

# Sustainability



**103,200**

We achieved a reduction of 103,200 tons of CO<sub>2</sub> emission in FY19.

Sustainability has been part of our core at Biocon, driving us forward in our journey of fortitude over four decades. With innovative programs that seek to resolve several primary issues, we aim at delivering sustainable solutions to our people, patients and partners. Our flagship initiatives are based on the principle of making an enduring impact through programs that encompass primary healthcare, education, community development and environmental sustainability. Our integrated outreach strategy, designed to support this principle, has manifested in the application of 'sustainable thinking' in everyday life.

## ENVIRONMENT



**We are committed to enabling the planet's transition to a circular economy even as we pursue breakthroughs in biotechnology and drive business growth. Blending our scientific expertise with our passion for sustainable development, we are engaging the society for a lasting impact.**

With a philosophy of "achieving more with less" we have woven Environment, Health and Safety (EHS) into our corporate ethos. As we push our limits, with a zeal to make a significant contribution to society, environment and the national economy, we surpass basic EHS standards. While our safety and sustainability initiatives are driven by stringent targets, we promote sustainable practices at all our manufacturing plants, research facilities and offices.

### EHS Management Systems

Our EHS Management System and the Occupational Health and Safety Management Systems are established in compliance with ISO 14001:2015 and OHSAS 18001:2007, respectively. The comprehensive EHS Management System encompasses all operations in manufacturing, research & development, supply chain network, as well as, administration.

In our constant endeavor to raise the bar, we are transitioning to the new ISO 45001:2018 standard, the first global standard and a single benchmark for management of Occupational Health and Safety. Continuous self-evaluation, correction and improvement of operations and processes based on findings of annual internal and external audits continue to lead us to the next orbit in EHS.

### Health and Safety at Workplace

Safety and health of employees is of paramount importance for any organization, therefore, we have built a strong culture of occupational health and safety at Biocon over the years.

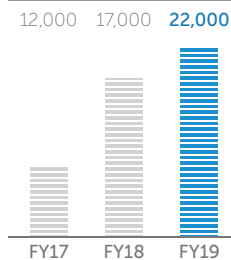
Several safety-related initiatives, awareness campaigns and drives were conducted to promote a "zero incidents" mindset among employees. These efforts resulted in behavioural change, making FY19 a zero-reportable-incidents year.

By applying scientific risk assessment technologies at work on chemicals and biologicals, we ensured that highest workplace safety standards were implemented across R&D and the manufacturing value chain. We accorded additional focus on road safety by initiating a comprehensive logistics and road safety assessment of our facilities and designed a traffic management blueprint for enhanced man-material segregation in Biocon facilities.

# ~22,000

Nearly 22,000 man-hours of EHS training were imparted in FY19 to enhance employee awareness on safety-related issues.

EHS Training Man-Hours



## Emergency Preparedness & Response

Risk engineering and emergency response planning are critical components of our EHS management system. We have a well-trained emergency response team (ERT) and advanced fire protection systems to respond quickly to emergencies. During the year, several EHS training workshops were held to augment the ERT's efficiency to ensure swift response during any emergency.

We further strengthened our fire protection system and emergency preparedness by introducing an advanced firefighting vehicle with a 42-meter aerial ladder platform and hydraulic rescue tools.

Periodic Mutual Aid meetings were organised with representatives from nearby industrial units for enabling collaboration and swift response during any emergency.

## EHS Training and Employee Engagement

We organized close to 22,000 man hours of training for our employees across 346 sessions covering chemical safety, lab safety, fire safety, emergency preparedness, first aid and advanced process safety.

As a part of our commitment to enhance employee awareness on EHS-related matters, several awareness campaigns were held around World Environment Day, National Safety Week, Fire Services Week, World Water Day, and World Ozone Day.

## Environmental Conservation

Water conservation forms an important part of our environmental agenda and responsible water usage is a key constituent of our commitment to resource conservation. In addition to being a zero-liquid discharge facility, we undertook several measures to reduce Biocon's overall water footprint. From rainwater harvesting to recycling and reducing water usage, several initiatives contributed to water conservation at our facilities.

