



Fostering Innovation

First Sustainability Report

Financial Year **2018-19**

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About GVK BIO

GVK Biosciences Private Limited (GVK BIO) is a global Contract Research & Development Organization (CRDO) providing Drug Discovery and Development services to the biopharma industry. Established in 2001, GVK BIO for over 18 years has supported the Research and Development programs of innovator drug companies enabling them to bring their products to market quicker and cost-effectively. GVK BIO is headquartered in Hyderabad, India and has operations in Hyderabad, Visakhapatnam, Bangalore in India and California, USA.

We are a team of over 2500 highly qualified scientists, backed by well-defined and scalable processes, modern facilities and a strong customer-centric partnering approach. Our distinctiveness comes from our expertise in the breadth and depth of services that we provide in drug discovery and development. We recognize that our clients' needs are diverse, and we have designed our services accordingly. GVK BIO's capabilities include Integrated Drug Discovery, Chemistry, Biology, Large molecule R&D, Chemical Development, Formulation & Analytical development, Contract Manufacturing and Drug Repurposing.

Spread across 55 acres of land, GVK BIO has five state-of-the-art research facilities, four in India and one in Morgan Hill, California. All our facilities conform to stringent regulatory standards. Our infrastructure has a built-up area of 1,200,000 square feet, housing chemistry & biology labs, AAALAC accredited animal house, analytical labs, formulation development labs, kilo labs, pilot plants and manufacturing facilities. GVK BIO has been inspected by all the leading regulatory agencies of the world including USFDA, WHO, PMDA, EDQM and EMEA.

In 2014, GVK BIO acquired Aragen Bioscience, Inc., a US-based preclinical CRO specializing in biologics services, thereby enabling clients access an integrated R&D services platform across both large and small molecules.

GVK BIO recognizes its commitment to the community in which it operates through its Corporate Social Responsibility initiatives. We reach out to underserved communities and work towards making a meaningful difference to them. GVK BIO's CSR programs are focused on education, health, environment and women empowerment.

GVK BIO is proud to be a "Great Place To Work®" (GPTW) Certified Organization, one of the very few such organizations in India.

The procedures and practices for all Skin Banking activities shall be set out in detail in procedure manuals. These procedure manuals shall be kept updated and made available at all times to all personnel of the Skin Bank.

**18+ Years of
experience**

**2500+ Highly
skilled man power**

**4 State of the art
Research facilities &
2 Manufacturing sites**

GVK BIO's Vision, Mission, Purpose & Core Values

At GVK BIO, we share the vision of being a global leader in life–sciences services. We intend to achieve this by working together towards the common goal of delivering the best–in–class value–added scientific services across the R&D spectrum.

Vision

- Be a global leader in life–sciences services.

Mission

- To consistently deliver value–added scientific solutions with speed and quality, while ensuring safety and compliance.

Purpose

- To Accelerate R&D of our Global Customers.

Our Core Values



Empowerment
Take Initiative. Get It Done!



Teamwork
One Team ... One Purpose



Honesty & Integrity
Say What You Do, Do What You Say



Innovation
Make The Impossible Possible



Customer Focus
Beat Expectations Consistently



Safety & Compliance
Always!!

Major Awards & Accolades

| S. No. | Year | Awards |
|--------|---------|---|
| 1 | 2016–17 | Recognition of mutual aid services in the extinguishing of fires in chemical factories accidents in Ranga Reddy District, awarded by Factories department, Govt. of Telangana on 28th April 2017. |
| 2 | | “Best Life sciences QHSE Leadership India” award in 2017 by Capital Finance International |
| 3 | | Telangana’s Best Employer Brand Awards in 2017 at 11th Employer branding awards |
| 4 | 2017–18 | Awarded “Manufacturing Supply Chain Award” for strategy and excellence in raw material procurement on 27th February 2018 |
| 5 | 2018–19 | <p>The YES BANK Natural Capital Awards, launched in 2013, is a ground–breaking platform that mainstreamed the natural capital dialogue in India by showcasing practices in natural capital consumption, accounting mechanisms, and conservation within the industry and civil society. The awards identify and reward the individuals and institutions that are dedicated towards spearheading biodiversity conservation and environmental stewardship.</p> <p>Awarded 2nd Runner–up in Yes Bank Natural Capital Award 2018 for Environmental Sustainability for Hyderabad Site.</p> |
| 6 | 2018–19 | <p>The Confederation of Indian Industry (CII) recognize companies with innovative and best practices in EHS through the CII–SR EHS Excellence Awards. The objective of this award is to recognize, motivate and facilitate corporates to adopt innovative practices in EHS. The endeavor is to enable Corporates to follow “path–breaking” practices rather than mere “bench–marking”. The Award has been instituted to acknowledge extraordinary contribution by the organizations towards: Conserving critical environmental resource, handling occupational health and hygiene issues, promoting best practices in Safety to improve performance and productivity and Facilitating Innovative & efficient management practices in EHS.</p> <p>Awarded 5–Star Rating and 1st Position in Pharma Sector in the CII–SR EHS Excellence Award 2018 for Hyderabad Site.</p> |

Membership of Associations:

GVK BIO has membership of association with the prominent industry bodies in India such as:

- Confederation of Indian Industry (CII),
- The Federation of Telangana Chambers of Commerce and Industry (FTCCI),
- Nacharam Industrial Association and
- Bulk Drug Manufacturers Association (BDMA).

Certifications

At GVK BIO, we are committed to adopt a systematic approach to EHS, Labour & Ethics management with the aim of contributing to the Environment and Social Pillars of Sustainability through:

- protecting the environment by preventing pollution and minimizing adverse impacts on the environment
- preventing work related injury & ill health by eliminating hazards and reducing Occupational Health & Safety (OH&S) risks.
- performing operations using energy efficient processes and equipment,
- ensuring no engagement of or support to the use of child labour, forced or compulsory labour, respecting freedom of association, preventing discrimination, respecting all personnel with dignity, implementing ethical work practices, engaging with stakeholders and ensuring minimum wages to the personnel
- complying with the applicable national, local, other subscribed compliance obligations

Creating value for our stakeholders combined with our commitment to EHS, Labour & Ethics management have been appreciated, certified and awarded by various institutions.

During FY1718, we have established and implemented the ISO 14001:2015 Environmental Management System, ISO 45001:2018 Occupational Health & Safety Management System, ISO 50001:2018 Energy Management System and SA 8000 Social Accountability Standard.

During FY1819, all manufacturing and R&D laboratories were certified for ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018 Energy Management System.

The implementation of these management systems are strategic and operational decision for GVK BIO.

Sustainability Code

GVK Biosciences Private Limited (GVK BIO), as a responsible corporate citizen, is fully committed to sustainable development. GVK BIO will focus on the improvement of environmental, social and economic performance of its operations through regular engagement with all its stakeholders.

Our commitment is,

- to operate business in an efficient and financially sustainable way in order to supply value added products and solutions that satisfy our customers and add value to stakeholders
- to continue to ensure good governance, ethics and transparency in our engagements with stakeholders, and advocate responsible business practices
- to display full compliance with all applicable legal environmental and social requirements
- to promote sustainable procurement
- to integrate sustainability considerations throughout the life cycle of our products through institutionalizing innovation
- to reduce green–house gas emissions, enhance energy efficiency and promote renewable energy use, waste reduction at our operations
- to foster health, safety and well–being of employees and build culture of empowerment and enrichment
- to collaborate with communities towards social interventions in the identified thrust areas
- to develop sustainability KPIs, set targets and communicate to all its stakeholders thereby aiming for continual improvement

Summary of Performances

It gives me immense pleasure to present you all with the first sustainability report of GVK Biosciences Private Limited. GVK BIO has embarked on journey of sustainability reporting, beginning with this first time as per the latest GRI standards. Although sustainability has always been a vital aspect of our business, GVK BIO has decided to have a structured approach towards sustainability and reporting on our sustainability performance. GVK BIO is committed to sustainable development and creating an enduring value for all our stakeholders through business and operations. This report presents sustainability performance of GVK BIO for the year 2018–19. This report is for internal use only.

Economic Performance:

GVK BIO's net worth is INR 6700 Million in the current financial year 2018–19, compared to INR 6207 Million during the year 2017–18. Thus, the growth rate is approximately 8%.

Inspired by the opportunity to serve as one of the well–known contract research organizations that contributes to pharma sector, we articulated a super–ordinate Vision and Values to make GVK BIO a National Champion by not only repositioning the organisation for extreme competitiveness but by also making societal value creation the bedrock of our business strategy. We committed ourselves to abiding Values, excellence and innovation and consumer centric at its core. The focus was on spurring innovative strategies that would enable us to make a growing contribution to building economic, environmental and social capital for the nation. It was

our aspiration that this Triple Bottom Line approach would manifest not only in sustained wealth creation for all our stakeholders, but also in the simultaneous generation of sustainable livelihoods as well as foster the conservation of precious natural resources.

Environmental Performance:

Safeguarding the environment is at the forefront of GVK BIO’s sustainability manifesto. All our business operations contribute to our environmental agenda of heading forward on the low carbon growth path. We constantly innovate and adopt efficient technologies to ensure a positive impact of our existence. Currently GVK BIO procures 10% of total electricity through solar power and we have plans to enhance solar power procurement to reduce GHG emissions. Our environmental footprints vis–s–vis sales turnover are as under:

- Change in Sales during FY1819 w.r.t. FY 1718: 18.35%
- Change in Freshwater consumption during FY1819 w.r.t. FY 1718: 3.48%
- Change in Wastewater generation during FY1819 w.r.t. FY 1718: –7.09%
- Change in total hazardous waste during FY1819 w.r.t. FY 1718: 17.5%
- Change in total recycled waste during FY1819 w.r.t. FY 1718: 8.62%
- Change in electricity consumption during FY1819 w.r.t. FY 1718: 6.68%
- Change in GHG emissions during FY1819 w.r.t. FY 1718: –2.44%

In proportion to sales growth, environmental footprints were kept lower through various environmental protection initiatives. These details are provided in Operation Performance Section.

GVK BIO continuously strives to improve processes and systems to minimise its environmental impact as far as possible, create a work environment that is safe, healthy, productive and fair for its employees and proactively engages with its suppliers and partners to maximise value for all stakeholders.

Social Performance:

Our employees are one of the main stakeholders and we acknowledge the fact employee and workforce are the backbones of a company. We believe that our human capital is one of the most valuable resource to tap the perennial growth of business. We regularly interact with our employees through various internal communication platforms.

We will continue to expand and refine our global sustainability commitment. As such we will roll out and fortify a variety of measures. We will implement a comprehensive framework for responsible sourcing. Our focus will remain on energy efficiency both in our sites and at those of our suppliers. We will also continue our efforts towards achieving the plastic waste minimization and reduce the water consumption further. We aspire to bring

a change among the consumers by enhancing their awareness on our brand products and' social commitment by actively involving them and other stakeholders.

This Sustainability Report is a testimony of our efforts towards sustainability performance. We continuously strive to improve upon our sustainability performance through various projects such as energy efficiency, usage of renewable energy, water recycling and promoting sustainable livelihoods among the community. We aspire to embed sustainability in all our business strategies and operations; thus, we are certain GVK BIO creates a sustainable and inclusive future for all the stakeholders and citizens. I would like to thank all our stakeholders for their support and encouragement in making this a meaningful journey towards a bright future.



REPORT
PROFILE

Reporting Period

GVK Biosciences Private Limited has embarked on the journey of sustainability reporting for the first time for the financial year 2018–19 in line with the GRI standard framework guidelines.

Reporting framework

This current report presents the company's performance as per the three pillars of sustainability i.e., economic, environmental and social aspects described in the GRI standards for sustainability reporting. All the relevant aspects from Indicator Protocol and Technical Protocol have been incorporated into the Report.

The required reporting principles materiality, stakeholder inclusiveness, sustainability context and completeness have been applied. The Report includes the balanced, clear, reliable, accurate and reasonable presentation of our contributions in the field of sustainability. This report is intended for all our valuable stakeholders. A description of stakeholder engagement exercise and identification of the material issues and their prioritization has been included on pages **19–24**. The GRI Index finder on pages **64–66** provides an index of GRI indicators and their locations within this report.

