CHAPTER VI

Profile of Glenmark Pharmaceutical Ltd
6.1. Introduction:

Glenmark Pharmaceuticals Ltd. is one of the leading research-driven, global, integrated pharmaceutical company. Glenmark is a leading player in the discovery of new molecules, both NCEs (new chemical entity) and NBEs (new biological entity), with seven molecules in various stages of clinical development & pre-clinical development. The company has a significant presence in branded generics markets across emerging economies including India. It's subsidiary, Glenmark Generics Limited has a fast growing and robust US generics business. The subsidiary also markets APIs to regulated and semi-regulated countries. Glenmark employs over 10,400 people in over 80 countries. It has 16 manufacturing facilities in four countries and has 6 R&D centres.

Since getting listed on the stock exchange in 2000, when Glenmark registered revenue of USD 32 Mn, the company is currently ranked among the World's top 100 Pharma& Biotech companies*. Recently, Glenmark has been chosen as the 'Best Company Across Emerging Markets' 2011, and recognized for the 'Best Overall Pipeline' 2011 by SCRIP, the largest selling and most respected pharmaceutical magazine in the world. SCRIP had also recognized Glenmark as 'Best Pharma Company in the World – SME' and 'Best Company in an Emerging Market' in 2008.

Other awards and recognitions received by the company include the "Best under a Billion Dollar companies in Asia" for 2008 by Forbes, a leading international publication, "Indian Innovator Pharmaceutical Company of the Year - 2010" by Frost & Sullivan, and Gold Patent Award 2011 in the categories of API Formulations & Export of bulk drugs (Non Biologicals) by Pharmexcil.
Our Vision

➢ To emerge as a leading integrated research – based global pharmaceutical company

Our Values

Achievement

We value achievement of objectives and consistently strive towards our Vision with perseverance.

Respect

We respect all our stakeholders.

Knowledge

We value knowledge such that it empowers our people to fine innovative solutions to manage change.

6.2. Specialty Business: Drug Discovery

Glenmark’s ground-breaking drug discovery effort is primarily focused in the areas of inflammation (asthma/COPD, rheumatoid arthritis etc.), metabolic disorders (diabetes, obesity, etc.) and pain (neuropathic pain and inflammatory pain). Glenmark has a robust pipeline of 7 molecules – 4 NCEs and 3 NBEs in various stages of preclinical and preclinical development. Of these, five molecules are in clinical trials. The molecules in clinical development are focusing on advanced treatments for chronic/debilitating diseases and are potential blockbusters with potential peak sales opportunity for each molecule being in the range of USD 1 billion to 3 billion. Simultaneously, Glenmark has actively followed the strategy of out-licensing its molecules in clinical development to large multinational pharmaceutical organizations. This outlicensing strategy has been successful so far with seven deals struck by the organization in the last nine years collecting USD 206 mn as upfront and
milestone payments.

This business has three dedicated R&D centres. Discovery research for New Chemical Entities (NCEs) is carried out at its state-of-the-art research centre at Navi Mumbai, India. It is a complete end to end setup with expertise in all areas of NCE (new chemical entity) discovery and development ranging from target selection to clinical development. The centre boasts of a large number of highly qualified scientists.

Glenmark's biopharmaceutical research is carried out at its R&D facility in Switzerland. The centre is dedicated to the discovery and development of novel monoclonal antibodies (mAbs). The R&D centre has capabilities to develop mAbs from inception through to preclinical and clinical studies.

Glenmark has also invested in another state-of-the-art R&D facility in Oxford, UK for molecules in clinical development. The R&D facility serves as Glenmark's global centre for clinical development for both small molecules (NCEs) and biologics (NBEs).

6.3. Specialty Business : Formulations Business

Glenmark's formulations business is currently organized around four regions – India, Latin America, Central Eastern Europe and Semi Regulated Markets of Africa/Asia/CIS. The formulations business focuses on therapeutic areas viz. dermatology, anti-infectives, respiratory, cardiac, diabetes, gynecology, CNS, and oncology. India is the largest market in terms of revenue for the organization. The formulations business has six manufacturing facilities; four in India and two overseas. These facilities are approved by several regulatory bodies. The facility at Baddi, Himachal Pradesh, India is also approved by MHRA and USFDA for semi-solids. The overseas facilities are situated in Brazil and the Czech Republic. While the
manufacturing facility in Brazil services requirements of the Latin American region, the Czech facility services requirements of the Central Eastern Europe region.

