This is the first year in which the Company has voluntarily released its   
report against the new Business Responsibility & Sustainability Report   
guidelines. Through this report, the Company intends to communicate   
its vision of a purpose-driven, future-ready and sustainable roadmap   
and has disclosed how it manages environmental, social and governance   
performance.  
We are driven by our purpose of ‘Good Health Can’t Wait’. This applies   
not only to an individual but also to our society and our environment.  
Sustainability for us means operating in a manner that respects people,   
planet and purpose – helping us conserve precious resources, serve our   
patients, create value for stakeholders, give back to society, fulfil our   
potential and maintain our integrity and transparency.  
For more information on our sustainability journey so far, and our refreshed   
sustainability goals and targets, please refer to page 16-17 of this Annual   
Report.  
Sustainability is deeply embedded in our purpose   
and forms the core of our organization. Our   
commitment to the nine principles of National   
Guidelines on Responsible Business is outlined in   
this Report.   
Business   
Responsibility   
and Sustainability   
Report  
Executive Summary –  
Dr. Reddy’s Laboratories Limited  
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Key highlights of BRSR Report  
Conduct and govern with integrity, and   
in a manner that is Ethical, Transparent   
and Accountable  
• 100% of our Key Managerial Personnel (KMPs)   
and 82% of our employees received periodic   
training on business, regulations, code of   
business conduct and ethics as well as economic   
and environmental, social and governance   
parameters  
• No disciplinary action against Directors/KMPs/  
Employees/Workers by any law enforcement   
agencies for charges of bribery/corruption  
Principle 1  
Provide goods and services in a manner that   
is sustainable and safe  
99% of our global hazardous waste are sent   
to industries and recyclers for co‑processing   
and recycling  
Principle 2  
Respect and make efforts to protect and restore   
the environment  
• 14% reduction in energy intensity from previous   
financial year  
• 14% reduction in water intensity from previous   
financial year  
• 21% reduction in Scope 1 & 2 GHG emission   
intensity from previous financial year  
• Fuel substitution projects implemented (Coal to   
Briquettes and Furnace Oil to Piped Natural Gas)  
Principle 6  
Influencing public and regulatory policy, in a   
responsible and transparent manner  
Associated with trade and industry chambers/   
associations to foster dialogue on industry growth   
drivers, innovation and shaping public policy   
Principle 7  
Respect and promote the well-being of all   
employees, including those in value chains  
• 100% of our employees (permanent, workers and   
others) are covered under health and accident   
insurance.  
• 100% of our employees (permanent, workers and   
others) are covered by maternity and paternity   
benefits.  
• Achieved a 98.1% return‑to‑work rate post   
parental leave  
Principle 3  
Promote inclusive growth and   
equitable development  
• 71% of input materials were sourced locally,   
directly from within the district and neighbouring   
districts  
• Positively impacted 3,64,332 individuals through   
CSR initiatives  
Principle 8  
Respect the interests of and be responsive to all   
its stakeholders  
Comprehensive stakeholder engagement at frequent   
intervals using multiple platforms to understand their   
expectations, inform our strategy and communicate   
our progress  
Principle 4  
Engage with and provide value to the consumers   
in a responsible manner  
• No data breaches reported during the reporting   
period  
• No major critical service disruptions  
Principle 9  
Respect and promote human rights  
• 100% of our employees and workers are paid   
more than the minimum wage  
• Median remuneration of employees is more than   
` 5 Lakhs per annum  
Principle 5  
Dr. Reddy’s Laboratories Limited  
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SECTION A – GENERAL DISCLOSURE  
I   
DETAILS OF LISTED ENTITIES  
1.   
 CORPORATE IDENTITY NUMBER   
(CIN) OF THE LISTED ENTITY   
   
 L85195TG1984PLC004507  
2.   
NAME OF THE LISTED ENTITY   
   
Dr. Reddy’s Laboratories Limited  
3.   
YEAR OF INCORPORATION   
   
1984  
4.   
REGISTERED OFFICE ADDRESS   
   
 8‑2‑337, Road No. 3, Banjara Hills,   
Hyderabad, Telangana 500034 India  
5.   
CORPORATE ADDRESS   
   