Scope and Boundary

This report includes information on the R&D laboratories and manufacturing units of GVK Biosciences Private Limited located at Hyderabad, Bengaluru and Visakhapatnam. Information related to the unit located at U.S.A. as well as other business units such as joint ventures, subsidiaries, leased operations, outsourced operations and services are not included in the report boundary. Information or data reported herein has been obtained from reliable sources like inventories, log books, other records, etc. maintained by the respective business units which are part of the chosen report boundary. We have made assumptions whenever data is not sufficient and/or not available. All these data are disclosed in respective sections of the report as per the GRI standards.

Reporting standards

Financial performance of the organization is reported on the basis of guidelines provided in the Company's Law. Regular quality, environment, health and safety (QEMS) audits are conducted against International Standards such as ISO 9001, ISO 14001, ISO 45001, ISO 50001 & SA 8000. Economic and Financial Systems are successfully undergone the statutory audits by internal as well as third-party auditors. Further, our systems are verified and reviewed by the concerned government authorities.

Financial reports are prepared as per the guidelines provided by company law in India.

Monitoring, measurement and calibration are carried out as per relevant Indian Standards. Documentation and communication are done as per the requirements of ISO 9001, ISO 14001, ISO 45001 and ISO 50001. Norms and procedures prescribed for the work place health safety under the Ministry of Labour & Employment, the Department of Factories and the Ministry of Environment, Forests & Climate Change are followed.

We have also tried to address the 3 principles of Accountability as per AA1000 APS – 2008, viz., Inclusivity, Materiality, and Responsiveness. The report represents the balanced and reasonable presentation of our contributions in the area of sustainability.

Audience

The audience for this report is our stakeholders, consisting of any individuals or groups that may be affected by, have an interest in, or have the ability to influence our activities. This includes our employees, suppliers, customers, local communities, society at large, government, indigenous peoples, media, and those with business interests in our company (e.g., shareholders, business partners or industry associations).

Data

This report discloses sustainability data for the fiscal year 2018–19. Data is reviewed for completeness and accuracy at the operations level and at our corporate office. Unless otherwise stated, we report data for our operations on a ownership basis. Data is reported using the metric system and Indian Rupees, unless otherwise stated. We presented comparative historical data to demonstrate trends in indicators, wherever possible. We have included performances across sustainability parameters for previous two financial years to showcase improvement on a year–on–year basis.

Global Reporting Initiative Application Level

This report is prepared ‘In Accordance’ with the GRI standards and is as per the In Accordance – Core option’. The development of this report was guided by the GRI Reporting Principles, Technical Protocols and Indicator Protocols. The GRI Finder on pages **64–66** provides an index of GRI indicators and their locations within this report.

We appreciate your feedback and any comments on the report, so we can improve our future reports. You may send/email your feedback, comments or suggestions to Mr Shivaji Jadhav, Head–EHS & Sustainability at shivaji.jadhav@gvkbio.com.



STRATEGY & ANALYSIS

GVK BIO's Outlook

Contract research organizations have increased in importance in the past few years due to the development of pharmaceutical and biotechnology sectors. Market Research Future which focuses on market reports connected to the healthcare sector among others lately made available a report on this industry. According to Grand View Research, the global CRO market is expected to reach \$43.92 billion by 2021. Though CROs were initially niche players in clinical research services, full-service CROs today provide a wide range of services that include discovery and preclinical development, clinical trial services, post marketing surveillance, data management and analytics, consulting, and often other commercialization services. The sector for CRO in India is estimated to generate revenues worth \$1974 million as compared to \$1000 million in 2016, the industry is also expected to attain a CAGR of 12 % in the forecast period.



Source: Market Research Report 2016

Contract research organizations are developing favourably in India owing to increased investment from foreign entities as well as local players either individually or in collaboration. Availability of knowledgeable human capital in the region has further acted as a motivator for the growth of the market in the forecast period. A large pool of patients and hospitals will further drive the growth of the market in the forecast period.

We recognize that our clients' needs are diverse, and we have designed our services accordingly. GVK BIO's capabilities include Integrated Drug Discovery, Chemistry, Biology, Large molecule R&D, Chemical Development, Formulation & Analytical development, Contract Manufacturing and Drug Repurposing.

Discovery solutions:

The discovery solution units, located at Hyderabad and Bengaluru in India, consist of discovery chemistry and discovery biology continue to focus on organic growth, improving turnaround time (TAT) and delivery while improving customer satisfaction. Capabilities and infrastructure were strengthened in respect of In-vivo

pharmacology and in-vitro toxicology. A mobile app e-cure was launched to enable simplified ordering process and live tracking of the projects of the customers. The unit witnessed attrition of major client during the year but could refill the deficit in revenues to a large extent through addition of new clients and expansion of business with the existing clients, several of whom have long term relationship with the unit. The sales and marketing team has further been strengthened and the team is reaching out to more customers for sustained growth.

Chemical Development solutions:

The chemical development solution units, located at Hyderabad and Visakhapatnam (Vizag) in India, witnessed strong growth year on year. The unit completed several projects successfully with focus on safety, quality and on-time deliveries. Many NCE projects were successfully completed. As these molecules move forward to clinical trials, the units expect regular orders for manufacturing. Necessary environmental clearances were obtained for higher production volumes at both Hyderabad and Vizag. The Hyderabad unit has successfully completed the US FDA inspection in 2018, without any major observations. The state-of-the-art plant at Vizag has commenced production in 2018 and has since delivered a number of projects. Many successful Client visits, GMP (only for Hyderabad unit) and EHS audits have been completed at Hyderabad Vizag units to enable regulatory and customer approvals for the plant and orders for new projects. A new manufacturing block was planned in Vizag, adding to manufacturing capacities.

Custom Manufacturing Solutions:

The Custom Manufacturing Solutions unit, located at Hyderabad, delivered a sustained growth with support from various customer segments across the globe with emphasis on the regulated markets. The unit is developing few difficult to produce differentiated Active Pharmaceutical Ingredients (APIs) and expects the pipeline to build towards commercialization by FY21. The unit has changed its focus towards regulated markets to improve product revenue realizations and profitability of the unit. The unit is also strategically shifting its revenue mix to a combination of products and services by offering Contract Development and Manufacturing (CDM) services.

Biological Solutions:

The Biological Unit, located at Hyderabad and USA, witnessed a good growth with support from increased number of clients. The animal facility has renewed the AAALAC accreditation, which supports the Pre-Clinical Efficacy business. The service offerings have been strengthened to attract more clients in Cell Line Development and Bio-Production segments. The unit has developed new cell line technology and also licensed a new cell line which is being marketed to build pipeline projects. The unit added a new line of Protein Analytics as a service during the year. The unit also leased additional space for future expansion requirements.

Formulation and Analytical Solutions:

The Formulations and Analytical Solutions unit, located at Hyderabad, completed several projects of formulation development, analytical development and stability studies and signed for new projects during the year. A state of

the art pre–formulation laboratory was set up during 2018 and the unit has already completed a few projects for New Chemical Entities (NCEs).

Being the first full year after receipt of necessary local accreditations and USFDA approval, the Analytical unit was able to scale its performance. Several pharmaceutical companies audited the facility and initiated business projects. Quality systems were further upgraded with implementation of newer systems including online temperature monitoring and computer system validations.



STAKEHOLDER ENGAGEMENT

Stakeholder Engagement and Materiality Analysis

GVK Biosciences Private Limited (GVK BIO) has launched a comprehensive stakeholder engagement program to obtain a thorough understanding of the company’s obligations to its stakeholders consistent with the business’s commitment to corporate responsibility, in order to identify the material issues for the preparation of GRI standards sustainability report. We have provided a platform for promoting transparent communication and an opportunity for the company to recognize and address the stakeholder’s interests. This is premised on the principles of holistic growth and accountability that groups can affect or are affected by the operational footprint of the business. They should be provided with an opportunity to comment and give inputs into the development of decisions that would directly or indirectly affect them.



Effective stakeholder engagement is a core component of our business and sustainability reporting initiatives. The outcomes of the program are expected to assist in risk mitigation, conflict resolution, sustainability compliance management, market development, innovation and strategy. The initiative can offer manifold benefits in terms of foresight planning, grievance redressal and forging long-term relationships with the stakeholders.

GRI Standard Indicators on stakeholder engagement, GRI 102–40 to 102–44 were followed throughout the stakeholder engagement exercise and report was prepared accordingly. The engagement was designed with the objective of issue-based, proactive, learning oriented implementation which helped achieve tangible results in alignment with the company’s targets. It was

based on a well-defined closed loop approach inclusive of engagement strategy development, stakeholder mapping, prioritization, preparation, implementation and action plan that results in completing the feedback loop of the system.

In agreement with GVK BIO’s values, the program was operated on the principles of completeness, credibility, responsiveness, transparency, collaboration, inclusiveness and integrity. The following key stakeholders were identified following GRI standards guidelines:

| Category | Number of responses |
|------------------------------|---------------------|
| Employees | 45 |
| Suppliers | 10 |
| Customers | 10 |
| NGOs and Trade organizations | 4 |

The stakeholder engagement program was deployed in phases focusing on each identified stakeholder from various business divisions of the organization. Gap analysis was conducted constantly to revise the engagement strategy and include the emerging materiality issues into its business sustainability agenda. The frequency of identified stakeholders' consultation and mode is provided in the table below:

Each type of stakeholder consultation frequency and mode:

| Stakeholder | Consultation frequency | Mode |
|------------------------------------|----------------------------|--|
| Customer | Annually & whenever needed | Customer meets, Sales visits to customers, Customer satisfaction surveys |
| Investors & share holders | Quarterly/Annually | Presentations to the board of directors. |
| Employee | Annually | Employee surveys and open–house sessions |
| Community, Society and NGOs | Annually/When needed | Community meetings |
| Suppliers/Vendors | Annually/When needed | Suppliers meet & surveys, visit to suppliers |
| Policy makers, regulatory agencies | When required | Meetings and visits |

The results of the comprehensive stakeholder engagement exercise, and the material issues identified therein, are presented in this report. Material issues are the cornerstone of the sustainability report. Identification and prioritization of material issues are also described in this report. GVK BIO will work on the key material issues and prepare a feasible action plan and sustainability roadmap. This roadmap provides the goals for the company and drives our sustainability projects and initiatives for the sustainable and holistic growth of the business.

| S.No. | Type f Stakeholder | Top material issues | Short description | GVK BIO's response |
|-------|--------------------|---|---|---|
| | Customers | <ul style="list-style-type: none"> Customer Satisfaction | Customer satisfaction is identified as one of the important factors | GVK BIO conducts customer satisfaction surveys regularly. |

| | | | | |
|--|--|--|--|--|
| | Employees | <ul style="list-style-type: none"> • Skilled labor availability • Talent retention | Skilled labour availability is one of the regular issues for Contract Research Organizations | GVK BIO has developed policies to ensure employee retention and regularly conducts training programs to enhance the skill set of the employees |
| | Suppliers | <ul style="list-style-type: none"> • Supplier environment assessment | Supplier environment is identified as one of the material topics as there is less focus on it at the moment. | GVK BIO has conducted supplier audits. The focus is also moving to environment audits of the suppliers. |
| | NGOs and Trade, Regulatory, Institutes | <ul style="list-style-type: none"> • CSR | CSR provides the social license to business. | GVK BIO has conducted several CSR programs over the past few years. It will ensure the implementation of the CSR programs |

Materiality Analysis:

Materiality assessment is the process of understanding the concerns of our stakeholders (internal & external) and the businesses relevance (seeking top management insight) of various aspects and issues surrounding sustainability. The objective of this interaction is to capture your insights on key sustainability issues, their prioritization by respective stakeholders, and the overlap of these issues with various business functions. Accordingly, the top management was interviewed and stakeholders were also engaged through the stakeholder’s engagement exercise to determine the materiality topics. Those identified materiality topics are provided in the graph below:

