused on reducing poverty and improving health, education and livelihood opportunities to help the community grow holistically. The impact created by our efforts is outlined below:

Social Impact:

- The majority of the farmers in the village, i.e. 822 farmers, are improving yield and incomes through environmental friendly lift irrigation, financing and marketing support from Primary Agricultural Cooperative Society and FPO services. The support framework has directly contributed to improving the economic status of the farmers, enhancing their nutritional security, lives and livelihoods
- Awareness programmes organised through ASHA and ANM workers are helping community members understand the importance of nutritional food, sanitation, maintaining personal health and hygiene and improving personal and environmental care
- Initiatives around education resulted in delivering quality education, motivating both teachers and students, resulting in an increased attendance rate at schools
- Concerted efforts to encourage the adoption of sanitation and hygiene practices has uplifted the status quo of healthcare in the village
- Laid out cement concrete roads, constructed toilets in homes to improve basic infrastructure across the village
- Established VDC as an institution to drive and sustain various initiatives undertaken for the long term

Economic Impact:

- Around 60 women from self-help groups have been trained in tailoring. More than 20 per cent of these women are now earning between ₹ 500/- to ₹ 1500/- per month through self-employment opportunities. Additionally, they are saving around ₹ 500/- per month by stitching the clothes needed by them and their families
- Increased livelihood opportunities have reduced migration from the village and at times contributed to reverse migration

Environmental Impact:

- Installed around 210 LED and 20 solar lights across the village to enhance the use of energy-efficient solutions and renewable energy
- Institutionalised daily garbage collection. Manure generated from solid waste management is used to fertilise the green belt comprising of avenue and other plantations
- Established treated drinking water facility for 300 households, enhanced awareness of water-borne diseases and importance of using safe drinking water

Programs adopted across the village received appreciation and also satisfaction among villagers. Going forward, we intend to direct our efforts in sustaining and taking the momentum onwards.



Supporting the community through COVID-19

- We provided 50,000 cubic metres of high-quality oxygen tankers to Gandhi and Telangana Institute of Medical Science and Research hospitals during the second wave of COVID in early 2021
- Underprivileged patients were given financial support and ventilators and oxygen concentrators, a critical need for the severely impacted
- We supplied face masks, Vitamin C & Zinc tablets and sanitisers to community members
- Our Company distributed essential groceries to infected and affected families in the Nellore district of Andhra Pradesh and Sangareddy district of Telangana
- We hired ten ambulances to help the government transport COVID-19 patients in the Vishakhapatnam district of Andhra Pradesh

Through these different efforts, we helped **663,463 people** during the pandemic.

Also as a group we committed `588 million towards various CSR measures, which includes contribution towards COVID emergency support to Telangana, Andhra Pradesh governments, and PM CARES Fund.





Enabling Access to Medicine

According to the Access to Medicine Foundation and the WHO, over 2 billion people across the world lack access to medicines[1]. As an organization with the vision of become a leading and admired global pharma company, Aurobindo Pharma is committed to enabling access to affordable treatments.

We are among the frontrunners in developing and marketing adult and pediatric formulations for HIV and are also a leading supplier of the Dolutegravir based regimen for treating the disease. Leveraging our global reach and production capabilities, we enable access to treatment for HIV through active participation in global public health programs such as PEPFAR, The Global Fund to Fight AIDS, Tuberculosis and Malaria, and the South African HIV program, which promises universal access to anti-retroviral therapy (ART). As a leading generic pharmaceutical player, we are a major supplier of anti-retroviral medications to multilateral organizations such as WHO and UNICEF that facilitate affordable access to treatment for millions.

We have partnered with innovator companies and organizations such as the UN backed Medicines Patent Pool (MPP) and established philanthropies like the Clinton Health Access Initiative and the Gates Foundation to manufacture generic versions of the latest patented anti – retroviral products. These collaborations aim to facilitate quicker access and affordable treatment for persons with HIV in lower- and middle-income countries[2]. Today we make access to treatment possible globally for over 5 million persons living with HIV.

Our reach spans not only developing economies but also developed nations. The United States, one of the largest markets in the world benefits from our presence in the country. The deep inroads we have made into the US market combined with a consistent focus on innovation have helped us increase scale and bring down the cost of medications. In addition, we also have significant reach in the European and South African markets.

Despite the challenges of the COVID-19 pandemic, Aurobindo Pharma ensured continuity of production as well as delivery of medicines so that the treatment regimen of those under medical care was not disrupted.



1. https://www.who.int/publications/10-year-review/chapter-medicines.pdf and https://accesstomedicinefoundation.org/
2. Cipla, Aurobindo, Emcure to supply HIV drugs for UN-backed MPP | Business Standard News (business-standard.com)

10.