Glenmark has also invested in a dedicated R&D facility for formulations development. This R&D centre, situated near Nasik, India is engaged in developing specialty/branded formulations for global markets.

### 6.4. Glenmark Generics Ltd. (GGL)

Driven by its vision of becoming a leading global generics organization, Glenmark Generics Ltd. (GGL) now part of Glenmark Pharmaceutical Ltd. has structured its businesses as US Generics, European Generics, the Active Pharmaceutical Ingredient (API) business and the Oncology Business. A subsidiary of Glenmark Pharmaceuticals Limited, GGL focuses on developing, manufacturing, selling and the distribution of generics through wholesalers, retailers and pharmacy chains. From APIs to front end marketing capabilities, GGL's businesses are vertically integrated into the generics market, by focusing on key niche segments including Dermatology, Hormones, Controlled Substances, Oncology and Modified Release Products.

#### 2011 – 2012

**2012**

Mr. Glenn Saldanha, Chairman & Managing Director, Glenmark honoured with the 'Swiss Ambassador's Award for Exceptional Innovation’ by the Government of Switzerland

Glenmark enters into an options agreement with Forest Laboratories, Inc. for the development of novel mPGES-1 inhibitors to treat chronic inflammatory conditions, including pain
2011
Glenmark wins Two Prestigious Global Recognitions at SCRIP Awards
2011 – 'Best Company in Emerging Markets' and 'Best Overall Pipeline'
Glenmark Pharmaceuticals Out-Licenses Novel Monoclonal Antibody,
GBR 500, to Sanofi

2000 – 2010

2010
Glenmark wins Two Prestigious Global Recognitions at SCRIP Awards
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Glenmark Pharmaceuticals Out-Licenses Novel Monoclonal Antibody,
GBR 500, to Sanofi

2000 – 2010

2010
Glenmark launches ‘Prasugrel’ - a revolutionary new anti-platelet drug
for the management of Acute Coronary Syndrome with PCI
(Percutaneous Coronary Intervention) for the first time in India
Sanofi-Aventis and Glenmark Pharmaceuticals Sign License Agreement
to grant Sanofi-Aventis a license for the development and
commercialization of novel agents to treat chronic pain.
Glenmark Generics Inc., USA (GGI), announces settlement of litigation
pending between Glenmark and GlaxoSmithKline LLC (GSK) over
patent actions concerning atovaquone and proguanil hydrochloride
250mg/100mg tablets, the generic version of GSK’s Malarone® tablets.
Glenmark Generics enters into an exclusive licensing agreement with
Par Pharmaceuticals, USA to market Ezetimibe
Glenmark announces the discovery of a novel chemical entity ‘GRC
17536’
Glenmark receives the final approval for PramipexoleDihydrochloride
tablets from the USFDA
Glenmark wins the Frost and Sullivan award for 'Indian Innovator
Pharmaceutical Company of the Year' in October 2010
Pharmaexcil confers upon Glenmark the ‘Silver Patent Award' for the
year 2009 – 2010 in recognition of its commendable contribution in
NCE / Drug Discovery patent category
Crofelemer, a first-in-class anti-diarrhoeal molecule successfully
completes Phase 3 trials - Glenmark prepares for launch in 140
countries

2009
Crofelemer progresses to final stage of Phase III trials in the US.
Formulations manufacturing facility commissioned in Nalagarh,
Himachal Pradesh, India
GRC 10693 – Glenmark’s molecule for neuropathic pain, osteoarthritis,
successfully completes Phase I trials.
Glenmark’s molecule for Osteoarthritis and Neuropathic Pain, GRC
15300, to enter Phase I trials.
Glenmark’s novel molecule for Diabetes, Melogliptin to enter Phase III
trials.
Glenmark Generics Ltd commissions its first exclusive R&D centre at
Taloja, Maharashtra, India.