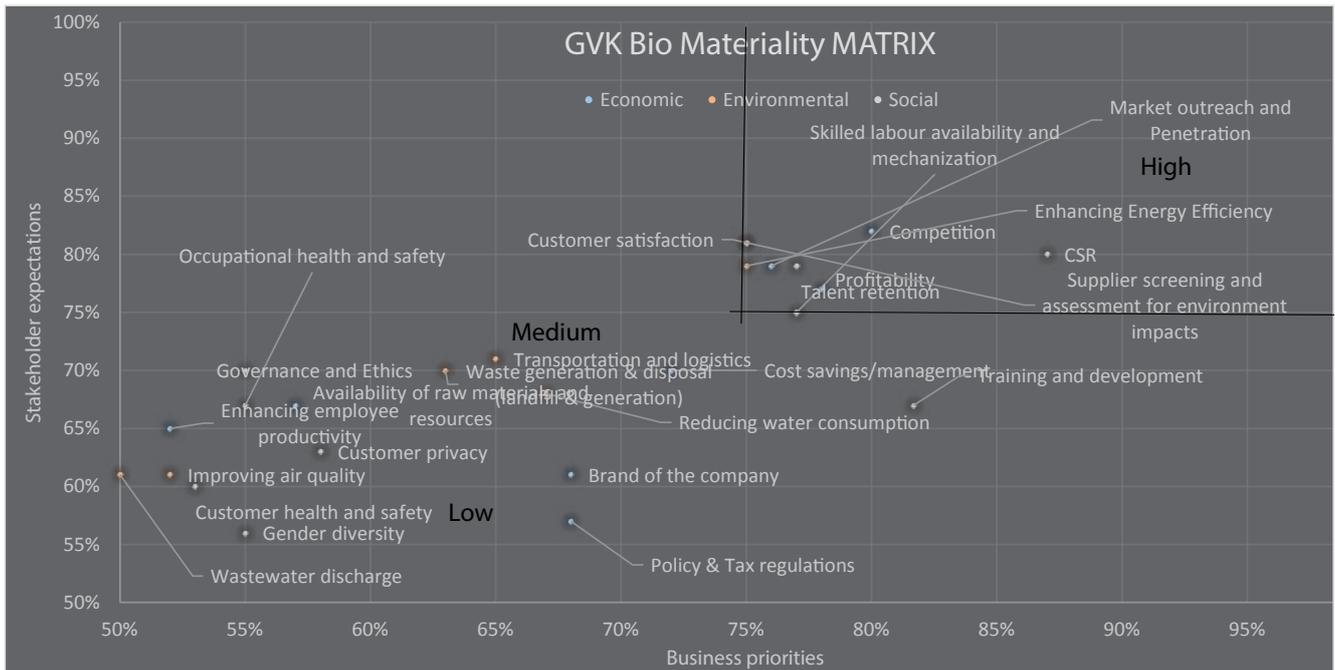


Figure 1: Materiality Matrix of GVK BIO

| S.No. | High Material Issues | GRI Standards Aspects | Aspect Boundary (Within (W) / Outside (O) organization) |
|-------|---|-----------------------|---|
| | Business Sustainability | | |
| 1 | Market outreach and penetration | 202-1 | 0 |
| 2 | Competition | 201-1, 206-1 | W |
| 3 | Profitability | 201-1 | W |
| | Business Sustainability | | |
| 4 | Enhancing Energy Efficiency | 302-1 | W, 0 |
| 5 | Supplier screening and assessment for environmental aspects | 308-1 | 0 |
| | Business Sustainability | | |
| 6 | Customer satisfaction | 416-1 | W |
| 7 | Talent Retention | 401-1 & 3 | W |

| | | | |
|---|--|-------|---|
| 8 | Skilled labor availability and mechanization | 401-2 | W |
| 9 | CSR | 413-1 | 0 |



GOVERNANCE

Governance

We believe in conducting our business in a fair and transparent manner. Our corporate governance framework reflects our culture, policies, relationship with stakeholders, and commitment to values. We always seek to ensure that our performance is driven by integrity. This is essential for gaining and retaining the trust of our stakeholders.

The Administrative Board of GVK BIO is comprised of nine directors, out of whom eight are non-executive and six are independent. The Committees of the Board are chaired by Independent Directors. As and when required, senior management personnel are present at Board / Committee meetings so that the Board / Committees can seek and get any required explanations from them. Members of the Board of Directors of the Company provide constructive critique on strategic business plans and operations of the Company.

EHS & Labor & Ethics Management Strategy

At GVK BIO, EHS, Labor and Ethics are considered as an integral part of our business processes. We are committed to adopt a systematic approach to EHS Labor and Ethics management with the aim of contributing to the Environmental and Social Pillars of Sustainability.

What lies at the heart of our strategy is our Vision, Mission and Core Values in-built with EHS & Labor & Ethics.



ECONOMIC
PERFORMANCE

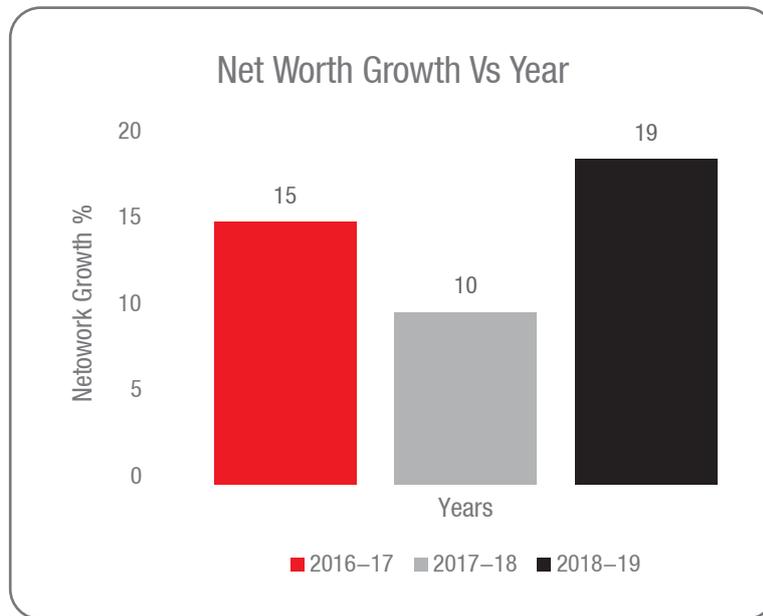
Economic Performance

GVK BIO is working across the globe. Thus, the below provided financial data represents all the units and its subsidiaries in various locations across the world. The Company delivered the strong performance despite a challenging operating environment.

The changes in the tax regime such as introduction of regime has affected the profit margins of the business. However, the sales have increased over the past four years.

| Revenues | 2016-17 | 2017-18 | 2018-19 |
|--|---------|---------|---------|
| a) Net sales (Gross sales less returns, discounts and allowances) | 5,541 | 5,771 | 6,830 |
| b) Income from investments including cash received as interest, dividends, royalties and direct income generated from assets | 452 | 296 | 204 |
| c) Total direct economic value generated | 5,993 | 6,067 | 7,034 |
| d) Economic Value Distributed | 5,145 | 5,065 | 5,865 |
| e) Profit Before Tax | 1,319 | 1,000 | 870 |
| f) Profit After Tax | 840 | 705 | 554 |
| g) Net worth | 5,637 | 6,207 | 6,700 |

GVK BIO's net worth has increased by 8% during FY 18–19 compared to the last FY 17–18.



Gross sales of GVK BIO has increased by 18.35% during the FY 18–19 compared to the last FY 17–18.

GVK BIO has established standard procedures to ensure the contractual labour are paid well as per the state regulations.

GVK BIO has endorsed anti-competitive behavior and violations of anti-trust and monopoly legislations. There were no violations found during the reporting period.



OPERATIONAL
PERFORMANCE

Operational Performance

All the manufacturing units of GVK BIO continue –to pursue efficient use of natural resources through extensive operational excellence and kaizen initiatives taken at the plants, mainly centered on waste elimination/reduction. Moreover, as most GVK BIO’s businesses are integrated, this provides the company unique opportunities for exercising greater control over waste minimisation. Such integration optimises utilisation of raw materials, recycling/reuse of wastes as well as efficient logistics.

The challenges related to environment and ecosystems especially due to climate change are complex, long–term and inter–related, especially in terms of its impact on water and availability of other natural resources. It has identified several physical and regulatory risks and implemented necessary risk mitigation measures to minimise or control such risks for the long–term sustainability of the organisation.

Energy:

Direct Energy:

GVK Unit I at Nacharam, Hyderabad

| Fuel Type | Quantity (Standard Units) | | | Total Energy (GJ) | | |
|-----------------|---------------------------|---------|---------|-------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 | 2016–17 | 2017–18 | 2018–19 |
| Coal (MT) | 4013 | 3963 | 3219 | 117606 | 116146 | 94341 |
| HS Diesel (Lit) | 62183 | 17466 | 45837 | 2462 | 692 | 1824 |

GVK Lab at Nacharam, Hyderabad

| Fuel Type | Quantity (Standard Units) | | | Total Energy (GJ) | | |
|-----------------|---------------------------|---------|---------|-------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 | 2016–17 | 2017–18 | 2018–19 |
| HS Diesel (Lit) | 33167 | 41000 | 17938 | 1313 | 1624 | 721 |

GVK Lab at Mallapur, Hyderabad

| Fuel Type | Quantity (Standard Units) | | | Total Energy (GJ) | | |
|-----------------|---------------------------|---------|---------|-------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 | 2016–17 | 2017–18 | 2018–19 |
| HS Diesel (Lit) | 16800 | 15600 | 18353 | 665 | 618 | 737 |

GVK Lab at Bommasandra, Bangalore

| Fuel Type | Quantity (Standard Units) | | | Total Energy (GJ) | | |
|-----------------|---------------------------|---------|---------|-------------------|---------|---------|
| | 2016-17 | 2017-18 | 2018-19 | 2016-17 | 2017-18 | 2018-19 |
| HS Diesel (Lit) | 19000 | 65300 | 15530 | 752 | 2586 | 624 |

GVK Unit II at Vizag:

| Fuel Type | Quantity (Standard Units) | | | Total Energy (GJ) | | |
|-------------------|---------------------------|---------|---------|-------------------|---------|---------|
| | 2016-17 | 2017-18 | 2018-19 | 2016-17 | 2017-18 | 2018-19 |
| HS Diesel (Lit) | -- | 3462 | 25158 | – | 139 | 1011 |
| Furnance Oil (MT) | -- | 124 | 543 | – | 4.97 | 21.82 |

Indirect Energy:

GVK Unit I Nacharam, Hyderabad

| Power Purchased | Units Consumed (KWH) | | | Total Energy (GJ) | | |
|------------------|----------------------|----------|----------|-------------------|---------|---------|
| | 2016-17 | 2017-18 | 2018-19 | 2016-17 | 2017-18 | 2018-19 |
| Grid and Private | 13596002 | 13131811 | 14230352 | 48946 | 47275 | 51229 |

GVK Lab at Nacharam, Hyderabad

| Power Purchased | Units Consumed (KWH) | | | Total Energy (GJ) | | |
|------------------|----------------------|---------|---------|-------------------|---------|---------|
| | 2016-17 | 2017-18 | 2018-19 | 2016-17 | 2017-18 | 2018-19 |
| Grid and Private | 5169044 | 5733452 | 5209870 | 18609 | 20640 | 18755 |

GVK Lab at Mallapur, Hyderabad

| Power Purchased | Units Consumed (KWH) | | | Total Energy (GJ) | | |
|------------------|----------------------|---------|---------|-------------------|---------|---------|
| | 2016-17 | 2017-18 | 2018-19 | 2016-17 | 2017-18 | 2018-19 |
| Grid and Private | 5937598 | 5547699 | 7648010 | 21375 | 19972 | 27533 |