 8‑2‑337, Road No. 3, Banjara Hills,   
Hyderabad, Telangana 500034 India  
6.   
E-MAIL   
   
shares@drreddys.com  
7.   
TELEPHONE   
   
+91‑40‑49002900  
8.   
WEBSITE   
   
www.drreddys.com  
9.   
 FINANCIAL YEAR FOR WHICH   
REPORTING IS BEING DONE –   
   
April 1, 2021 to March 31, 2022  
10. NAME OF THE STOCK   
EXCHANGE(S) WHERE SHARES   
ARE LISTED –   
   
BSE, NSE, NYSE and NSE‑IFSC  
11. PAID-UP CAPITAL   
   
INR 832,129,245  
12. NAME AND CONTACT DETAILS   
(TELEPHONE, EMAIL ADDRESS)   
OF THE PERSON WHO MAY BE   
CONTACTED IN CASE OF ANY   
QUERIES ON THE BRSR REPORT   
   
Mr. Erez Israeli,   
   
Chief Executive Officer  
   
E‑mail id: shares@drreddys.com  
   
Contact No: +91‑040‑4900 2900  
13. REPORTING BOUNDARY   
   
 The disclosure under this BRSR   
is on standalone basis unless   
otherwise stated  
II   
PRODUCTS AND SERVICES  
14.  
DETAILS OF BUSINESS ACTIVITIES (ACCOUNTING FOR 90% OF THE TURNOVER)  
SR.   
NO  
DESCRIPTION OF MAIN   
ACTIVITY  
DESCRIPTION OF BUSINESS ACTIVITY  
% OF TURNOVER OF   
THE ENTITY  
1  
Pharmaceuticals  
Development, manufacturing & sale of pharmaceutical products, and services  
100%  
15.  
 PRODUCTS/ SERVICES SOLD BY THE ENTITY (ACCOUNTING FOR 90% OF THE ENTITY’S TURNOVER)  
SR.   
NO  
PRODUCTS  
NIC CODE  
% OF TOTAL TURNOVER   
CONTRIBUTED  
1  
Development, manufacturing & sale of Generic Formulations including Biosimilars  
21009  
81  
2  
Development, manufacturing & sale of Active Pharmaceutical Ingredients & Custom   
Pharmaceutical Services  
21009  
17  
III   
OPERATIONS  
16.  
 NUMBER OF LOCATIONS WHERE PLANTS AND/ OR OPERATIONS/ OFFICES OF THE ENTITY ARE SITUATED  
LOCATION  
NUMBER OF PLANTS  
(INCLUDING R&D SITES/   
OPERATIONS)  
NUMBER OF   
OFFICES  
TOTAL  
National  
23  
8  
31  
International  
9  
50  
59  
17. MARKETS SERVED BY THE ENTITY  
A.  
NUMBER OF LOCATIONS  
LOCATIONS  
NUMBERS  
National (Number of States)  
Pan‑India  
International (Number of Countries)  
66  
b.   
Contribution of exports as a percentage of the total turnover of the entity  
   
 Out of the total turnover of INR 13,886 crore (excluding service income), the turnover of the products sold in India is   
INR 4,279 crore (31%) and that of other countries is INR 9,607 crore (69%).  
c.   
 A brief on types of customers  
   
 Our customers include wholesalers, distributors, pharmacy chains and hospitals, government institutions and other   
pharmaceutical companies.  
BUSINESS RESPONSIBILITY AND   
SUSTAINABILITY REPORT (BRSR)  
IV EMPLOYEES  
18. DETAILS AS AT THE END OF FINANCIAL YEAR:  
A.  
EMPLOYEES AND WORKERS (INCLUDING DIFFERENTLY ABLED)  
SR.  
NO  
PARTICULARS  
TOTAL  
MALE  
FEMALE  
NUMBER  
%  
NUMBER  
%  
Employees  
1  
Permanent  
20,122  
17,795  
88.44  
2,327  
11.56  
2  
Other than permanent  
4,888  
3,997  
81.77  
891  
18.23  
Total  
25,010  
21,792  
87.13  
3,218  
12.87  
Workers  
1  
Permanent  
529  
509  
96.22  
20  
3.78  
2  
Other than permanent\*  
5,230  
‑  
‑  
‑  
‑  
Total  
5,759  
-  
-  
-  
-  
\*Gender split not available. We are in process of establishing a mechanism to record the details.  
B.  
DIFFERENTLY ABLED EMPLOYEES AND WORKERS  
SR.   
NO  
PARTICULARS  
TOTAL  
MALE  
FEMALE  
NUMBER  
%  
NUMBER  
%  
Differently abled Employees  
1  
Permanent  
60  
48  
80  
12  
20  
2  
Other than permanent  
‑  
‑  
Total  
60  
Not available  
Differently abled Workers  
1  
Permanent  
Not available  
2  
Other than permanent  
Total  
19.  
PARTICIPATION/ INCLUSION/ REPRESENTATION OF WOMEN  
PARTICULARS  
TOTAL  
NUMBER OF   
FEMALES  
%   
OF FEMALES  
Board of Directors  
11  
3  
27  
Key Managerial Personnel (KMPs)  
3  
0  
0  
20. TURNOVER RATE FOR PERMANENT EMPLOYEES AND WORKERS  
PARTICULARS  
FY 2021-22  
FY 2020-21\*  
FY 2019-20\*  
MALE  
FEMALE  
TOTAL  
MALE  
FEMALE  
TOTAL  
MALE  
FEMALE  
TOTAL  
Permanent Employees  
17%  
19.3%  
17%  
‑  
‑  
17.5%  
‑  
‑  
18.1%  
Permanent Workers  
Not available  
\*Gender wise splits are not available.  
V – HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)  
21. NAMES OF HOLDING/ SUBSIDIARY/ ASSOCIATE COMPANIES/ JOINT VENTURES  
   