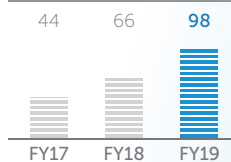
We have adopted best-in-class practices to reduce solid waste during the conversion of raw materials to finished goods. Solid waste generated during production is disposed/recycled in compliance with applicable environmental laws.

## Energy & Climate Change

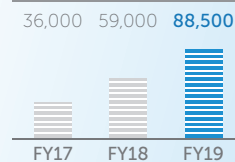
Biocon is committed to responsible energy and greenhouse gas (GHG) emissions management through strategic energy sourcing and continual improvements of our energy management systems. We strive to

## Carbon Footprint Reduction

Green Power (Million Units)



CO<sub>2</sub> Emission Reduction (In tons)



**88,500** tons

CO<sub>2</sub> emission reduction from green power

**54%**  
Green Power used.

**14,700** tons

+ CO<sub>2</sub> emission reduction due to switchover from furnace oil to natural gas for steam generation

**1,03,200** tons

» Total CO<sub>2</sub> emission reduction achieved

FY19

improve the efficiency of our production processes and lower GHG emissions by incorporating renewable energy technologies to supplement our power needs.

Consistent efforts to optimize energy consumption in production processes and utilities were undertaken in FY19.

The continuous adoption of renewable energy as a preferred source has enabled us to increase its share in our total power consumption to more than half for the first time this fiscal year.

With the procurement of over 98 million units of wind power, we successfully reduced our carbon footprint in FY19 by about 88,500 tons. Our switch to natural gas from furnace oil for steam generation further reduced our carbon footprint by 14,700 tons, thus bringing the total CO2 emissions reduction to 1,03,200 tons in FY19.

We also participated in the Carbon Disclosure Project (CDP) this year.

Our engagement with CDP reflects our commitment to good environmental management and our desire for continuous performance improvement.

### Lake Rejuvenation

Our efforts at resuscitating Bengaluru's shrinking water bodies, specifically the Hebbagodi lake, in partnership with the government and community groups achieved significant milestones. Bioremediation techniques, such as application of enzymes and specially selected eco-friendly microorganisms and energy-efficient mechanical aerators, gave the dying 35-acre Hebbagodi lake a new lease of life. The floating wetlands deployed for continuous natural cleaning, secured us a place in the Limca Book of World Records for the 'Largest Area of Artificial Floating

Wetlands Created in a Lake in India'.

Encouraged by these recognitions, the Foundation has submitted to the Karnataka government a Detailed Project Report (DPR) for the revival of Yarandahalli lake in Bengaluru. On World Environment Day, a community green belt plantation drive was conducted around this Lake. A draft DPR is being prepared for a third lake in Kammasandra based on a preliminary survey.

Taking the Hebbagodi project beyond water restoration, a children's park and walkways were developed in the lake's vicinity. Creating a public open space around the lake for physical activity and recreation has helped generate a sense of ownership among local residents. A safe drinking water unit using reverse osmosis water filtration system has also been set up at the lake for visitors and the neighbouring community.





## Namma Biocommunity

Through Namma Biocommunity, a Biocon neighbourhood community connect initiative, we have been making a positive impact on people's lives in urban and rural areas by ensuring a clean, green and safe environment. During the year, several drives involving local community members were organized to commemorate World Environment Day, National Road Safety Week and Swachh Bharat Abhiyan.



- 18<sup>th</sup> Annual Greentech Environment Award for excellent performance and outstanding achievement in Environment Management in 'Gold Category'
- 'Best Fuel Efficient Industrial Boiler' Award from Karnataka State Safety Institute, Department of Factories and Boilers
- 17<sup>th</sup> Annual Greentech Safety Award for Excellence in Occupational Health and Safety Management Practices in the Pharmaceutical Sector in 'Gold Category'



# PEOPLE



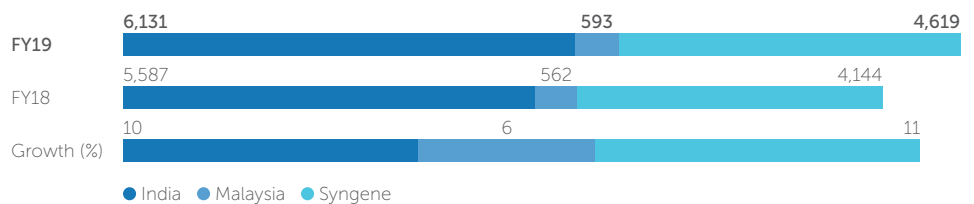
## 79,500

The HR function clocked 79,500 learning hours in FY19, a 76% increase over the previous year.