GVK Lab at Bommasandra, Bangalore

| Power Purchased | Units Consumed (KWH) | | | Total Energy (GJ) | | |
|------------------|----------------------|---------|---------|-------------------|---------|---------|
| | 2016-17 | 2017-18 | 2018-19 | 2016-17 | 2017-18 | 2018-19 |
| Grid and Private | 456800 | 1085260 | 1324050 | 1645 | 3907 | 4766 |

GVK Unit – II at Vizag:

| Power Purchased | Units Consumed (KWH) | | | Total Energy (GJ) | | |
|------------------|----------------------|---------|---------|-------------------|---------|---------|
| | 2016-17 | 2017-18 | 2018-19 | 2016-17 | 2017-18 | 2018-19 |
| Grid and Private | -- | 1391160 | 5689433 | – | 5008 | 20481 |

Energy Conservation Measures

Initiative–1; Process Improvement– Utilities:



Requirement of Nitrogen: For 5 nos of LCMS Machines and One Preparative ELSD instrument

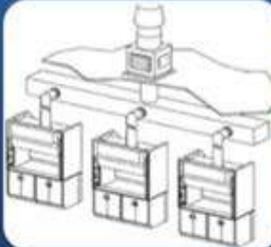
Current: Three sets of 5 HP Scroll Compressors, Driers and Receiver Tanks
 Proposed: Single Screw Compressor, Drier and Receiver Tank
CapEx : Rs. 13 Lakhs
OpEx: ~ Rs. 7 Lakhs/PA (Annual Maintenance Cost and Spares)



Advantages

- Minimize Analytical instruments down time
- Air storage capacity doubled
- Reduction of maintenance cost
- Increase life of Air compressor as it operates less number of hours
- Can add additional instruments in future

Initiative–2: Automation of Fume Hood and AHU Exhaust System:



Current:

- 17 Nos. of DOL (direct on line) starters for Fume Hoods; and
- 10 Nos. of AHU's for fresh air supply in labs
- Each time there is a power interruption, these are manually turned on.

Proposed:

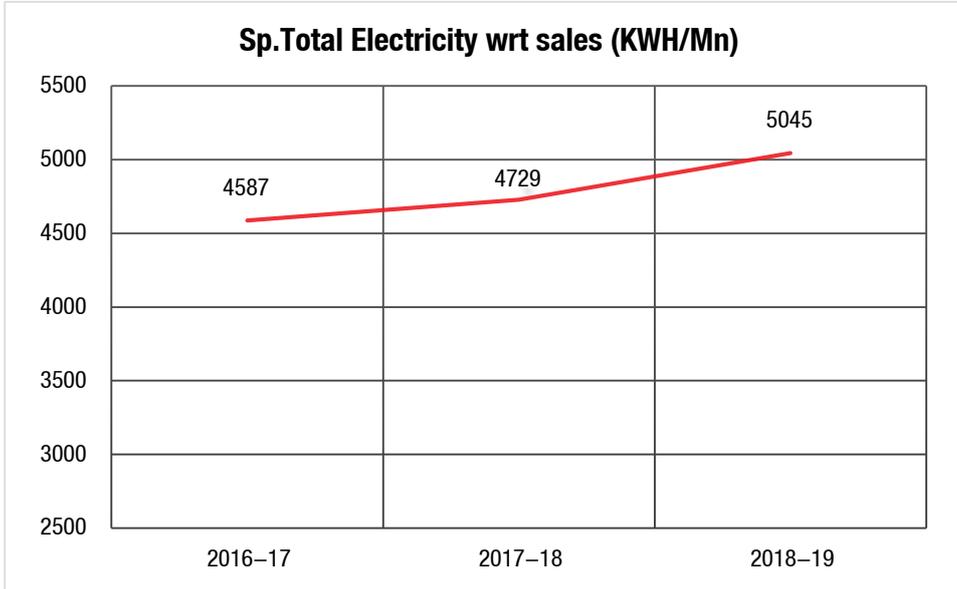
- Install sequential timer and automate switching on of 17 DOL starters for Fume Hoods and 10 Nos. of AHU's for fresh air supply in labs
- CapEx: of Rs. 15000/-



Advantages:

- No Dependency of person (GSK Observation)
- Improvement in TAT
- Full fill safety requirements
- Better utilization of resources

Reduction of energy consumption by switching from general lighting to LED lighting and replacing energy intensive reciprocating chillers with energy efficient screw chiller. This has resulted in marginal increase due to additional of new facilities. Part of our electricity is sourced from renewable solar energy.



Change in sales during FY 18-19 w.r.t. FY 17-18: 18.35%

Change in total electricity consumption during FY 18-19 w.r.t. FY 17-18: 6.68%

Initiative-3: Centralized Air Supply, MLR



Current:

- 10 AHU's (2,33,000 cfm) installed to cater needs of MLR Labs; and
- Executed AMC for preventive maintenance /attend breakdown calls
- Proposed:
 - Impart adequate training for our in-house maintenance team and carryout preventive maintenance /attend breakdown calls



Savings in OpEx: Reduction on AMC: Rs. 37,000

Advantages:

- Reduction of Maintenance cost
- Develop in-house capabilities and Optimal utilization of resources

Emissions:

Scope 1 Emissions:

GVK Unit–1 at Nacharam:

| Description of activities leading to Direct GHG Emissions (Scope 1) | Quantity (tCO2e) | | |
|--|------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 |
| Diesel Consumption by DG sets (Power back up) | 164 | 46 | 121 |
| Coal Consumption | 10514 | 10383 | 8434 |

GVK labs at Nacharam:

| Description of activities leading to Direct GHG Emissions (Scope 1) | Quantity (tCO2e) | | |
|--|------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 |
| Diesel Consumption by DG sets (Power back up) | 88 | 108 | 47 |

GVK Labs at Mallapur:

| Description of activities leading to Direct GHG Emissions (Scope 1) | Quantity (tCO2e) | | |
|--|------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 |
| Diesel Consumption by DG sets (Power back up) | 44 | 41 | 48 |

GVK Labs at Bangalore

| Description of activities leading to Direct GHG Emissions (Scope 1) | Quantity (tCO2e) | | |
|--|------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 |
| Diesel Consumption by DG sets (Power back up) | 50 | 172 | 41 |

GVK Unit – II at Vizag:

| Description of activities leading to Direct GHG Emissions (Scope 1) | Quantity (tCO2e) | | |
|--|------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 |
| Diesel Consumption by DG sets (Power back up) | | 9 | 66 |
| Furnance Oil (MT) | | 345 | 1510 |

Total Scope 2 Emissions:

Nacharam: Unit –I

| Description of activities leading to indirect GHG Emissions (Scope 2) | Quantity (tCO2e) | | |
|--|------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 |
| Scope 2 emissions from purchased electricity | 11149 | 10768 | 11669 |

GVK Labs at Nacharam:

| Description of activities leading to indirect GHG Emissions (Scope 2) | Quantity (tCO2e) | | |
|--|------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 |
| Scope 2 emissions from purchased electricity | 4239 | 4701 | 4272 |

Scope 2 Emissions at Mallapur: Labs

| Description of activities leading to indirect GHG Emissions (Scope 2) | Quantity (tCO2e) | | |
|--|------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 |
| Scope 2 emissions from purchased electricity | 4869 | 4550 | 6271 |

Scope 2 Emissions at Bangalore: Labs

| Description of activities leading to indirect GHG Emissions (Scope 2) | Quantity (tCO2e) | | |
|---|------------------|---------|---------|
| | 2016-17 | 2017-18 | 2018-19 |
| Scope 2 emissions from purchased electricity | 375 | 890 | 1076 |

Scope 2 Emissions at Vizag: Unit –II

| Description of activities leading to indirect GHG Emissions (Scope 2) | Quantity (tCO2e) | | |
|---|------------------|---------|---------|
| | 2016-17 | 2017-18 | 2018-19 |
| Scope 2 emissions from purchased electricity | | 1141 | 4665 |

Summary of Scope –1 Emissions of all the units is stated below:

| Description of activities leading to Direct GHG Emissions (Scope 1) | Quantity (tCO2e) | | |
|---|------------------|---------|---------|
| | 2016-17 | 2017-18 | 2018-19 |
| Nacharam Unit-1 | 10678 | 10429 | 8555 |
| GVK Labs Nacharam-I | 88 | 108 | 47 |
| GVK Labs Mallapur | 44 | 41 | 48 |
| GVK Labs at Bangalore | 50 | 172 | 41 |
| GVK Unit-II | – | 354 | 1576 |
| Total Scope-1 Emissions at GVK BIO | 10860 | 11104 | 10247 |

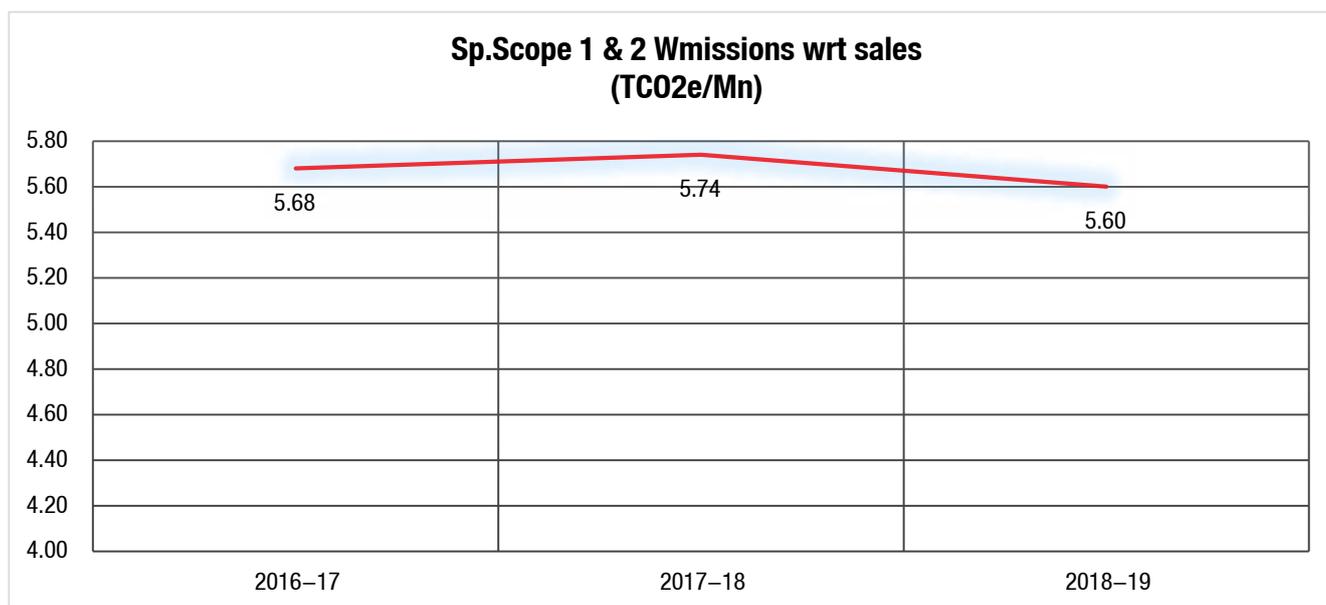
Scope 2 Emissions of GVK BIO:

| Description of activities leading to indirect GHG Emissions (Scope 2) | Quantity (tCO ₂ e) | | |
|---|-------------------------------|--------------|---------------|
| | 2016-17 | 2017-18 | 2018-19 |
| Nacharam Unit-1 | 11149 | 10768 | 11669 |
| GVK Labs Nacharam-I | 4239 | 4701 | 4272 |
| GVK Labs Mallapur | 4869 | 4550 | 6271 |
| GVK Labs at Bangalore | 375 | 890 | 1086 |
| GVK Unit-II | | 1141 | 4665 |
| Total Scope-2 Emissions at GVK BIO | 20632 | 22050 | 27,963 |

Total Scope-1&2 Emissions at GVK BIO :

| Description of activities leading to indirect GHG Emissions (Scope 1 &2) | Quantity (tCO ₂ e) | | |
|--|-------------------------------|--------------|--------------|
| | 2016-17 | 2017-18 | 2018-19 |
| Nacharam Unit-1 | 21827 | 21197 | 20224 |
| GVK Labs Nacharam-I | 4327 | 4809 | 4319 |
| GVK Labs Mallapur | 4913 | 4571 | 6319 |
| GVK Labs at Bangalore | 425 | 1062 | 1137 |
| GVK Unit-II | | 1495 | 6241 |
| Total Scope 1&2 Emissions at GVK BIO | 31,492 | 33154 | 38230 |

GHG emission has reduced due to reduced diesel consumption.