Sustainability
Outlook

With growing uncertainties, dynamic supply chains, rapidly changing regulations, and investor expectations, it has become imperative for businesses to embrace ESG principles in this 'Decade of Action'. Every business needs to define purpose-led growth, ignite a movement of change, predict and manage risks, build conducive environments to deliver results and establish a continuous dialogue with all stakeholders.

At Aurobindo Pharma, we are accelerating our sustainability led transformation and growth with clear goals to be achieved by 2025 to build a healthier ecosystem. As part of this journey, we are seamlessly integrating our sustainability and business strategies to catalyse, accelerate and sustain the change.

We will foster the holistic development of our ecosystems through local actions. Our strategic focus on the responsible production of medicines, empowering communities and building a better place to work for our employees is core to our commitment. We are strengthening our governance through an established multi-tier approach, policies, and procedures to enhance accountability and transparency across the system.

We will take forward our sustainability endeavours to create long-term value for our stakeholders, going beyond adherence to compliance and venturing past known frontiers to build a 'HEALTHIER ECOSYSTEM' for all.



11.

Appendix

Alignment with United Nations **Sustainable Development Goals**

The UN SDGs, also known as the Global Goals, are a collection of 17 goals designed to be a 'blueprint to achieve a better and more sustainable future for all'. All UN Member States adopted SDGs in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

SDGs offer organisations a holistic framework to align and deliver long-term sustainable value to the business and its entire ecosystem making the world more prosperous, inclusive, sustainable and resilient. At Aurobindo Pharma, we have aligned our sustainability strategy with SDGs transforming our ambitions to action in the 'Decade of Action.' We have identified the SDGs where we shall contribute and create value as listed below:

SDG	Sustainability Pillar	Goals, Programs & Initiatives
1 NO POVERTY — No Poverty	Empowering Communities	Our focus areas under CSR contribute to the comprehensive development of weaker, marginalised and underprivileged sections of the society, including Scheduled Castes and Tribes, Other Backward Classes, minorities, women and children, Below Poverty Line families, old and aged and the physically challenged.
2 ZERO HUNGER — Zero Hunger	Empowering Communities	The broader agenda of our foundation aims to address malnutrition among rural communities and others in need. Our community mobilisation programmes help to deepen awareness on health and nutrition, especially in schools. We also support the HKMCF's mid-day meal program for schools.
3 GOOD HEALTH AND WELL-BEING — Good Health and Well-being	Empowering Communities & Access to Healthcare	In addition to our continous focus to improve health and quality of life for patients across geographies, we have also contirbuted to communities around us through our CSR programs. we have provided amenities to various health organizations helping the poor and needy to obtain better healthcare access to sophisticated medical equipment. • Access to healthcare facilities including sophisticated medical equipment • Infrastructual support to various government and trust-based hospitals • Health and wellness awareness sessions for communities and workforce • Disha councelling program for employees • Implemented Post-Lockdown Measures (PLM) • COVID relief support
4 QUALITY EDUCATION — Quality Education	Empowering Communities	With an objective to improve quality and affordability of education across communities • Learning tools and facilities • Scholarships • Libraries and Reading rooms established • Infrastrctural upliftment across government schools and colleges • Employment enhancing skills
5 GENDER EQUALITY — Gender Equality	Social Equity	Diveristy and Inclusion is one of the key focus area under Social Equity pillar. We initiated 'Diversity Management Programme' to take forward our commitment to diversity. Our aim is to promote balanced gender and equal opportunity - 12.75% women out of total workforce.
6 CLEAN WATER AND SANITATION — Clean Water and Sanitation	Responsible Manufacturing	Strengthening integrated water management systems including rainwater harvesting on-site and off-site with an objective to achieve 35% water conservation/restoration by 2025.
7 AFFORDABLE AND CLEAN ENERGY — Affordable and Clean Energy	Responsible Manufacturing	We envisage to increase the share of our renewable energy going forward aim to achieve 20% renewable energy share by 2025.
8 DECENT WORK AND ECONOMIC GROWTH — Decent Work and Economic Growth	Responsible Manufacturing	We aim for continual improvement through • Continuous employee training & development - 25 hours of learning per employee • Continuous efforts to ensure ZERO reportable incidents across operations
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — Industry, Innovation and Infrastructure	Access to healthcare	Accelerating intellectual property development through increasing share of spend in R&D. In the financial year 2020-21, 6.1% of revenues spent on Research & Development i.e., INR 1.5 billion.