 The details of holding/ subsidiary/ associate companies/ joint ventures are given in Form AOC‑1, as Annexure‑I to the Board’s   
Report forming part of the Annual Report 2022.  
   
 Do the entities indicated in above table, participate in the business responsibility initiatives of the listed entity? (Yes/No)  
   
The major subsidiary companies are closely integrated with our corporate business responsibility initiatives.  
VI – CSR DETAILS  
22. WHETHER CSR IS APPLICABLE AS PER SECTION 135 OF THE COMPANIES ACT, 2013: Yes  
   
a.   
Turnover – INR 14,405 Crore  
   
b.   
Net Worth – INR 18,336 Crore  
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VII – TRANSPARENCY AND DISCLOSURES COMPLIANCES  
23. COMPLAINTS/ GRIEVANCES ON ANY OF THE PRINCIPLES (PRINCIPLES 1 TO 9) UNDER THE NATIONAL GUIDELINES ON RESPONSIBLE   
BUSINESS CONDUCT  
STAKEHOLDER GROUP   
FROM WHOM COMPLAINT   
IS RECEIVED  
GRIEVANCE   
REDRESSAL   
MECHANISM   
IN PLACE (YES/  
NO) (IF YES,   
THEN PROVIDE   
WEB-LINK FOR   
GRIEVANCE   
REDRESS POLICY)  
FY 2021-22  
FY 2020-21  
NUMBER OF   
COMPLAINTS   
FILED DURING   
THE YEAR  
NUMBER OF   
COMPLAINTS   
PENDING   
RESOLUTION   
AT CLOSE OF   
THE YEAR  
REMARKS  
NUMBER OF   
COMPLAINTS   
FILED DURING   
THE YEAR  
NUMBER OF   
COMPLAINTS   
PENDING   
RESOLUTION   
AT CLOSE OF   
THE YEAR  
REMARKS  
Communities  
Yes\*  
0  
0  
0  
0  
Investors other than   
Shareholders  
Yes\*  
0  
0  
0  
0  
Shareholders  
Yes\*  
6  
0  
8  
0  
Employees and Workers  
Yes\*  
213  
22  
126  
18  
Customers  
Yes\*  
14  
3  
6  
1  
Value Chain Partners  
Yes\*  
2  
0  
7  
0  
Others\*\*  
Yes\*  
70  
7  
28  
4  
\* Some of the policies guiding the Company’s conduct with all its stakeholders, including grievance mechanisms are placed on the Company’s   
website. The link is: https://www.drreddys.com/investor#governance. In addition, there are internal policies placed on the intranet platform of the   
Company. The number of complaints are not comparable with that of the previous year. FY2021, when owing to the pandemic, the offices were   
intermittently closed. Complaints pending as at the financial year end, but subsequently resolved.  
\*\*For FY2021-22, out of 70, 65 are anonymous and 5 are from identified unrelated parties. For FY2020-21, out of 28, 26 are anonymous, 1 is from   
identified unrelated parties and 1 is from identified relative of an employee.  
24. OVERVIEW OF THE ENTITY’S MATERIAL RESPONSIBLE BUSINESS CONDUCT ISSUES  
   
 The Company’s Executive Risk Management Committee operates under the Company’s Risk Management Policy. Its focus   
is on risks associated with the Company’s business and compliance matters. The Committee periodically reviews matters   
pertaining to risk management. Additionally, the Enterprise‑wide Risk Management (ERM) function helps management   
and the Board to prioritize, review and measure business risks against a pre‑determined risk appetite, and their suitable   
response, depending on whether such risks are internal, strategic or external (including ESG and Cyber security risks). There   
is a Risk Management Committee of the Board of Directors which is regularly appraised of the various Company’s Risks.  
   