Change in sales during FY 18-19 w.r.t. FY 17-18: 18.35%

Change in total Scope 1 & Scope 2 GHG emissions during FY 18-19 w.r.t. FY 17-18: -2.44%

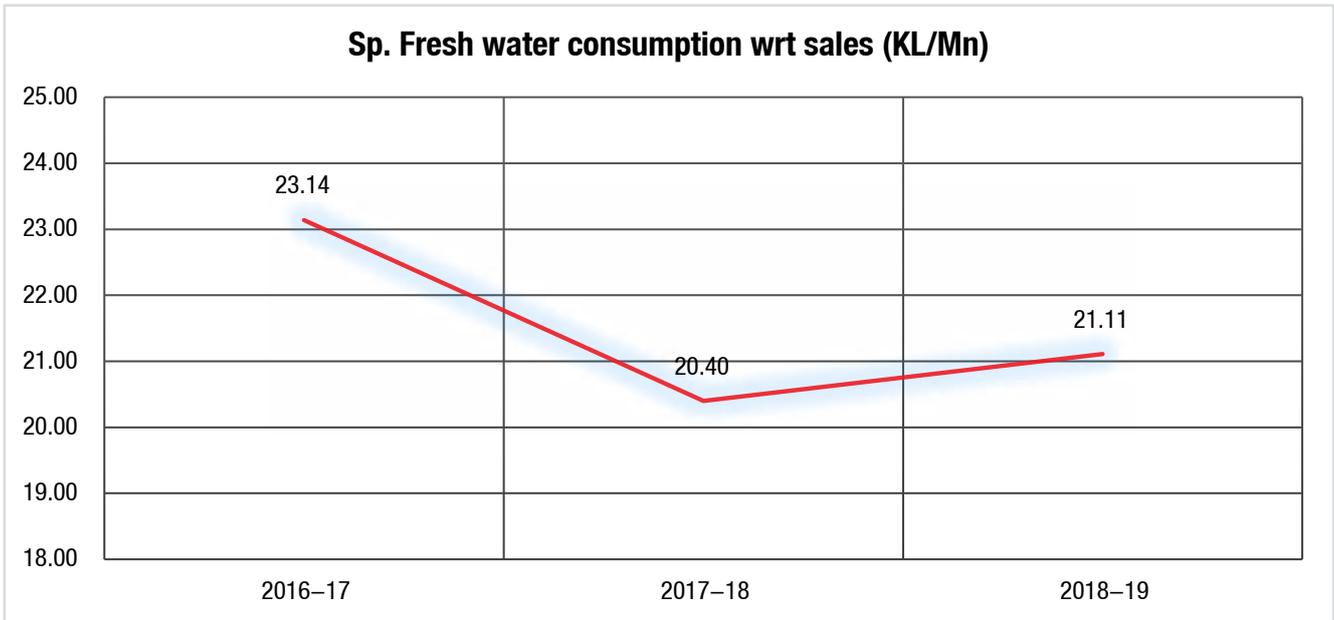
Water Consumption:

| Fresh Water Consumption at various units of GVK BIO (KL) | Quantity (tCO2e) | | |
|---|------------------|----------------|----------------|
| | 2016-17 | 2017-18 | 2018-19 |
| GVK Unit-1 | 87043 | 53220 | 53132 |
| Nacharam Labs | 18569 | 20319 | 18367 |
| Mallapur Labs | 22635 | 21346 | 17410 |
| Bangalore Labs | | 9013 | 7812 |
| Unit-II at Vizag | | 13843 | 47432 |
| Total Water Consumption at GVK BIO | 109,678 | 117,741 | 144,153 |

Water saving and recycling initiatives:

- Enhanced quantity of permeate in Reverse Osmosis (RO) system: High pressure reciprocating pumps replaced with energy efficient hydra cell pumps.

- Recycling low polluting wastewater streams from process area. Process low polluting streams were treated in dedicated RO system and recycled.
- Improved recovery of steam condensate. Identified sources of recovery of steam condensate and used as boiler feed.



Change in sales during FY 18-19 w.r.t. FY 17-18: 18.35%

Change in fresh water consumption during FY 18-19 w.r.t. FY 17-18: 3.48%

Initiative on Water Management (Centralized water distribution system for NRM 2, 3 & 4):

Current:

- Water from multiple sources
- Manjeera water (Inogent) to cater to the needs of NRM 2 & 4; and
- Bore well water (ground water) for NRM 3

Proposed:

- Bore well water (NRM-3) is treated thru' existing RO plant shall be used for NRM 2, 3 & 4; and
- RO rejects can be used for green belt development

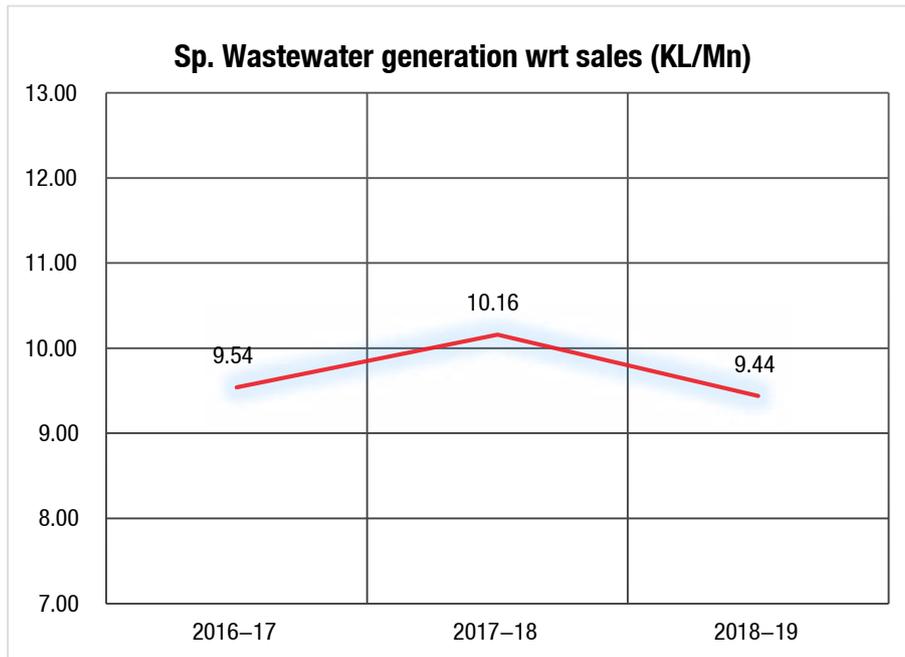
Advantages:

- Reduce water usage
- Better utilization of RO system
- Cost can be minimized
- Increase in life for taps
- Estimate obtained: Rs. 2.60 lakhs; and
- The works are carried out by in-house team within a cost Rs. 70,000 including civil and pipelines
- Saving of Rs. 1.90 Lakhs PM

Wastewater Generation:

Proper segregation of wastewater generated from process and utility areas. In some of the process blocks, part of the steam water was getting contaminated with process wastewater and this was increasing hydraulic load on effluent treatment plant. To avoid mix up of steam condensate with process wastewater, above ground effluent storage tanks were installed at individual process block. This avoided mix up of steam water with process water thereby reducing the recyclability of steam condensate and reducing hydraulic load. The steam condensate was recycled for boiler as feed water.

| Industrial Effluent | | | |
|--|---------------|---------------|---------------|
| Waste Water Generated Quantity (KL) | Value KL | | |
| | 2016-17 | 2017-18 | 2018-19 |
| GVK Unit-1 | 39099 | 31400 | 29200 |
| Nacharam Labs | 9210 | 8540 | 8768 |
| Mallapur Labs | 4460 | 8160 | 8070 |
| Bangalore Labs | --- | 2915 | 3074 |
| Unit-II at Vizag | --- | 7761 | 15349 |
| Total Wastewater Generated at GVK BIO | 43,671 | 50,504 | 64,461 |



Change in sales during FY 18–19 w.r.t. FY 17–18: 18.35%

Change in wastewater generation during FY 18–19 w.r.t. FY 17–18: –7.09%

Air Emissions:

At Nacharam Unit–1:

The air emissions sources are boilers, thermic fluid heater and diesel generating sets (used as backup power source).

The below stated air emissions are averaged for the all the above stated three emissions sources for the respective financials' years.

| Air Emissions | 2016–17 | 2017–18 | 2018–19 |
|---|----------------|----------------|----------------|
| Sulphur Dioxide (SO ₂) (mg/Nm ³) | 98 | 101 | 98 |
| Nitrogen Dioxide (NO ₂) (mg/Nm ³) | 110 | 107 | 111 |
| Particulate Matter (mg/Nm ³) | 56 | 55 | 53 |

At Unit–2: Vizag:

| Air Emissions | 2016–17 | 2017–18 | 2018–19 |
|---|---------|---------|---------|
| Sulphur Dioxide (SO ₂) (mg/Nm ³) | | | 89 |
| Nitrogen Dioxide (NO ₂) (mg/Nm ³) | * | * | 69 |
| Particulate Matter (mg/Nm ³) | | | 69 |

* This unit is operational since February 2018.

No grievances about environmental impacts filed through formal grievance mechanism during the reporting period.

Waste Generation:

Hazardous waste:

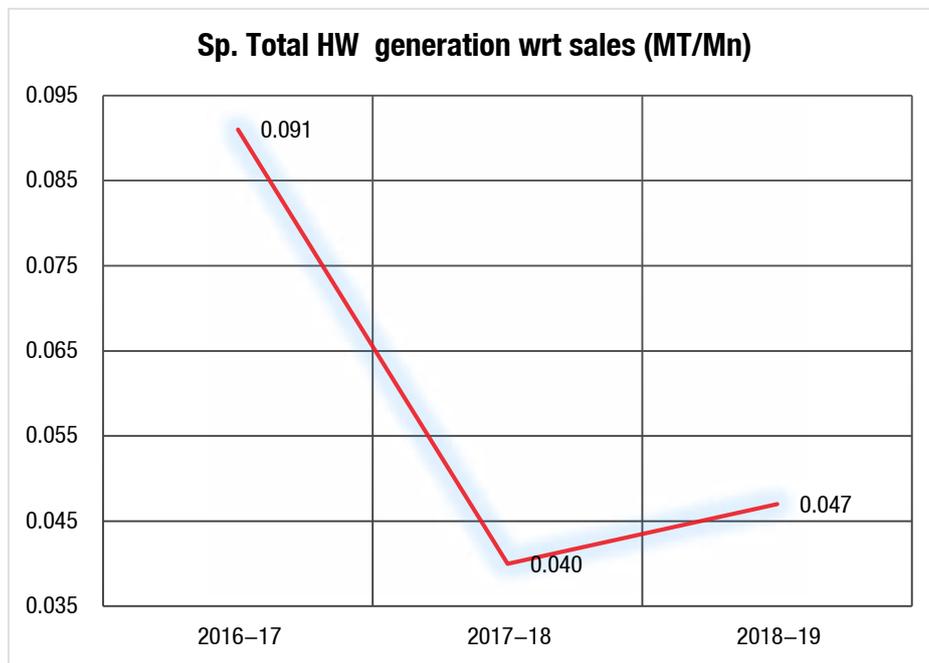
At GVK BIO, the generated hazardous waste consists of forced evaporation salts, ETP sludge, Silica gel, Dis–tillation bottom residue, Spent carbon, Insulation wool and Thermacoal wool. As presented below most of the hazardous waste is generated in the manufacturing units.

| Total Hazardous Waste (HW) Generated (MT) | Generated Quantity (Tones) | | |
|---|----------------------------|------------|------------|
| | 2016–17 | 2017–18 | 2018–19 |
| GVK Unit–1 | 474 | 194 | 219 |
| Nacharam Labs | 8 | 7 | 0 |
| Mallapur Labs | 21 | 15 | 61 |
| Bangalore Labs | * | * | 15 |
| Unit–II at Vizag | * | 16 | 26 |
| Total HW at GVK BIO | 503 | 232 | 321 |

* This unit was not operational.