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SDG	Sustainability Pillar	Goals, Programs & Initiatives
10 REDUCED INEQUALITIES — Reduced Inequalities	Social Equity	Along with our initiatives in Diveristy and Inclusion, we have institutionalised systems and process to foster fair and progressive ecosystem across operations. We have also established and implemented Social accountability standard SA8000 to encourage and develop, maintain, and apply socially acceptable practices in the workplace in some of our units. Along with this we adhere to foundational social elements of UN Declaration of Human Rights, Conventions of the ILO, international human rights norms and national labour laws.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION — Responsible Consumption and Production	Responsible Manufacturing	We have set our targets for FY 2025 • 100% reuse/recycle of non-hazardous waste • 60% Co-processing of hazardous waste. • We aim to assess 100% of our supplier on Code of conduct by 2025 and we also envisage to enhance our local sourcing component
13 CLIMATE ACTION — Climate Action	Responsible Manufacturing	We aim to reduce carbon emissions by 12.5% in alignment with Science Based Target Initiative (SBTi) WB2°C scenario.We are working towards reducing our carbon eimissions across our supply chain by adopting a two prong approach i.e, moving our shipments from air to sea and also actively participating in carbon offsets through our logistic partners.Also, over the years we have been driving agenda to conserve our biodiversity across operations and the communities through green belt development.
16 PEACE AND JUSTICE STRONG INSTITUTIONS — Peace, Justice and Strong Institutions	Effective Governance	An effective 3-tier sustainability governance model within the organization, with a focus on enabling robust governance, transparency and a seamless environment for the flow of information and responsibility far beyond compliance requirement.
17 PARTNERSHIPS FOR THE GOALS — Partnerships for the Goals	All six pillars of Sustainability Framework	We are committed to building a healthier ecosystem in partnership with our customers, people, communities, partners, the government and other stakeholders globally. Our Sustainability framework has also been developed in consultation and partnership of our internal and external stakeholders.

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Abbreviations

Abbreviation	Full-Form
AMR	Anti-microbial Resistance
ANDA	Abbreviated New Drug Application
APF	Aurobindo Pharma Foundation
API	Active Pharmaceutical Ingredient
APL	Aurobindo Pharma Limited
ASCI	Advertising Standards Council of India
ATDC	Aurobindo Technical Training and Development Centre
BBS	Behavioural Based Safety
BDMA	Bulk Drugs Manufacturers Association
BIRAC	Biotechnology Industry Research Assistance Council
BPCR	Batch Production and Control Record
BRR	Business Responsibility Report
CAPA	Corrective and Preventive Action
CBWTF	Common biomedical waste treatment and disposal facility
CETP	Common Effluent Treatment Plant
cGMP	Current Good Manufacturing Practice
CII	Confederation of Indian Industry
COPD	Chronic Obstructive Pulmonary Disease
COVID-19	CoronaVirus Disease
CSR	Corporate Social Responsibility
DJSI	Dow Jones Sustainability Indices

Abbreviation	Full-Form
DMF	Drug Master File
DPIs	Dry Powder Inhalers
EHS	Environment Health & Safety
EOU	Export Oriented Unit
ERM	Enterprise Risk Management
ESCI	Engineering Staff College of India
ESG	Environmental, Social, and Governance
EU	European Union
FAPCCI	The Federation TG and AP Chambers of Commerce & Industry
FGD	Focus Group Discussions
FIMSE	Federation of Indian Micro and Small and Medium Enterprises
FPOs	Farmer Producer Organisations
GRI	Global Reporting Initiative
HAZOP	Hazard and Operability Study
HKMCF	Hare Krishna Movement Charitable Foundation
IFSA	Industrial Fire Safety Associations
IIT-JEE	Indian Institute of Technology - Joint Entrance Examination
IKP	Indira Kranthi Pathakam scheme
ILO	International Labour Organization
IMF	International Monetary Fund
IoT	Internet of Things
IPA	Indian Pharmaceutical Association

Abbreviation	Full-Form
L&D	Learning & Development
LED	Light-emitting diode
MDIs	Metered Dose Inhalers
MEE	Multiple Effect Evaporator
MGM	Mahatma Gandhi Memorial
NGO	Non-Governmental Organisation
NVGs	National Voluntary Guidelines
OECD	Organisation for Economic Co-operation and Development
OEMs	Original Equipment Manufacturers
OFR	Oil Free Refrigeration
OHC	Occupational Health Centre
PCV	Pneumococcal Conjugate Vaccine
PHCs	Primary Health Centres
PiE	Pharmaceuticals in the Environment
PLM	Product Lifecycle Management
PNECs	Predicted No-Effect Concentrations
PoSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipments
R&D	Research & Development

Abbreviation	Full-Form
RO	Reverse Osmosis
SA 8000	Social Accountability 8000
SBTi	Science Based Target Initiative
SEBI	Securities and Exchange Board of India
SEZ	Special Economic Zone
SRI	System of Rice Intensification
SSP	Semi-Synthetic Penicillin
TIMS	Telangana Institute of Medical Sciences & Research
TSDF	Treatment, Storage and Disposal Facility
UN SDGs	United Nations Sustainable Development Goals
US	United States
USFDA	United States Food and Drug Administration
UVP	Uttam Vyavahar Purashkar
VER	Verified Emission Reduction
VFD	Variable Frequency Drive
YIF	Young India Fellowship



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