 Refer page nos. 49 and 50 of the 2021 Sustainability Report at the link https://www.drreddys.com/cms/cms/sites/default/  
files/2022-04/sustainability-report-fy-2020-21.pdf, for more information on the Company’s emerging climate related risks.  
SECTION B – MANAGEMENT AND PROCESS DISCLOSURES  
DISCLOSURE QUESTION  
P – 1  
P – 2  
P – 3  
P – 4  
P – 5  
P – 6  
P – 7  
P – 8  
P – 9  
Policy and Management Process  
1.   
 A.   
 Whether your entity’s policy/ policies   
cover each principle and its core   
elements of the NGRBCs. (Yes/No)  
Yes  
Yes  
Yes  
Yes  
Note 1  
Yes  
Note 2  
Yes  
Yes  
1.   
 B.   
 Has the policy been approved by the   
Board? (Yes/No)  
The statutory policies are approved by the Board or Board Committees, as applicable. Other   
applicable policies are either approved by the Board or by the appropriate authority.  
1.   
 C.   
Web Link of the Policies, if available  
Note 3  
2. Whether the entity has translated the policy   
into procedures. (Yes/No)  
Yes. The Company’s Code of Business Conduct and Ethics (COBE) imbibes the above‑mentioned   
principles and the Company expects its stakeholders to adhere to the same in all their dealings.  
3. Do the enlisted policies extend to your value   
chain partners? (Yes/No)  
Yes. The Company’s COBE imbibes the above‑mentioned principles and the Company expects its   
stakeholders to adhere to these in their dealings.  
4. Name of the national and international   
codes/certifications/labels/ standards (e.g.   
Forest Stewardship Council, Fairtrade,   
Rainforest Alliance, Trustea) standards (e.g.   
SA 8000, OHSAS, ISO, BIS) adopted by your   
entity and mapped to each principle  
SA8000  
ISO   
14001  
ISO   
45001   
SA8000  
‑  
SA8000  
‑  
‑  
As per the   
CSR Rules   
prescribed   
under the   
Companies   
Act, 2013  
‑  
5. Specific commitments, goals and targets set   
by the entity with defined timelines, if any  
Note 4  
6. Performance of the entity against the   
specific commitments, goals and targets   
along‑with reasons in case the same are not   
met  
Note 5  
DISCLOSURE QUESTION  
P – 1  
P – 2  
P – 3  
P – 4  
P – 5  
P – 6  
P – 7  
P – 8  
P – 9  
Governance, Leadership and Oversight  
7.   
 Statement by Director responsible for the   
business responsibility report, highlighting   
ESG related challenges, targets and   
achievements (listed entity has flexibility   
regarding the placement of this disclosure)  
At Dr. Reddy’s, we are committed to make business truly sustainable and responsible . The Board   
has made a Board level Committee responsible for sustainability and ESG road‑map and review of   
the implementation. 2020 and 2021 will go down in history as a period of unprecedented strain,   
disruption, and challenges. However, it will also be remembered as the time humanity united   
and solved the pandemic induced health, social, and economic crises. Covid‑19 highlighted the   
devastating impact of systemic inequalities and disparities and taught humanity some crucial   
lessons. It made us deeply examine our practices, mindsets, and the urgent need to operate and   
grow sustainably.  
We see the coming year as a significant opportunity to integrate ESG into our organizational   
culture, using it to drive our daily decisions while we strive to meet the needs of patients and   
create a net positive impact on our ecosystem. Dr. Reddy's is committed to deliver its ESG agenda   
by generating value for its stakeholders, driving sustainability with technological progress and   
manufacturing excellence. Our efforts remain focused on expanding access and affordability to   
safe, effective and high‑quality medicines that the world can count on, because, ‑ Good Health   
Can't Wait.  
8. Details of the highest authority responsible   
for implementation and oversight of the   
Business Responsibility policy (ies)  
Mr. Erez Israeli  
Chief Executive Officer  
Tel: +91‑40‑4900‑2900  
E‑mail ID: shares@drreddys.com  
9.   
 Does the entity have a specified Committee   
of the Board/ Director responsible for   
decision making on sustainability related   
issues? (Yes/ No). If yes, provide details  
Mr. G V Prasad, Co‑Chairman & Managing Director  
Our Co‑Chairman & Managing Director drives the sustainability/ ESG agenda in the Company,   
pushing for strong action and has the ultimate responsibility to approve Dr. Reddy’s ESG strategy   
and goals. He reports to the Board and updates them on the financial implications of climate risks   
and opportunities as part of the business performance review and ESG update to the Board.  
Note 1: The Company complies with all the statutory requirements. All the contracts and standing orders include relevant aspects of human rights.  
Note 2: The Company works closely with various trade and industry associations. This includes industry representations to the government and/   
or regulators. The Company performs the function of policy advocacy in a transparent and responsible manner while engaging with all the   
authorities and considers the Company’s interest as well as the larger national interest. The Company believes that policy advocacy must   
preserve and expand public good and thus, it does not advocate any policy change to benefit itself alone or a select few.  
Note 3: https://www.drreddys.com/media/983676/cobe-booklet-v40.pdf  
   