Reduction in disposal quantity of Forced evaporation salts:

- Modification in ATFD system and blade alignment led to reduction of moisture content 4–5%.
- Ammonia containing wastewater processed in stripper instead of neutralizing with dilute sulphuric acid and treating in MEE & ATFD. The resulted ammonium sulphate increased the salt generation qty. The stripper distillate containing ammonia was segregated. This leads to reduction in ATFD salt generation.
- Reduction in disposal quantity of ETP sludge:
- Output from decanter centrifuge with MC 80% was dried further in paddle dryer. The output dry powder of paddle dryer contains 4–5% moisture content. This resulted in reduction of disposal quantity of ETP sludge for landfill.



Change in sales during FY 18–19 w.r.t. FY 17–18: 18.35%

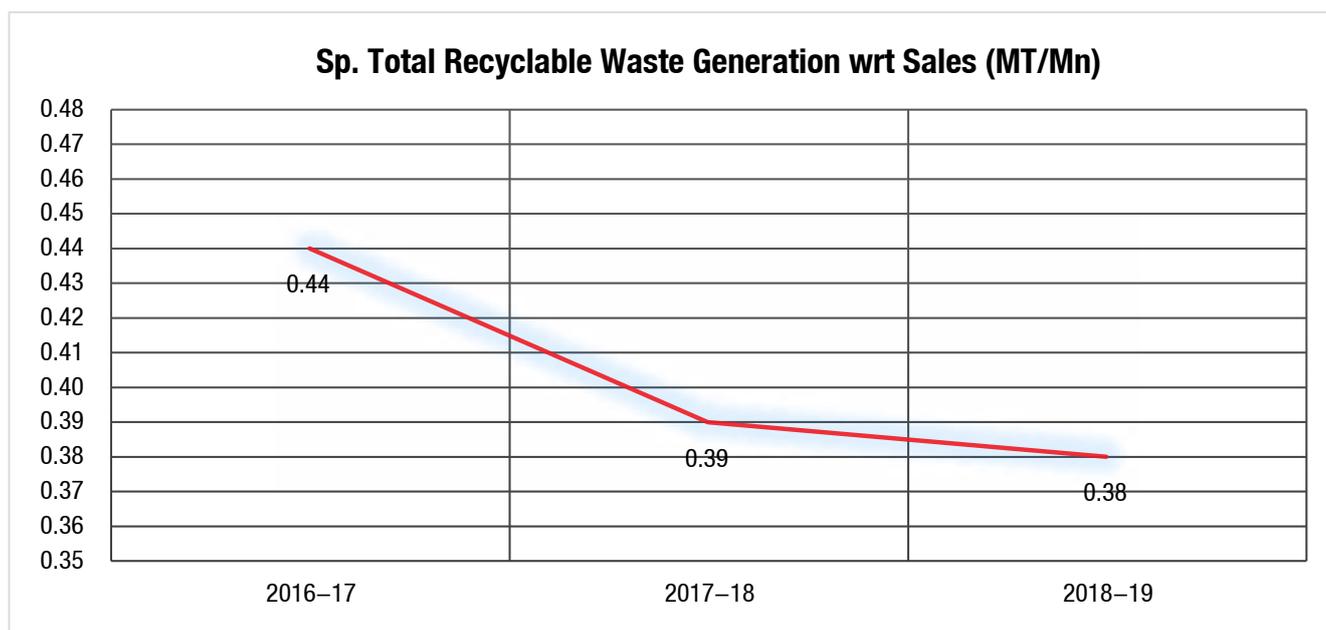
Change in total hazardous waste generation during FY 18–19 w.r.t. FY 17–18: 17.5%

Recycled Waste:

Recycled waste (RW) includes spent sulphuric acid, spent cuprous salts, spent solvents and waste oil.

| Total Recycled Waste (RW) (MT) | Generated Quantity (Tones) | | |
|--------------------------------|----------------------------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 |
| GVK Unit–1 | 2038 | 1864 | 2103 |

| | | | |
|----------------------------|-------------|-------------|-------------|
| Nacharam Labs | 373 | 213 | 277 |
| Mallapur Labs | NA | 156 | 185 |
| Bangalore Labs | NA | NA | 34 |
| Unit-II at Vizag | NA | NA | |
| Total RW at GVK BIO | 2411 | 2233 | 2599 |



Change in sales during FY 18-19 w.r.t. FY 17-18: 18.35%

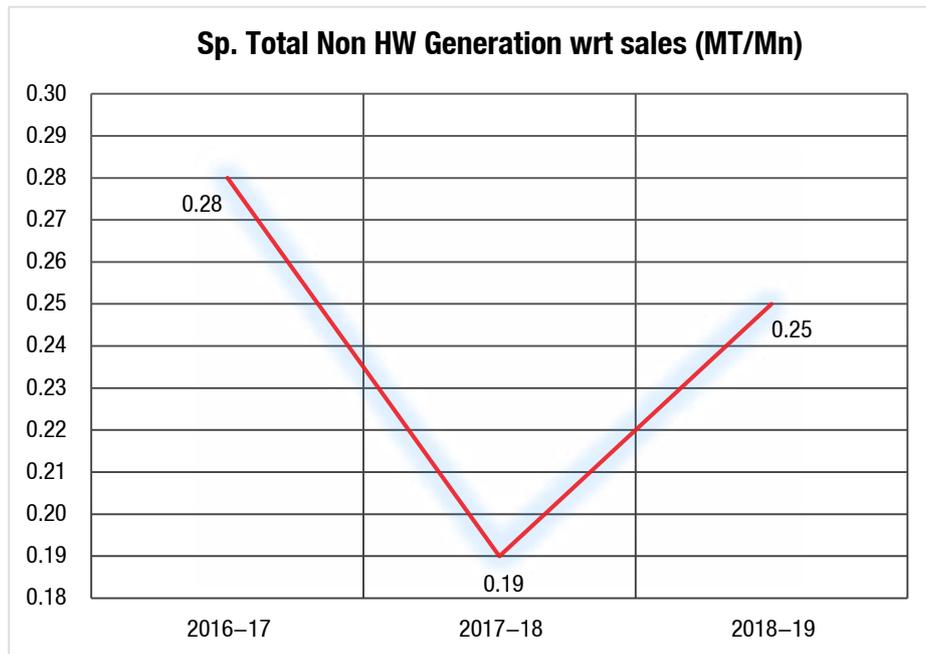
Change in total recyclable waste generation during FY 18-19 w.r.t. FY 17-18: -2.56%

Non-Hazardous Waste:

Non-hazardous waste generated at GVK BIO includes coal ash, containers & container lines, scraps of GI, MS, SS, Plastic and glass etc.

| Total Non-Hazardous Waste (NHW) Generated (MT) | Generated Quantity (Tones) | | |
|--|----------------------------|-------------|-------------|
| | 2016-17 | 2017-18 | 2018-19 |
| GVK Unit-1 | 1531 | 1079 | 1684 |
| Nacharam Labs | NA | NA | NA |
| Mallapur Labs | NA | NA | NA |
| Bangalore Labs | NA | NA | NA |
| Unit-II at Vizag | NA | NA | NA |
| Total NHW at GVK BIO | 1531 | 1079 | 1684 |

The coal ash is sent to brick manufacturers and scraps are recycled through authorized agencies.



Change in sales during FY 18-19 w.r.t. FY 17-18: 18.35%

Change in wastewater generation during FY 18-19 w.r.t. FY 17-18: 31.58%

Better segregation of non-hazardous waste has improved recycling.

Suppliers:

GVK BIO has more than hundred suppliers. Out of them there are about 10 key suppliers who are following the better standards related to the environment and social aspects.

| Parameter | Numbers |
|--|-----------|
| Total Number of Key Suppliers and Service Providers | About 100 |
| Total Number of Key Suppliers and Service Providers Screened using EHS, Labour & Ethics Criteria | 10 |

Currently 10% of the key suppliers and service providers are assessed for EHS, Labour & Ethics Criteria. GVK BIO has an agenda to increase it by 30% over the next 3 years.



LABOUR
PRACTICES

Labour Practices

GVK Bio believes that its people are a key source of competitive advantage, and hence the Company strives towards holistic wellbeing of its employees who are called Members. Member-focused initiatives are underpinned with the GVK BIO philosophies of Care & Concern and Empowerment, which are integral to the way of life at GVK BIO.

GVK BIO believes that its workforce is a key asset that contributes to the Company's standing as one of India's most valuable corporations. The Company believes that a safe and healthy work environment is a basic requirement for ensuring employee well-being and that best practices in occupational health & safety enhance the Company's overall performance.

Total Number of Employees at GVK BIO:

| Year | New Hires | | | | | | | Rate of New Hires |
|---------|-----------|-------|-----|-------|---------|-------------------|-------------------|-------------------|
| | <30 | 30-50 | >50 | Males | Females | Junior management | Senior management | |
| 2016-17 | 129 | 72 | 2 | 175 | 28 | 195 | 8 | 17.17% |
| 2017-18 | 83 | 66 | 0 | 126 | 23 | 141 | 8 | 13.83% |
| 2018-19 | 485 | 375 | 3 | 735 | 138 | 855 | 8 | 39.75 % |

| Year | Employee leaving the organization | | | | |
|---------|-----------------------------------|-------|-----|-------|---------|
| | <30 | 30-50 | >50 | Males | Females |
| 2016-17 | 78 | 27 | 2 | 79 | 28 |
| 2017-18 | 67 | 59 | - | 99 | 27 |
| 2018-19 | 252 | 250 | 3 | 433 | 72 |

| Year | Reasons for Employees leaving the organization | | | | | | |
|-----------|--|-------|-----|-------|---------|-------------------|-------------------|
| | <30 | 30-50 | >50 | Males | Females | Junior Management | Senior Management |
| Voluntary | 165 | 161 | 3 | 281 | 48 | 306 | 23 |

| | | | | | | | |
|------------------|---|---|---|---|---|---|---|
| Dismissal | – | – | – | – | – | – | – |
| Retirement | – | – | 2 | 2 | – | 2 | – |
| Death on Service | – | – | – | – | – | – | – |

Health & Safety of the employees

OHSMS has been implemented based on the management system standards/guidelines.

All employees and workers are covered under OHSMS. Any new worker/employee joining in the company will undergo safety induction training before attending there works. Periodical safety trainings will be conducted the employees as per there training needs

PHA programme is in place to determine work–related hazards and assess risks on a routine and non–routine basis, and to apply the hierarchy of controls to bring the risk to acceptable level. PHA programme is imple– mented as per the standards. Any new process before executing in plant scale it will be revised as per our PHA protocol. Outcomes from the PHA programme will be communicated to workers through training programme in local language.

All non–routine works will be done through safe work permits.

Occupational health services are provided by competent individuals with recognized qualifications as per legal requirements. Occupational health centre is in place and is accessible to the workers round the clock. Workers were aware of the services provided by occupational health centre.

The organization ensures quality of these services is well maintained through periodical review with external service provider.

Qualified MBBS doctor is available from 09:00–17:30 hrs on all working days, and Male/Female nurses are made available around the clock.

An ambulance is available around the clock, and the company had tied up with local multi speciality hospitals for treating emergency cases.

The OHC is equipped with all general medicines and antidotes for poisonous chemicals which are handled in the site.

A safety committee chaired by the plant manager has been set up to discuss all matters concerning occupa– tional safety and health once every quarter. The safety committee will be represented equally from staff and workers. The safety committee will undertake safety training and promotional activities. The committee will also discuss safety audit reports and health surveys and implementation of recommendations.