2008
Crofelemer receives fast-track designation status from the USFDA.
With this, Glenmark expects to launch of Crofelmer by 2010.
SCRIP, the leading pharmaceutical magazine in the world Crowns
Glenmark as the "Best Pharma Company in the World – SME" and the
"Best Company in Emerging Markets" at the SCRIP Awards 2008 in
London
India’s first clinical R&D facility set up in Oxford, UK
Phase II–b trials for Oglemilast(GRC 3886) in Asthma initiated.
Glenmark completes preclinical development for initiating Phase I trials
for GBR 500 – a monoclonal antibody for inflammation.
GRC 4039, Glenmark’s molecule for Rheumatoid Arthritis, enters
Phase I trials
Receives USD 15 million as milestone payment from Forest for
Oglemilast, GRC 3886
Glenmark Pharma re-organizes its business. Glenmark Generics Limited
(GGL) is incorporated as a subsidiary of Glenmark Pharmaceuticals
Analysis and Interpretations of Financial statements of Pharmaceutical Companies in India -
A case study of Glenmark Pharmaceutical Limited

2007

Acquires Medicamenta, a marketing and manufacturing company in the Czech Republic.
US Generic subsidiary concludes deal with Paul Capital to license and market generic drugs for the US market.
Glenmark’s molecule GRC 6211 for the potential treatment of pain, including osteoarthritis pain outlicensed to Eli Lily. Glenmark receives USD 45 million as upfront payment.
Glenmark wins Emerging Company Of The Year 2007 at The Economic Times Awards for Corporate Excellence.
Receives MHRA, UK approval for its semi-solid manufacturing plant at Baddi.

2006

Glenmark signs another outlicensing deal in discovery R&D with Merck KGaA, Germany for its diabetes molecule, Melogliptin.
Glenmark receives USD 31 million as upfront payment.
Glenmark’s lead molecule Oglemilast (GRC 3886) enters Phase II clinical trials.
Received milestone payment from Forest Laboratories Inc for successful completion of Phase I trials.
R&D facility for NBE research commissioned in Switzerland.

2005

Launches commercial sales front-end in the US.
Concludes collaborative agreement on Oglemilast with Teijin Pharma for the Japan region. The potential deal value was USD 53 Mn.
Announces collaborative agreement with Napo pharmaceuticals Inc. for its anti-diarrheal compound Crofelemer. Glenmark gets Crofelemer rights in nearly 140 countries.
Acquires Servycal S.A. a marketing company in Argentina with

Limited.
Receives USFDA approval for its state-of-the-art semi-solids manufacturing plant at Baddi.
strengths in oncology.

Acquires Bouwer Bartlett pty, ltd, a sales and marketing company in South Africa.

Commissions a new manufacturing facility at Baddi, Himachal Pradesh India.

2004

Glenmark strikes its first out-licensing deal for discovery R&D with Forest Laboratories for Oglemilast, its COPD/asthma molecule. The potential deal size is USD 190 mn and rights only for the North American region.

Acquires Laboratorios Klinger, Brazil together with its ANVISA approved manufacturing facility in order to expand its operations in the Latin American markets.

Commissions its own manufacturing facility at Goa to service exports to regulated markets viz. USA.

API manufacturing facility commissioned in Mohol, Maharashtra.

2002

Acquires an API manufacturing facility at Ankleshwar, Gujarat from GlaxoSmithKline Pharmaceuticals Ltd.

2001

Launches API manufacturing business by commissioning its first manufacturing facility for APIs in Kurkumbh, Maharashtra.

2000

Announces its IPO (Initial Public Offer). Issue oversubscribed 65 times.

Market capitalization at USD 40 mn.

Enters the diabetes segment.

Acquires three brands from Lyka Labs.

1990 – 1999

1999

Starts marketing products in Brazil.

R&D facility commissioned at Sinnar, Nasik, Maharashtra for formulations development.
1996  Incorporated Glenmark Exports Private limited, a wholly owned subsidiary to consolidate its position in international business.