 https://www.drreddys.com/media/888147/she-policy-document-24-07-2020.pdf  
   
 https://www.drreddys.com/media/899536/human-rights-policy\_01092020.pdf  
   
https://www.drreddys.com/media/993225/csr-policy.pdf  
   
 https://www.drreddys.com/cms/cms/sites/default/files/static/supplier-code-of-conduct-new.pdf  
Note 4: We strengthened our commitment to sustainability and announced new environmental, social, and governance (ESG) goals for 2030 to make more   
meaningful impact through our sustainable development strategy.  
A. Being committed to environmental stewardship: Reducing carbon emissions  
• 100% renewable power (RE100) by 2030; • Carbon neutral in direct operations (Scope 1 and 2 emissions) by 2030; • 12.5% reduction in our   
indirect carbon emissions (Scope 3) by 2030  
   
Water positivity  
• Water positive by 2025  
B. Making our products accessible and affordable for patients  
   
Access: • Serve 1.5 billion+ patients by 2030  
   
Affordability : • 25% of our new launches to be first to market by 2027  
   
Innovation : • 3 innovative products improving the standard of treatment every year  
C. Contributing to a fairer and more socially inclusive world  
   
Equity, diversity and inclusion  
• At least 35% women in senior leadership (3X from current) by 2030; • Gender parity by 2035; • 3% of our workforce to be Persons with   
Disability (PwD) by 2030; • Ensure 100% living wages for our extended workforce by 2025  
D. Enhancing trust with our stakeholders  
   
 Compliance, Ethics, and Corporate governance: • Meet the highest standards on compliance and ethics backed by robust corporate   
governance  
   
Disclosures and reporting  
• Enhance our disclosures to reach top quartile by 2025  
   
Suppliers  
• 100% of our strategic suppliers to be compliant with our internal ESG framework by 2030  
Note 5: Some of our ESG progress against goals in FY 2022 is provided below:   
• 26% of our total power is through renewable sources; • We have reduced 11% of our absolute scope 1 & 2 emissions, and 0.3% of scope 3   
emissions since FY 2021; • We are 78% water neutral  
For more details on our ESG goals and journey, refer to page nos. 16-17 of the Annual Report FY2022.  
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10.  
DETAILS OF REVIEW OF NGRBCS BY THE COMPANY  
SUBJECT FOR REVIEW  
REVIEW OF PRINCIPLES UNDERTAKEN BY AND FREQUENCY  
Performance against above policies and follow up   
action  
As a practice, BR policies of the Company are reviewed periodically or on a need   
basis by department heads, business heads and Executive Directors. During such   
assessment, efficacy of the policies are reviewed and necessary changes to policies   
and procedures are implemented. The Board also reviews the Business Responsibility   
Report on an annual basis.   
Compliance with statutory requirements of relevance to   
the principles and rectification of any non‑compliances  
The Company is in compliance with the extant regulations, as applicable.  
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?   
(Yes/No). If yes, provide name of the agency  
   