Status of the safety related indicators at GVK BIO

| Incident Summary & Frequency Rates | | | | | | | | | | |
|------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----------|--------|--------|
| Year | LTI | MTC | FAC | PSI | NMR | FIR | EIR | MAN-HOURS | LTI-FR | MTC-FR |
| 2016-17 | 0 | 1 | 12 | 2 | 6 | 2 | 4 | 5348196 | 0.00 | 0.19 |
| 2017-18 | 0 | 4 | 12 | 5 | 5 | 5 | 4 | 5310277 | 0.00 | 0.75 |
| 2018-19 | 0 | 5 | 49 | 7 | 15 | 4 | 5 | 8602071 | 0.00 | 0.58 |

Frequency Rate (FR) is calculated for LTI and MTC.

Abbreviations Used:

LTI – Lost Time Injury, MTC – Medical Treatment Case, FAC – First Aid Case, PSI – Process Safety Incident, NRM – Near Miss Incident, FIR – Fire Incident, EIR – Environmental Incident.

Over the period, our incident reporting has improved. By following proactive risk based safety management practices, we could achieve “ZERO” reported LTI in all our sites for the past 3 years.

We have implemented behaviour based safety in all our sites from FY1718. As part of this initiative, we encourage “Safe Behaviors” and “Eliminate At-Risk Behaviors” through positive reinforcement by issuing “Safety Tickets to employees. Following is the summary of Safety Tickets issued to employees:

| Safety Tickets (STs) Summary | | |
|------------------------------|---------|--------------------|
| S.No | FY | No's os STs issued |
| 1 | 2017-18 | 160 |
| 2 | 2018-19 | 531 |

There is encouraging participation form all cross section of employees from Top to Bottom levels in this initiative and number of STs have increased significantly (350%), which has helped us promoting “Safe Attitude” amongst employees.

Safety and skill up–gradation training is provided every year to members. The member coverage for such trainings in FY18–19 is given below:

| Type of Employees | % Trained |
|---|-----------|
| Permanent Employees | 90 |
| Permanent Women Employees | 95 |
| Casual/ Temporary/Contractual human resources | 90 |
| Employment with disability | 100 |

Career Development:

Information on career development is provided below:

| Category of Employees | % of employee getting career and development review | | | | | |
|-----------------------|---|----|---------|-----|---------|-----|
| | 2016–17 | | 2017–18 | | 2018–19 | |
| | M | F | M | F | M | F |
| Senior management | 84 | 75 | 96 | 100 | 75 | 100 |
| Middle management | 85 | 94 | 94 | 82 | 85 | 100 |
| Junior management | 80 | 84 | 91 | 96 | 76 | 75 |
| Workers | NA | NA | NA | NA | NA | NA |

| Category of Employees | Numbers | | |
|--|---------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 |
| | Females | Females | Females |
| Employees entitled for parental leave | 33 | 48 | 198 |
| Employees who took parental leave | 0 | 3 | 28 |
| Employees who returned to work after parental leave ended, by gender | 0 | 2 | 22 |

| | | | |
|---|---|-----|----|
| Employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender | 0 | 0 | 22 |
| Retention rates of employees who took parental leave, by gender | 0 | 66% | |

Minimum notice periods regarding operational changes:

GVK BIO has developed an exit policy and as per that employees need to serve the notice period from the date of triggering his formal resignation on e360 Tool. The following are the details of the Notice Period:

| Applicability | Employee Type | Notice Period |
|---------------|-----------------------|---------------|
| All employees | Full time | 90 days |
| All employees | Probationer / Trainee | 30 days |

Summary of EHS, Labour & Ethics Related Competency Development Programs

| Competency Area | Training man–hours | | | Remarks |
|-------------------------------------|--------------------|---------|---------|---------|
| | 2016–17 | 2017–18 | 2018–19 | |
| EHS Induction to New Joiners | 1631 | 1030 | 1666 | |
| Awareness Program on Sustainability | – | – | 154 | – |
| Behaviour Based Safety | – | 245 | 296 | – |
| EHS Management System | – | 40 | 784 | Note 1 |
| EHS, L&E Internal Audit | – | – | 1473 | – |
| Emergency Preparedness & Response | 619 | 678 | 1071 | Note 2 |
| General Safety Training | 7488 | 9084 | 15494 | Note 3 |
| Green Chemistry | – | 125 | – | – |
| Industrial Hygiene | – | 183 | – | – |

| | | | | |
|--|--------------|--------------|--------------|---------------|
| L&E Management System | – | – | 3027 | – |
| Process Safety Training | – | 421 | 405 | Note 4 |
| Total – EHS & Labour & Ethics | 9738 | 11806 | 24370 | – |
| | | | | |
| Professional Development Program | 31116 | 34767 | 43435 | Note 5 |
| | | | | |
| Total Training Hours | 40854 | 46573 | 67805 | – |
| <p>NOTE 1: This training covers a) Awareness on ISO 14001 & ISO 45001 EHS management system requirements, b) Environment Aspects & OHS Hazards & Risks, c) Awareness on ISO 50001 energy management system.</p> | | | | |
| <p>NOTE 2: This training covers a) Health awareness, b) Handling of hazardous waste, c) Firefighting techniques & demonstration, d) First aid, e) Onsite emergency plan and emergency evacuation & fire drills, f) Rescue system, g) CPR and AED demonstration, h) SCBA donning procedure, i) PPE donning and cleaning procedure, j) Breathing air filter panel & encapsulated gas tight breathing air suit, k) Handling of ammonia leak arrest kit with demonstration, l) Fire hydrant and fire alarm system.</p> | | | | |
| <p>NOTE 3: This training covers a) Hands safety, b) Work place monitoring devices, c) LPG safety awareness program, d) Hazardous chemicals handling and storage, e) PPE with demonstration and RPE fit test, f) Road safety, g) Awareness on safety signage, h) Hazard communication & MSDS.</p> | | | | |
| <p>NOTE 4: This training covers a) Risk based process safety, b) Permit to work systems, c) Hazards and control of static electricity, d) LOTO kit demo, e) Confined space rescue system. f) Process & powder safety including risk assessment, g) HAZOP, h) Vent Size Calculations, i) Incident reporting and investigation, j) Fall arrestor (Employee And Contract Person), k) Hazardous area classification, l) Electrical safety including arc flash hazards and controls, m) Identification of work place hazards, n) Explosion hazards.</p> | | | | |
| <p>NOTE 5: This training covers a) Presentation Skills Workshop, b) Boot Camp – Campus to Corporate, c) Managing Engagement, d) Positive Thinking, e) Role Effectiveness, f) Tele–conference Etiquettes, g) Large Account Management Program, h) Values in Action, i) Coaching, j) Business Communication Excellence, k) Email Etiquette, l) Effective Communication, m) Time Management, n) Elevate for First Time Managers, o) Leadership Nuggets.</p> <p>All these training include both in–house & external training programs and cover both the company and the contractor employees.</p> | | | | |



HUMAN RIGHTS

Policies on Labor & Ethics

GVK BIO is committed to building a work environment of mutual trust, where all members are treated with dignity and respect. Members will be recruited, selected, developed, transferred and advanced on the basis of our principle of meritocracy – requirements of the role and business in order to foster equal opportunity to all the employees.

GVK BIO has implemented policies in the areas of “Non–Discrimination”, “Anti–Bribery & Corruption”, “Business Code of Conduct & Ethics”, “Policy on Sexual Harassment at Workplace”, “Whistle Blower Policy”, etc. to provide formal mechanism for employees to report any unethical practice or improper practice or other wrongful conduct and for prevention, prohibition and redressal of sexual harassment at the work place.

As per the terms of these policies, Directors, senior management and employees must avoid situations in which their personal interests could conflict with the interests of the Company. This is an area in which it is impossible to provide comprehensive guidance but the guiding principle is that conflicts, if any, or potential conflicts, must be disclosed to higher management for guidance and action as appropriate.

The underlying philosophy of GVK BIO’s Code is to conduct the business in an ethical manner as well as to create a work environment that is conducive for members and associates alike, based on the Company’s values and beliefs. Members are provided many options to speak up fearlessly to report any violations of the Code, or share their concerns confidentially through various forums such as toll–free phone, email, website helpline, complaint drop box, and are provided access to Committee members as per the various committees under the Code of Conduct.

Below is the snapshot of the number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in FY18–19:

| Category | Employee Type | Notice Period |
|---|---------------|---------------|
| Child labour, forced labour, involuntary labour | 0 | 0 |
| Sexual Harassment | 0 | 0 |
| Discriminatory issues | 0 | 0 |

The Company’s member benefits include support in case of health cover, life cover and accident cover. GVK BIO also conducts programs on health, emotional and financial wellness to support members through their various life stages.

GVK BIO has developed an information security policy. The Company is committed to protecting the confidentiality of personal information relating to the Members. The Members understand and agree that certain personal information is required by the Company for operational purposes and have accepted to let the Company have access and the right to use such information.

GVK BIO recognises and respects the right of its employees to exercise or refrain to exercise freedom of association and collective bargaining. There are no trade unions for the contractual employees. Thus, the collective bargaining is not applicable pertaining to the contractual employees.



SOCIETY

Contribution for Society

GVK BIO believes that the performance of business enterprises must be measured in terms of the value they create for society. Enterprises that embed sustainability into their strategies can create substantial stakeholder value through innovative development models that simultaneously generate sustainable livelihood opportunities as well as create a positive environmental footprint. The Company firmly believes that such an approach unleashes strong drivers for achieving development with social equity.

GVK Foundation, a public charitable Trust registered on 27th March, 2001 has completed 17 years of successful service in promotion of health care, education, arts, sports and various social, economic and cultural activities under the guidance of the Chairman, Padmabhushan Shri Dr. G. Venkata Krishna Reddy.

The Chairman believes in the concept of giving back to the society which has helped him gain credibility and support among business and industry. He has a strong passion for promoting sports and health care facilities to contribute to a healthy society, to facilitate education which imparts civility and dignified living to the under privileged, and has contributed generously to social welfare measures like traffic education & control of crime, as well as the control and eradication of drug abuse etc. He has also played his role as a responsible citizen in spearheading several initiatives of both the Central and State Governments by contributing financially and via execution of such initiatives under the aegis of the GVK Foundation.

The following are some of the activities taken up through GVK Foundation –

1. PROMOTION OF EDUCATION:

A. Construction of Schools at Kothuru Village: We established two schools in Kothuru village with the objective of promoting rural education and imparting quality educational facilities to the under privileged.

(a) Gunupati Rukminamma Subba Rami Reddy Zilla Parishad High School:

A School was set up in Kothuru Village 40 years ago by the Zilla Parishad in the name of the Chairman's parents, Smt. Gunupati Rukminamma & Shri Gunupati Subba Rami Reddy garu, with generous contributions from the Chairman and his father. Major buildings have been rebuilt and furnished recently at a huge cost. Modern toilets, water facilities, and hand wash facilities have been added for the benefit of the students.

About 700 students are currently studying in the school from elementary to 10th Class, of whom 250 students are studying in Elementary School and 450 Students are in High School. Classes are taught in both English and Telugu.

The School is now declared as a Model School amongst all Zilla Parishad High Schools in Nellore District, and students are excelling not only in studies but also in sports and other extracurricular activities. Every year, students passing out with top ranks are being sponsored by the Chairman for their future studies.

(b) GVK Chinmaya Vidyalaya:

GVK Foundation has established a Primary school in association with Chinmaya vidyalaya with CBSE curriculum in English medium in Kothuru Village, Nellore district, to cater to the poor and weaker section students in the nearby villages. Classes commenced from the academic year 2013–14, and thereafter, the school was upgraded to a secondary school and is now imparting quality education up to grade 11 and 12 as well.

The school is set up on 5 acres of land donated by the Chairman. Excellent buildings, playgrounds, furniture, labs and library facilities etc. have been created. The school is surrounded by coconut trees all around giving a natural scenic beauty of a lush green campus. This school is considered as the best school run by the Chinmaya Mission. The school has employed highly qualified and technically strong faculty for imparting quality education to its students. Besides students from Kothuru and nearby villages, students from Nellore town are also seeking admission in the school. Around 700 students are studying in various classes.