1992  Nasik Plant expanded by acquiring adjacent plot to include the R&D Department as well as increase in installed production capacity.

1991 – 1989


1987  Ascoril launched.

1984  R&D department established at Nasik Plant.

1983  First manufacturing facility commissioned at Nasik, Maharashtra, India

1981  Sales crosses Rs 1 Crore (Rs. 10 million)

1977 – 1980

1980  Starts Exports Business.

1979  Enters dermatology market with the launch of ‘Candid Cream’.

   Breakeven in a year. Records profit of Rs 26,363.72

1977  Glenmark incorporated in India under the companies act under the name Glenmark Pharmaceuticals Limited.

Environmental, Health & Safety Policy

As a leading manufacturer of pharmaceuticals products, we are committed to conducting our business responsibly in the area of Environment, Health and Safety across all our operations globally by adopting the following principles:

- We shall comply with all applicable statutory EHS and other requirements at all times and our effort shall be to exceed these standards where appropriate.
• We are committed to continual improvement of our EHS performance by providing a safer and healthy workplace, conserving natural resources, preventing pollution, reducing carbon emission intensity and designing facilities that minimize environmental impact for long term sustainability of Glenmark.

• We shall focus towards reducing waste in any form and ensure its safe disposal.

• We shall train, motivate and proactively engage our employees towards our commitment to EHS, and shall always strive to minimize occupational injury, prevent ill health and risks to our employees.

• We shall ensure protection for all employees from exposure to any substance or activity which may be hazardous to health through regular risk assessments and safety audits.

• We shall establish sound EHS objectives and communicate our EHS performance to all employees and stakeholders.

• We shall guide and encourage our associates to adhere to our EHS practices.

Overview

Glenmark is the leader in India in the Discovery of New molecules both NCEs (New Chemical Entity) and NBES (New Biological Entity). Glenmark has a pipeline of 7 molecules – 4 NCEs & 3 NBES in various stages of preclinical & clinical development. 4 molecules are in clinical stage of development and 7 outlicensing deals have been struck with global pharma majors reaffirming Glenmark's strength in discovery.

Most molecules in clinical trials are either best-in-class or first-in-
class with each molecule having potential peak sales opportunity ranging from USD 1 billion to USD 3 billion.

Glenmark boasts of several highly qualified scientists and has extensive R&D facilities spread across the globe.

Glenmark has three R&D centres dedicated for drug discovery. NCE research is conducted at the R&D centre in Navi Mumbai–India; NBE research is done at Neuchatel–Switzerland; and the Clinical R&D centre is located in Hertfordshire, United Kingdom.

**Drug Discovery : Focus Therapeutic Areas**

Glenmark’s ground-breaking drug discovery effort is primarily focused in the areas of inflammation, metabolic disorders and pain [neuropathic pain and inflammatory pain]. The company has a robust pipeline of 13 molecules in various stages of preclinical & clinical development. Of these, eight molecules are in clinical trials. The molecules in clinical development are focusing on
advanced treatments for chronic/debilitating diseases and are potential blockbusters with peak sales opportunity for each molecule is in the range of USD 1 billion to 3 billion.

Simultaneously, Glenmark has actively followed the strategy of out-licensing its molecules in clinical development to large multinational pharmaceutical organizations. This out-licensing strategy has been successful so far with five deals struck by the organization in the last five years collecting USD 135 mn (around Rs 6075 million) as upfront and milestone payments.

This business has three dedicated R&D centres. Discovery research for New Chemical Entities (NCEs) is carried out at its state-of-the-art research centre at Navi Mumbai, India. Over 200 scientists are employed at this research centre. It is a complete end to end setup with expertise in all areas of NCE (new chemical entity) discovery and development ranging from target selection to clinical development. Glenmark’s biopharmaceutical research is carried out at its R&D facility in Switzerland. The centre is dedicated to the discovery and development of novel monoclonal antibodies (mAbs) having capabilities to develop mAbs right from inception to the preclinical and clinical studies stage. Glenmark has also invested in another state-of-the-art R&D facility in Oxford, UK for molecules in clinical development. This R&D facility serves as Glenmark’s global centre for clinical development for both small molecules (NCEs) and biologics (NBEs).