Biocon's globally recognized people-centric practices make us India's most preferred biotech employer. We believe that the fortitude, determination and endurance of our talent have helped us build an innovation-driven company and stay ahead of the curve. Biocon's efforts at building a globally respected

organization have been validated by the U.S.-based Science magazine for six consecutive years. Standing 7<sup>th</sup> on the prestigious list of Global Biotech Employers in 2018, we proudly remained the only Asian company to feature among the Top 20 in the annual Science Careers Top Employers Survey.

### Global Employee Base

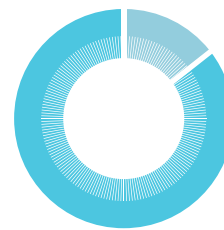


## Attracting Talent

Recognized as an employer of choice, Biocon has attracted the best global talent over the last 40 years. In FY19, expanding our sourcing mix, we doubled the international hires, a reflection of the growing interest of foreign talent in Biocon. For young Indians actively using social media, Biocon runs regular talent acquisition campaigns on platforms such as Facebook, LinkedIn & Twitter. In FY19, nearly 30% of new talent were hired through social media. We also hired from top institutes such as the Indian School of Business, Narsee Monjee Institute of Management Studies, The Institute of Chemical Technology, and National Institute of Pharmaceutical Education and Research. Among the leaders in the biotech industry, Biocon offered internships to nearly 600 students, including international interns, in FY19.

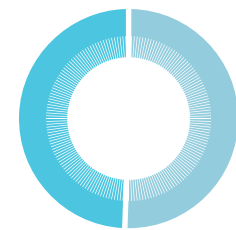
## Talent Profile\*

### Employer of Choice



● Freshers 14%  
● Experienced 86%

### Talent Profile of Employees



● Graduates 51%  
● Post-Graduates+PhDs 49%

## Learning & Development

In FY19, digitization of learning methods received a significant push with the mobile phone-enabled Learning Management System hosting SOP training and assessments and SocioLogues propagating social learning. An in-house online mentoring and coaching platform and an e-Library to host scientific content are under development.

During the year, we clocked in 79,500 learning hours, a 76% increase over the previous year. Biocon Malaysia also reported an additional 10,000 learning hours. Four high potential employees were nominated to the Global Executive MBA in Pharma Management and another 63 high performing junior executives were upskilled through

MPOWER, a nine-month technical certification program. Close to 800 production and quality employees underwent assessments for pharmaceutical-related National Occupational Standards certification under the Pradhan Mantri Kaushal Vikas Yojana and National Skill Development Council.

The 87 employees who began their i-LEAP journey in 2018, were joined by another 96 during the year. Designed under Biocon's Leadership Competency Framework, the learning in the program was strengthened through assessment centers, feedback and individual development plans. Twenty senior women employees also embarked on a leadership journey with a five-day program at the Indian Institute of Management, Bengaluru, followed by in-house mentorship.

At Malaysia, 18 high performing employees underwent training under the myCEKAP program, which has been designed to develop leadership skills among the local talent. The HR team in Malaysia also organized industrial visits to Biocon's facility to expose students there to biotechnology manufacturing systems.