The school has been producing outstanding results each and every year and contributing quality youngsters for a better nation.

(c) **Providing Scholarships to Underprivileged and Meritorious Students:**

For over 3 decades, the GVK Foundation has been actively sponsoring and supporting numerous students from economically weaker sections to pursue courses in MBBS, BDS, Engineering, and degree courses like M. Com, M. Sc., MCS, MBA etc., Graduation, and Intermediate etc.

2. PROMOTION OF SPORTS:

The Chairman believes that a healthy society is a wealthy society and that sports are an instrumental medium to preserve the individual's health. Being a tennis player himself, the Chairman has a special passion for this sport and has been sponsoring junior tennis players since a long time. To promote this sport, he has made several financial contributions, and the result of which is the rise of an ace tennis star, Mrs. Sania Mirza. He has also sponsored a lot of other sportspersons aspiring at national and international levels. Besides this sport, he has also contributed considerably to various other sporting events as well.

3. HEALTH CARE:

A. 108 Ambulance Service:

GVK EMRI (Emergency Management & Research Institute) is one of the most important social initiatives at GVK. It is a not for profit organization run under public private partnership model. It attends to every emergency situation in the country, be it a medical crisis, a law and order situation, or a fire disaster. It provides service at par with global standards and follows modern principles of management and leadership to serve the nation.

Currently, the service is spread across 15 states and 2 union territories of India in partnership with respective State/UT Governments namely, (i) Telangana, (ii) Gujarat, (iii) Uttarakhand, (iv) Goa, (v) Tamil Nadu, (vi) Karnataka, (vii) Assam, (viii) Meghalaya, (ix) Himachal Pradesh, (x) Chattisgarh, (xi) Dadra & Nagar Haveli, (xii) Daman & Diu, (xiii) Uttar Pradesh, (xiv) Rajasthan, (xv) Arunachal Pradesh, (xvi) West Bengal, and (xvii) Andhra Pradesh.

EMRI has also spread to our neighbouring country, Sri Lanka. Emergency Management and Research Institute (EMRI) is currently operating 12000 ambulances in India and 108 ambulances in Sri Lanka; besides this, about 120 veterinary mobile vans are also deployed in service.

The noble service has successfully handled around 6.51 crore emergencies in India and 1.15 lakh emergencies in Sri Lanka till date at an average of 22,601 cases each day. The Emergency Management and Training wing of EMRI has assisted nearly 5.05 Lakh delivery cases in India and 27 in Sri Lanka, at an average of 75 cases per day. The total number of lives saved till date through this noble service is 26.63 Lakhs, at an average of 861 per day.

Till date 4,08,286 candidates have been trained by EMLC (Emergency Management Learning Centre), including 1,04,908 EMTs, 99341 pilots, 1,31,990 doctors, 57,966 nurses, 46,551 responders, 78056 AHA/ITLS, and 8,265 other health care providers and community volunteers.

Around 50,000 people are currently employed by the EMRI, with best in class skill set to provide world class health care services to the under privileged and needy.

The figures speak for itself about the Chairman commitment to serve the needy in the nation and abroad.

B. Other Contributions:

GVK Foundation has also been extending medical help to the needy. Medical and hospitalization expenditure of several economically backward people are met by GVK Foundation. In appreciation of the services provided by St. Joseph Hospital in the field of medical and health, GVK Foundation contributed (a). a CT Scan System with all accessories, (b). a CR System, (c). a Digital X-Ray Film Printer, (d). 2 No's Haemo Dialysis machines, (e). 15 No's Desktop computers, and (f). a brand-new Mahindra Scorpio Vehicle. GVK Foundation has entered into an MOU with St. Joseph Hospital, Nellore, to conduct a medical camp once in every two/three months and provide medical facilities. The doctors from the hospital provide free consulting services to around 150 to 200 patients during the camp at Kothuru Village. The patients from Kothuru village as well as other neighbouring villages take benefit of the camp. The doctors also supply free medicines to the patients. If any critical or chronic cases are diagnosed, the patients are recommended for treatment at St. Joseph hospital and treatment is given at a discounted cost.

The foundation has also extended financial assistance to various other organisations like Basava Taraka Rama Rao Memorial Cancer Foundation, Sivananda Rehabilitation home, ITRRODD, Devnar Foundation for Blind, Freedom Foundation, The cancer Foundation (for Breast Cancer prevention), Prasanna Trust, and Abilasha Research to name a few.

4. RURAL HOUSING & SANITATION:

GVK Foundation has contributed towards construction of weaker section housing under the State Government's housing scheme. 150 houses were constructed in Indukupet mandal for weaker section people under Indiramma Housing Scheme. Pucca houses were constructed for several weaker section people in Manikera Village, Mukatsar Dist, Punjab State.

The Foundation also has participated in furthering the flagship program of Central Government under the title "Swachh Bharath Abhiyaan" and constructed about 100 latrines in Individual houses in Kothuru Village.

We also constructed the Panchayat Building in Kothuru Village and donated a tractor to help pick up the garbage across the village.

5. ENVIRONMENTAL PROTECTION:

GVK has taken up a mass tree plantation and cleaning up activity in industrial development area (IDA), Mallapur, Hyderabad, as part of “Go Green & Grow Green” concept of GVK. The Foundation has also arranged for the regular watering and maintenance of the plantation to promote environmental sustainability.

6. OTHER SOCIAL WELFARE MEASURES:

The GVK Foundation & GVK Airport Foundation have also contributed their parts in furthering various noble social welfare activities, such as the following:

- A. The Foundations have been contributing large amounts under the Rajiv Gandhi Foundation Scheme for distribution of tricycles to physically challenged people.
- B. With an objective of providing drinking water to villagers, the Foundation has set up RO plants in four villages around Jegurupadu area of East Godavari district.
- C. Contributions were extended to various social organizations listed below:
 - a. Suryakumari Abraham Memorial for purchase of modern sewing machines and computers for imparting skills to promote self-employment among the unemployed.
 - b. Velugu towards voluntary contributions for constructing buildings for disabled children.
 - c. Financial assistance provided to The Indian Red Cross Society for construction of college and old age homes.
 - d. Sradha and Give India for child care and development
 - e. Chinmaya Seva Trust for education and cultural activities

Financial donations have also been extended generously to various social welfare organizations such as Swarna Bharath Trust, SACHi Foundation, Salagramam Public Charitable Trust, KD Education Trust, Jawaharlal Darda Foundation, Mayanjali Charitable Trust, Kamalni Nelmani Trust, ADAPT, India Head Injury Foundation, Dr. Umesh Chandra Foundation, Udyan Care, Dr. Rajashekar Charitable Trust, and the Indian Rose Federation for social and cultural activities.

Way Forward

GVK BIO has established internal sustainability program with objectives and improvement activities have been identified. Adequate resources in terms of people and funding are provided for supporting internal sustainability as a shared workload. A cross section of employees is trained who support various sustainability initiatives related to fresh water consumption, waste water generation, waste generation and energy use / greenhouse gas emissions.

GVK BIO is committed to comply with Suppliers Code of Conduct and we have implemented compliance plans and it has endorsed the PSCI Principles on Ethics, Labor, Environment, Health and Safety. It has successfully completed PSCI Assessment by its vendors and implemented compliance plans. GVK BIO encourages its key suppliers and service providers to align with PSCI Principles.

GVK BIO has establishing objectives and initiated improvement activities to reduce specific fresh water water consumption, waste water generation, waste generation and energy use / greenhouse gas emissions. Our specific environmental footprints vis–s–vis sales turnover are as under:

- Change in Sales during FY1819 w.r.t. FY 1718: 18.35%
- Change in Freshwater consumption during FY1819 w.r.t. FY 1718: 3.48%
- Change in Wastewater generation during FY1819 w.r.t. FY 1718: –7.09%
- Change in total hazardous waste during FY1819 w.r.t. FY 1718: 17.5%
- Change in total recycled waste during FY1819 w.r.t. FY 1718: 8.62%
- Change in electricity consumption during FY1819 w.r.t. FY 1718: 6.68%
- Change in GHG emissions during FY1819 w.r.t. FY 1718: –2.44%
- Frequency Rate for LTI during FY1617 to FY1819: ZERO
- Frequency Rate for MTC during FY1617 to FY1819: Less than 1

In proportion to sales growth, footprints in the areas of EHS were kept lower through various environmental protection and incident prevention initiatives. These details are provided in Operation Performance Section. We aspire to further improve our EHS footprint in the coming years.

GRI Standards Index (In Accordance with Core Option)

GVK BIO has prepared the first sustainability report. It has chosen “In Accordance with Core Option” to disclose and report sustainability performance. Thus, All the core related disclosures are presented in the content Index below. In case of materiality topics disclosure, the one topic specific indicator is selected as per the selected Core Option.

| GRI Standard | Disclosure | Page number(s) and / or URL(s) | Omissions |
|------------------------------|--|--------------------------------|--|
| GRI 102: General Disclosures | | | |
| Organizational Profile | 102–1: Name of the organization | 3 | |
| | 102–2: Activities, brands, products, and services | 3 | |
| | 102–3: Location of head quarters | 3 | |
| | 102–4: Location of operations | 3 | |
| | 102–5: Ownership and legal form | 3 | |
| | 102–6: Markets served | 3 | |
| | 102–7: Scale of the organization | 3, 48 | |
| | 102–8: Information on employees and other workers | 48 | |
| | 102–9: Supply chain | 46 | |
| | 102–10: Significant changes to the organization and its supply chain | | NA. As it is first time reporting on the GRI standards. |
| | 102–11: Precautionary Principle or approach | 15–18 | |
| | 102–12: External initiatives | | NA. All activities are taken in the areas near to the industry locations |
| | 102–13: Membership of association | 5 | |

| | | | |
|------------------------|--|-----------|---|
| Strategy | 102–14: Statement from senior decision maker | 7–8 | |
| Ethics and Integrity | 102–16: Values, principles, standards and norms of behavior | 4 | |
| Governance | 102–18: Governance Structure | 13 – 18 | |
| Stakeholder Engagement | 102–40: List of Stakeholders Groups | 20 | |
| | 102–:41: Collective bargaining agreements | 29 and 56 | |
| | 102 :42: Identifying and selecting stakeholders | 20–21 | |
| | 102:43: Approach to stakeholder engagement | 21 | |
| | 102 :44: Key topics and concerns raised | 24 | |
| Reporting Practice | 102–45: Entities included in the consolidated financial statements | 28 | |
| | 102–46: Defining report content and topic Boundaries | 23–24 | |
| | 102 –47: List of material topics | 24 | |
| | 102–48: Restatements of information | | NA. As it is first time reporting on the GRI standards. |
| | 102–49: Changes in reporting | | NA. As it is first time reporting on the GRI standards. |
| | 102–50: Reporting Period | 10 | |
| | 102–51: Date of most recent report | | NA. As it is first time reporting on the GRI standards. |
| | 102 –52: Reporting Cycle | 10 | |

| | | | |
|------------------------------|--|---|---|
| Reporting Practice | 102–53: Contact point for questions regarding the report | 11 | |
| | 102–54: Claims of reporting in accordance with the GRI Standards | 10 | |
| | 102–55: GRI Content Index | 64–66 | |
| | 102–56: External Assurance | | This year it is preparation phase. Hence, there is no external assurance. |
| | Economic Indicators | | |
| | 202–1: Market outreach and penetration | 28–29 | |
| | 201–1; 206–1: Competition | 28–29 | |
| | 201–1: Profitability | 28–29 | |
| | Environmental Indicators | | |
| | 302–1: Enhancing Energy Efficiency | 31–34 | |
| | 308–1: Supplier screening and assessment for environmental aspects | 46 | |
| | Social Indicators | | |
| | 401–1: Talent Retention | 48–52 | |
| | Reporting Practice | 401–2, 404–2: Skilled labour and availability | 48–52 |
| 413–1: CSR | | 58 – 63 | |
| 416–1: Customer Satisfaction | | 43 | |

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