Glenmark Generic Market US:

Glenmark Generics Inc (GGI) is the North American division of Glenmark Generics Ltd. In spite of being a late entrant in the US market, GGL has in a matter of a few years emerged among the leading Generic organizations in the country. GGI launched its first product in the US in January, 2005, since then,
the business has grown at a consistent rate with a robust portfolio of products that has doubled almost every year.

A sharply-focused presence in niche segments viz. dermatology, hormones, controlled substances and modified release products has helped ensure a sustainable market opportunity and continued profitability. Glenmark's Para IV strategy, the other growth driver for the business, has resulted in us having numerous opportunities where Glenmark is the sole first-to-file applicant.

Today, barely half a decade later, GGI has built a strong foundation and explored partnership opportunities to strengthen its presence in focus therapeutic segments.

- Among the Top 25 Generics organizations in the US and the 3rd largest Indian generics company
- The largest contributor to the revenue of Glenmark Generics Ltd
- Over 50 products currently sold in the market and another 50 products filed with US FDA for approval
- Entered into strategic partnerships for controlled substances, development of dermatology products and for oral solids
- Sole First to File (Para IV) opportunities: Zetia®, Tarka®, Cutivate® & Malarone®
6.5. Glenmark EU Generics

Glenmark Generics (Europe) Ltd (GGEL) is the European subsidiary of GGL engaged in marketing, licensing and distribution of generic products throughout Europe. GGEL operates through its own sales infrastructure in the UK & the Netherlands and through licensing and distribution arrangements in other European Markets. The operations in Europe are built on three revenue streams—sales through own front ends, dossier licensing income and third party commercial supplies. Glenmark has an exciting portfolio of over 30 approved MAs i.e. Marketing Authorizations (based on 8 actives) across EU markets and 71 MAAs i.e. Marketing Authorization Approvals (based on 15 actives) under review by various EU regulatory authorities. GGEL aspires to be recognized as an emerging pharmaceutical company in Europe offering high quality and differentiated generic products. The product portfolio reflects a healthy mix of solid orals and semi-solid products enabling access to niche segments and opportunities in high volume products through vertically integrated projects. A UK based business development, regulatory and project management team is supported by the intellectual property group, product development and manufacturing infrastructure in India for key components of the development, submission and support strategy in Europe.

6.6. Glenmark API Market:

Glenmark's API business spans over 80 countries including regulated markets such as the US and Europe. Our vision is to be a preferred partner with leading global generic companies by supporting partnerships through advanced process chemistry skills and innovative Intellectual Property.

Glenmark Generics has established a direct presence of sales teams in key markets of US, UK, Brazil and India supporting our corporate focus and
commitment to global regulated markets. Glenmark is the market leader in many API products in semi-regulated markets and in just a short period, has established leadership positions in regulated markets in several products. GGL has enjoyed a compounded average growth of 25% over the last three years and is poised for higher growth as a number of key product patents expire in the next few years.

Over 50% of revenue is from exports with several supplies to regulated market customers for first to file ANDA's

- Contributes 20% to overall sales of Glenmark Generics Limited
- Filed over 100 process patents, 35 DMFs in the USA and in Canada
- Market Leader in regulated markets viz. Perindopril, Lercarnidipine & Topiramate
- Leadership in semi-regulated markets in Bupropion & Cilostazol

Filed over 164 process patents, 41 DMFs in the USA, 22 DMFs & 13 CEPs in Europe and 13 DMFs in Canada.

6.7. Glenmark Oncology Market:

Based in the province of Buenos Aires, Argentina, this business serves as the hub for generic research, manufacture and distribution of oncology products for the entire organization.

Our facility, together with our team of qualified professionals, pharmacists and physicians has positioned the business as an important player in oncology in the Latin and Central America region. Today, we have a presence in the oncology segment in over 20 countries, and plans to initiate oncology filings in regulated markets.