## Diversity and Inclusivity

Biocon strongly advocates diversity and inclusion as a key business imperative and inculcates it as a core value. Diversity for us is not just about promoting gender balance, it is about appreciation of different cultures, backgrounds and generations and ideas. The company is committed to promote diversity in the workplace and provide equal opportunity for all employees

## Gender Diversity\*



**6,724**

Total Employees



**5,673**

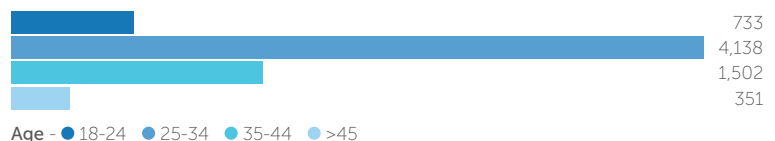
Male Employees



**1,051**

Female Employees

## Employee Age Profile\*



Age - ● 18-24 ● 25-34 ● 35-44 ● >45

\*Data is for FY19 excluding Syngene

regardless of race, colour, religion, age, gender, sexual orientation, national origin, disability and other factors. We believe that a diverse workplace promotes a culture of innovation and collaboration.

We maintained a healthy gender balance in our workforce and provided both men and women equal opportunities to excel in their careers.

We strengthened our women friendly policies, which included extending maternity leave by an additional 52 weeks and offering part-time opportunities to women returning to work after a career break. We also exclusively offered our women employees programs for maintaining and improving their physical fitness and emotional and mental wellness.

Biocon joined the Indian Women Network, a forum started by the Confederation of Indian Industry (CII), Southern Region, to encourage more women to participate actively in business and society.

### Employee Engagement

We believe that an engaging and

encouraging environment not only aligns the team to organizational goals and values, but their enhanced sense of own well-being motivates them to deliver their best. In FY19, we rolled out a slew of initiatives to create a welcoming, engaging and conducive work environment.

We supported our crèche with an online management system, which allowed for easier registration of grievances and faster redressal leading to increased use of the facility.

The Biocon Adventure and Sports Club, a platform for our employees to pursue their interests beyond work, witnessed a jump in memberships after it introduced an online platform for event updates and registrations.

A series of health-related initiatives such as the annual employee health check-up, preventive health awareness sessions conducted through the BioPulse wellness initiative and a wellness mobile app encouraged employees to adopt a healthy lifestyle.

Employees showcased their talent

through a series of events that culminated in Invivo 2018 marking Biocon's 40th Anniversary. Over 300 people were recognized for their valuable contribution to business through long service awards.

Our g2G (good to GREAT) program, launched in FY18 to transform our work culture and enable us to embark collectively on our next phase of growth, has since become a truly employee-driven initiative.

### Performance Management

We are constantly working on improving our performance management program to ensure that merit is recognized and rewarded. This year, we introduced revised focus areas for the top management with shared goal of 'Driving Financial Performance'. To enable effective functioning of individuals and departments in a complex environment, we introduced a matrix structure with dual reporting in Malaysia. We introduced competency-based assessments for first time managers.



- Gold Award at CLO Summit for Best Corporate University
- Gold Award at CLO Summit for Best Quality Improvement Program
- Anand Kumar M., Senior Director, Biocon received The Great Manager Award in the category 'Drives for Results', presented by People Business Consulting and The Economic Times





# SOCIAL



**~400,000**



Our eLAJ Smart Clinics have recorded nearly 400,000 patient visits since launch.

## BIOCON FOUNDATION

Globally, the Corporate Social Responsibility (CSR) concept is evolving from philanthropy to maximizing societal benefits alongside achieving business goals. At Biocon, however, CSR has always gone beyond philanthropy to civic engagement with a special emphasis on socio-economic development of the most disadvantaged sections of society. Our CSR efforts, driven through Biocon Foundation, have often traversed uncharted territory to deliver scalable solutions through innovative and sustainable models.

Biocon Foundation, the Corporate Social Responsibility arm of Biocon, has been working to empower marginalized communities since 2005. We believe

our corporate social responsibility lies in creating comprehensive programs that address the myriad developmental challenges facing India through projects in four key thematic areas: healthcare, education, environmental sustainability and rural development.

### Healthcare Programs

One of the biggest developmental challenges facing India is to make affordable and quality healthcare available to every citizen. In addition, while the country's burden of non-communicable diseases (NCDs) such as hypertension, diabetes and cancer is escalating, the public health system is struggling to tackle the issues of maternal mortality, premature births, low birth weight babies and stillbirths.



Biocon's healthcare programs are designed to deliver sustainable solutions in the area of basic health, as well as, ensuring early screening, diagnosis and treatment of common cancers and other NCDs.