- Presence in oncology in over 20 countries
- Caters to about 75% of cancer therapy products
- Presence in cytotoxics, anti-hormonals and supportive therapies
Our Charter

We at Corporate Communications strive to manage perceptions and ensure

- effective and timely dissemination of information
- positive corporate image
- smooth and affirmative relationship with all stakeholders

6.8. Finance Department of Glenmark Pharmaceutical Ltd.

The Finance Dept. in Glenmark provides financial support services to all other depts. within Glenmark.

The key areas of work for Finance include:

1. Audit & Accounts: Maintaining financial records, monitoring entries in SAP, booking of Invoices/expenses, reconciliation with statutory records, accounts audit (quarterly and annually).

2. Treasury Operation: Liaison with banks and financial Institutions, managing and fulfilling fund requirements of various locations, payment to suppliers and vendors etc.

3. Taxation: Handling of all the matters related to Direct Taxes (Income Tax, Wealth Tax) and Indirect Taxes (Excise, Service Tax, and Sales Tax/VAT etc.), timely deposits of taxes dues and returns under these tax laws.

4. Costing, Budgeting and MIS: Maintaining costing details of the products, preparing and maintaining budgetary controls and monitoring various organizational functions through budgetary control and MIS.
5. International Finance: Liaison with all overseas subsidiaries and provide support services to them to facilitate smooth functioning and flow of information amongst them.

6.9. Quality Assurance (QA):

- Maintaining Quality of the products manufactured at the Glenmark sites to highest standards.
- Establishing a robust Quality system across the organization.
- Coordination of all GMP audits (US FDA, MHRA, MCC South Africa, ANVISA Brazil, and all others) at various manufacturing sites of Glenmark.
- Training of personnel across the organization for GMP.
- Handling Product complaints, recalls, internal audits, vendor audits, product reviews etc.
- Coordination with project group for designing new manufacturing site of the company meeting GMP standards.
- Coordination with marketing department of various regions of the world for extending customer support on technical aspects for business enhancement

6.10. Regulatory Affairs (RA):

- Filing of API’s Drug Master File, ANDA’s for US, Europe Drug Master File, Europe Finish Dose Application, and Submission of Registration Dossier in all other Regulated & Semi – Regulated Markets.
- Support to R&D and marketing on Regulatory Strategies.
- Coordination with various International Regulatory Agencies for maintaining our registration dossiers active.
6.11. Corporate Social Responsibility (CSR)

A well managed corporate responsibility can be a driver of business growth. However, growth cannot be achieved in isolation. For it to be sustainable, we need to focus on inclusive growth.

Going in sync with the Millennium Development Goals (MDGs), and to achieve an inclusive growth, we have defined our **CSR Vision** and **CSR Mission**.

6.12. Our CSR Vision:

Enriching Lives to create a Healthier and Happier world

6.13. Our CSR Mission:

- To be a responsible organization
- To address the need for quality healthcare for the less privileged and differently-abled sections of society.
- To empower the marginalized (urban and rural) by generating sustainable livelihoods through vocational training programmes, getting them into the mainstream, and thus contributing to the overall economic growth in operating countries.
- To focus on child health – the foundation for a healthy world (**Flagship initiative**)
**Project Kavach- ‘Healthy children, healthier World’**

**Child Health:**

Our flagship programme in CSR is focussed towards the cause of Child Health where we have taken up a target to reduce Infant and Child Mortality (IMR and CMR) in regions and states where IMR and CMR are very high. After engaging with different civil society organisations that are working in the area of Child Health and going through various government schemes on health, we felt that need to concentrate on 3 key areas to reduce Child Mortality- Reducing malnutrition and under nutrition; Increase immunization and focus on sanitation.

Last year we started three projects in Khandwa, Madhya Pradesh; Sanganer, Rajasthan and at Andheri Slums (Marol Pipeline) in Mumbai, Maharashtra.

We have been doing this by complementing the government’s Integrated Child Development Scheme (ICDS) by undertaking health education sessions for mothers and caregivers, developing Information, Education and Communication (IEC) material in local language, conducting street plays, using cartoon posters and puppets for increasing the acceptability of information.

We track the behaviour change through use of WHO prescribed mid-Upper Arm Circumference (MUAC) tool, coloured beads, immunization calendars (community monitoring immunization of each child of a village). We provide services in terms of reaching to forest based villages through ambulatory care, counselling by a doctor and nutritionist, conduct health camps in areas where we feel reach is a challenge, de-worm the children by providing albendazole and reduce anaemia amongst mothers by providing iron supplements. We also encourage the use of local recipe in fighting malnutrition.
Through our child Health programme we are reaching to a population of 3 lakh in 100 villages in Khandwa; 150 villages in Sanganer and 2000 Households in Marole Pipeline Slums.

**Project Sambhav**

**Context:**

The term ‘livelihood’ can be broadly defined as the capabilities, assets (including non- material resources), and activities required for a means of living.

Sustainable livelihood especially becomes important when we talk in terms of poverty alleviation. At Glenmark we feels, the youth in the country especially the underprivileged youth need to be engaged in productive employment.

In this project, we are partnering with a Mumbai based NGO called Kherwari Social Welfare Association (KSWA), which is primarily working in the area of establishing vocational training programmes such as becoming a Motor Mechanic, courses on White Good Services, courses on Hospitality etc, so that youth could get entry level jobs in market or could become self employable.

At Nashik near our facility through KSWA, we are reaching out to the urban as well as rural youth, who are either school drop outs or are idling. They need to be engaged in gainful employment.

Through **YuvaParivartan Center** which is being developed KSWA, we would be providing vocational training courses for youth, so that migration can be avoided and they get in the vicinity of their residential area. Apart from training they would also be given jobs in the markets nearby so that can earn on their own.
**Our Way Ahead:**

We would be focusing on generating more sustainable livelihoods for rural and urban projects in Nashik and suburbs as well as in our locations at Baddi and Nalagarh.

**Desired Impact:**

Through our Livelihood and Skill Development programme we look at impacting the lives of rural and urban youth, so that they are productively employed.

**Project Jode- ‘Connecting Tribals to Mainstream’**

**Context:**

India is the home to large number of indigenous people, who are still untouched by the lifestyle of the modern world. With more than 84.4 million, India has the largest population of the tribal people in the world. These tribal people also known as the adivasi’s are the poorest in the countries, which are still dependent on haunting, agriculture and fishing.

Industrial development however at some there areas have disrupted there lifestyles and have uprooted them. In other words, displacement of tribes has pushed them to Below Poverty Line status. Once the displacement takes place it becomes difficult for them to earn a livelihood. Livelihood generation hence becomes critical in order to uplift them from deprivation.

**Our Way Ahead:**

We plan to initiate a pilot project with Professional Assistance for Development Action (PRADAN) where in we would be assisting 2000 families primarily dependent on agriculture from ST, SC and other backward
communities in Kolnara block of Rayagada district in Orissa. The project would enable them develop food self sufficiency and develop an additional income.

This would be done by:

- Enhancing the status of land resources along with creating assured irrigation sources
- Enhancing the agriculture productivity to create household food security and stability
- Create mechanisms for social mobilization and community service providers to sustain the initiatives and grow continuously.

**Desired Impact:**

Eliminating abject poverty of section of tribal families through family resource management.

**Project Swadheen- ‘Enabling the differently -abled to lead a productive life’**

**Context:**

Most of the families with a physically challenged member live an average to poor life. They face several challenges in terms of their employment. Lack of productive employment further drags them to below poverty line status. To support their rehabilitation, Glenmark has undertaken an initiative called Project Swadheen.

Under this project, we are partnering with an NGO based out of Jaipur called BhagvanMahaveerViklangSahayataSamiti or more known as the ‘Jaipur Foot’. We are supporting rehabilitation of 5000 physically challenged individuals. These individuals are provided with artificial limbs, calipers,
modified footwear which will enable them, regain a sense of mobility become self reliant.

**Case Study of Ankur:**

Ankur Jayaswal, coming from Himachal did not have a limb since birth because of congenital reason. With the support of Glenmark, he was fitted with an artificial limb / Jaipur Foot at Bhagwan Mahaveer Viklang Sahayata Samiti (BMVSS), Jaipur. Now, he not only walks normally, he skates with an artificial limb. Jaipur Foot / Limb has transformed his life.