#### eLAJ Smart Clinics

Given India's limited healthcare infrastructure, especially in rural areas, Biocon Foundation designed the 'eLAJ Smart Clinic' model. Integrating preventive and outpatient primary healthcare services, these clinics address the issue of healthcare delivery in remote areas of the country, bridge the rural-urban healthcare divide and reduce patient movement to the overburdened secondary and tertiary centres.

At the close of the year, the Foundation was operating 15 eLAJ Smart Clinics at Karnataka's government-run primary health centers (PHCs), apart from the three clinics run exclusively by the Foundation in Bengaluru and its outskirts. We also supported three Rajasthan government-run PHCs to transition from the eLAJ platform to the government's integrated health management system platform this year.

The eLAJ clinics witnessed over 167,000 patient visits and nearly 65,000 registrations during FY19. They have recorded ~400,000 visits since launch.

#### NCD Clinics

In response to the increasing cases of non-communicable diseases (NCDs) in the communities in which we serve, we have added impetus to the NCD programs across our clinics.

According to National Family Health Survey 4 (2015-16), consumption of tobacco in Nagaland is 69%, which is way above the national average of 44%. The elevated risk of oral cancer because of high tobacco usage in the state led the Foundation to launch a NCD clinic in association with a local health institute and the Government of Nagaland at Medziphema sub-division in Dimapur district.

We also carried out NCD screenings for Bruhat Bengaluru Mahanagara Palike (BBMP) pourakarmikas, or Bengaluru's municipal sanitary workers, who often operate in hazardous working conditions and usually cannot afford a visit to a health center.

The Foundation organizes breast and cervical cancer screening programs to create a responsible health seeking behaviour at the primary level and reduce pressure at the secondary and tertiary centres. We screened ~450 women for breast and cervical cancers this year.

#### Oral Cancer Screening

The Foundation has developed and executed a mobile phone-based health technology platform to capture data and intra-oral images of patients for recognizing symptoms and signs of oral cancer in high risk groups. In FY19, we conducted oral cancer screenings in collaboration with hospitals run by the South Western Railway in the states of Karnataka, Tamil Nadu and Andhra Pradesh. We conducted over 10,000 oral cancer screenings during the year.

#### Cancer Task Force

Given that oral cancer ranks among the top three types of cancer in India (*Lancet*), Biocon Foundation has initiated the formation of an Oral Cancer Task Force comprising seven eminent oncologists from all over India and it has developed guidelines for the management of head & neck cancer in India.

#### Training Initiatives

On the premise that gynaecologists are the best placed to detect breast and cervical cancer in the early stages, the Government of India is training them to screen such cancers through the primary healthcare system. To support this initiative, Biocon Foundation trained BBMP's gynaecologists on breast and cervical cancer screening in line with the National Institute of Cancer Prevention and Research (NICPR) guidelines.

A new mobile application, which allows two-way communication on oral cancer screening and treatment between frontline health workers and remote specialists, was rolled out during the year.

Cumulatively, we trained ~650 specialists and frontline health workers on screening of common cancers through training sessions and workshops organized in six states and Union territories.

#### Tackling Malnutrition

To aid the Government of India's efforts at addressing malnutrition, a major cause of child mortality in India, we provide financial aid to the Akshaya Patra Foundation in support of the mid-day meal scheme.

We provided nutritious meals daily to 550 children at government schools in Jigani in the outskirts of Bengaluru and to 1,775 children below five years as well as pregnant women at anganwadis (rural child care centers) in Sangareddy, Telangana.

### WASH Initiatives

India faces key challenges of providing its citizens access to clean water, sanitation facilities and eliminating open defaecation. The Government of India has thus pledged to make the country Open Defecation Free (ODF) through the Water and Sanitation Hygiene (WASH) program. In line with the above, the Foundation is setting up multiple community and school sanitary complexes in rural areas.

We installed RO units in 15 Karnataka government schools to provide access to safe drinking water to

over 750 students. A community RO water plant in Srirampura village in the outskirts of Bengaluru is benefiting over 2,000 residents.