**Our way ahead:**

Supporting sustainable livelihood programmes for the disabled and continue to work towards their rehabilitation.

**Desired Impact:** Productive Employment of the disabled and eradication of stigma associated with the disabilities.

**Project Darwaaza**

**Project Darwaaza- ‘Reaching the last mile’**

**Context:**

India faces a huge gap in terms of health infrastructure. The gaps are not only in terms of lack of physical infrastructure but also lack of healthcare professionals and para medical staff. Even the access to usage of facilities such as road connectivity or adequate transport facility is not present in remote areas.

We are supporting SatyaSai International and similar organizations working in urban and rural health area by organizing health camps, blood donation camps.
Our Way Ahead:

Organizing more health camps at urban areas as well as reaching out to tribal and rural areas through mobile health clinics.

Desired Impact:
Enabling rural and urban poor to get access to free good quality healthcare services.

Project Amrut - ‘Healthcare @ Door Steps’

Context:

India is reckoned among the global leaders in the manufacturing of generic medicines. But, it is also held that the largest number of populace in India is living without having an access to basic medicines. The World Medicines Situation Report 2004 of the World Health Organization (WHO) pointed out that approximately 67% of the population lives without an access to essential medicines. One of the main reasons behind poor access to essential medicines in India is held to be the lack of buying power, which is further intensified by the poor public health delivery system.

Glenmark has taken initiative of distribution of free medicines to Sri SatyaSai Hospital and Americares India, as well as other health based civil society organizations. Basic medicines are given at no cost to those who are needy. This is done by organizing health camps and medicine donation camps.

The medicines become crucial at the time of natural disasters. Glenmark donated crucial antibiotics to Confederation of Indian Industry, Americares and SwargaDwar Ashram and Rehabilitation center (NGO based out of Mumbai).
Medicines were also supplied to BMC, Najeet Community Health Center when Malaria epidemic broke out in Mumbai.

**Our way ahead:**

We would be focusing on distribution of medicines on a more sustainable basis to various health based non governmental organization and reach out to as many marginalized sections of society as possible.

**Desired Impact:**

Access to free medicines for the marginalized and to the disaster prone areas.

**Project Sambandh- ‘Making a difference through Employee Volunteering’**

**Context:**

Most of us, who are born and in bred metros or semi metros, are not aware of the social realities that exist in remote villages of our country. Caught up in our daily lives to earn a decent income and give comfort to our near and dear ones that, we hardly think about, those who are struggling to make there ends meet. In order to understand the unmet needs of the less privileged and to interact with them in their habitat, we started under our corporate social responsibility (CSR), *Project Sambandh- ‘Making a difference’ through Employee Volunteering*

The focus of the project is in two phase:

**1st Phase:** To sensitize employees on social problems existing at grassroots whether in villages/ tribal areas or urban slum areas
**2^nd Phase:** To create a pool of passionate volunteers who would take forward CSR programmes on a sustained basis in their respective plants/locations and try addressing the need of the community there.

Each year we sensitise our employees to various social causes by taking them out for a day with a local NGO and getting them the hand-on experience of interacting with the less privileged. We have sensitised over 750 employees across globe over the last two years.

Last year we picked up the theme of Child Health and organised various health-related activities such as health camps and education sessions where our employees participated with great enthusiasm.

We also donated some of the basic need items that are required by our NGO partners. We also involve employees during World Environment Day celebrations (entire month of June 2011 was dedicated to celebrate environment), Women’s Day (March 2012) and Joy of Giving Week (October 2011)

**Our Way Ahead:**

We would like to move forward by organizing different events and programmes for our volunteers and take ideas from them as well on taking CSR programmes forward. A dedicated set of employees would then be involved in various social development projects in health and livelihood.

**Desired Impact:**

Value Addition to the CSR programmes so that we can bring innovation. It will also be a part of employee engagement exercise and bring a kind of satisfaction for employees.
VISION

To emerge as a leading integrated research-based global pharmaceutical company.

MISSION

To be among the top 15 pharmaceutical companies in the world by 2020.

BRAND LINE

A new way for a new world