### Education Programs

The Biocon Foundation has developed curriculum, pedagogy and self-directed learning material in Mathematics, English and Kannada for students of Grades 4 to 9 to help enhance their learning. During FY19, workbooks were delivered to over 2.5 million students, under a partnership with the Department of State Educational Research and Training (DSERT), Government of Karnataka. Continuing the DSERT engagement, the Foundation is also facilitating inclusion of adolescent health into the High School Biology curriculum. A Community Radio Program in partnership with Narayana Health, helped bring focus on education and environment.

The Foundation has provided computers to various government institutions for delivering digital literacy programs that benefit over 1,000 students annually.

This year, our employees volunteered to provide career counselling to almost 500 students of Class 9 across four government schools under the Vocational Training and Career Counselling program.

The Foundation also provided a grant to the Institute of Bioinformatics and Applied Biotechnology (IBAB) towards the 'Biocon Chair' to encourage research & training in biotech, bioinformatics and related areas.



CSR Project of the Year Award under the 'Environment Sustainability' category for the Hebbagodi Lake Rejuvenation Project at the India International CSR Conclave & Awards 2018.



## SKILL DEVELOPMENT



**500+**

More than 500 graduates from Biocon Academy have built careers at leading pharma, biotech companies.

India's biotechnology sector has evolved steadily over the last two decades, placing the country among the top 12 biotechnology destinations in the world. Biotechnology is not just applicable to healthcare solutions, but to finding innovative solutions for improving agricultural yields and food security, as well as, addressing the challenges related to environmental sustainability. To harness the possibilities, the biotechnology industry requires a pool of well-trained scientists and life sciences professionals.

### BIOCON ACADEMY

Since 2014, the Biocon Academy has been addressing the wide gap between the quality of human capital available in India and the growing needs of the biotech industry. The Academy, a premier Center of Excellence for Advanced Learning in Applied Biosciences, is developing a high quality talent pool that is industry-ready to enable the biotechnology sector in India remain globally competitive.

Backed by decades of industry experience, Biocon has taken the collaborative route to design unique industry-oriented programs. It has tied up with leading academic institutions



such as the Keck Graduate Institute (KGI), California, BITS, Pilani, and M.S. Ramaiah College, as well as, life sciences companies like Thermo Fisher Scientific and BiOZEEN. Taking forward our commitment to affordability and access, Biocon offers merit scholarships of 60%-75% to all students selected for the Academy's programs.

Over 500 students have graduated from the Academy and have been placed across 50 leading biotech and pharma companies. In FY19, the Academy trained 119 students, including 81 students of the Biocon-KGI Certificate Program in Biosciences and 38 students of the BITS Biocon Certificate Program in Applied Industrial Microbiology. We maintained our record of 100% placement and ensured all the graduating students were placed successfully across 22 companies including Biocon, Syngene and other leading Indian companies. Twenty-eight faculty members from more than 20 universities

and colleges across India received training at the Academy under the Biocon Academy Certificate Program in Faculty Development.

#### **Promoting Knowledge Sharing**

The Academy sponsored a number of high profile conferences during the year, including an international conference on Chemical and Structural Biology at Chennai; Helix-2018, a students' technical summit, at Bengaluru; and the 4<sup>th</sup> edition of the Medicinal Chemistry, Drug Discovery & Development India 2019.

#### **Reaching Out to Stakeholders**

Our passion to excite life sciences graduates find meaningful career opportunities in biotechnology culminated in the launch of the 'Each One Bring One' campaign, which resulted in our students nominating 15 youngsters to attend classes at the Academy for a day.

We organized student-faculty interactions at over 35 colleges and universities, as well as, launched a monthly e-newsletter, BioZesta, to build awareness about various initiatives of the Academy.

#### **Outlook**

The Academy, which currently runs four specialized programs, is continuously looking at ways to align with the growing needs of the global biotech industry through new programs. In FY20, we plan to introduce the Management Program in Biosciences in association with our long-standing partner KGI. We also plan to roll out the Certificate Program in Quality Control Analytical in association with M.S. Ramaiah College and Thermo Fisher Scientific to provide the industry with quality professionals.