 The processes and compliances are subject to scrutiny by internal auditors and status of compliances are updated to the   
Board. From best practices as well as from a risk perspective, policies are periodically evaluated and updated by various   
department heads, business heads and approved by the management and/ or by the Board. Some of the policies of the   
Company are evaluated by KPMG and DNV Business Assurance India Private Limited (DNV). An internal assessment of the   
workings of the BR policies has been done.  
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not applicable  
SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE  
PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A   
MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE  
ESSENTIAL INDICATORS  
1.  
 PERCENTAGE COVERAGE BY TRAINING AND AWARENESS PROGRAMMES ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR  
SEGMENT  
TOTAL NUMBER OF TRAINING AND   
AWARENESS PROGRAMMES HELD  
TOPICS/ PRINCIPLES COVERED   
UNDER THE TRAINING AND ITS IMPACT  
% AGE OF PERSONS IN   
RESPECTIVE CATEGORY   
COVERED BY THE AWARENESS   
PROGRAMMES  
Board of Directors   
(BODs)/ Key   
Managerial Personnel   
(KMPs)  
Familiarisation/ awareness program for the Board of Directors/ KMPs of the Company   
is done periodically. The topics cover business, regulations, code of business conduct   
and ethics, economy and environmental, social and governance parameters. In   
addition, frequent updates are shared with all the Board members/ KMPs apprising   
them on developments in the Company, key regulatory changes, risks, compliances,   
and legal cases.  
100%  
Employees other than   
BODs and KMPs  
The employees/ workers of the Company undergo various training programmes   
throughout the year. Owing to the pandemic, many trainings programs happened   
through a blended learning approach which entailed virtual classroom initiatives, along   
with dissemination of e‑learning modules.  
Various trainings were undertaken during the year: Prohibition of Insider Trading,   
Prevention of Sexual Harassment at the Workplace, Information and Cyber Security   
Awareness, Code of Conduct, Know Your Customer guidelines, and a learning module   
on ESG. Other trainings included induction programmes for new recruits, leadership   
training, IT and cyber security and modules on soft skills, programmes on mental and   
physical well‑being, among several others. Regular mailers are sent to employees on   
ethics, health, ESG and other relevant topics as part of the awareness programmes.   
The various updates are also placed at the intranet platforms of the Company.  
81.55%  
Workers  
48.28%  
2.   
 Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or   
by Directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year (Note: the entity   
shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure   
Requirements) Regulations, 2015 and as disclosed on the entity’s website):  
MONETARY  
NGRBC   
PRINCIPLE  
NAME OF THE REGULATORY/   
ENFORCEMENT AGENCIES/   
JUDICIAL INSTITUTES  
AMOUNT (INR)  
BRIEF OF THE CASE  
HAS AN APPEAL BEEN   
PREFERRED (YES/NO)?  
Penalty/ Fine  
Nil  
Settlement  
Compounding Fees  
NON-MONETARY  
NGRBC   
PRINCIPLE  
NAME OF THE REGULATORY/ ENFORCEMENT   
AGENCIES/ JUDICIAL INSTITUTES  
AMOUNT (INR)   
BRIEF OF THE CASE  
HAS AN APPEAL BEEN   
PREFERRED (YES/NO)?  
Imprisonment  
Nil  
Punishment  
3.   
 Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or   
non‑monetary action has been appealed   
   
Not applicable  
4.   
 Does the entity have an anti‑corruption or anti‑bribery policy? If yes, provide details in brief and if available, provide a   
web‑link to the policy  
   
Yes. Dr. Reddy’s has an anti‑bribery and anti‑corruption policy. The policy has been developed in alignment with Dr. Reddy’s   
Code of Business Conduct and Ethics (COBE), other internal policies such as Ombudsperson policy and other rules and   
regulations on against elements of Anti bribery and Anti‑Corruption that govern the Company because of its geographical   
presence in multiple countries. The policy reiterates that Dr. Reddy’s does not tolerate any bribery and corruption and   
continues to uphold the highest standards of integrity and transparency in all its interactions and routine business activities.   
The policy forms part of the COBE, applies to all members of the Board of Directors, full and part‑time employees of the   
Company, its subsidiaries and affiliates. All business partners are also expected to follow the same standard of ethics when   
conducting business with the Company or on its behalf. (https://www.drreddys.com/investor#governance)  
5.  
 NUMBER OF DIRECTORS/ KMPS/ EMPLOYEES/ WORKERS AGAINST WHOM DISCIPLINARY ACTION WAS TAKEN BY ANY LAW   
ENFORCEMENT AGENCY FOR THE CHARGES OF BRIBERY/ CORRUPTION  
FY 2021-22  
FY 2020-21  
Directors  
Nil  
KMPs  
Employees  
Workers  
6.  
DETAILS OF COMPLAINTS WITH REGARD TO CONFLICT OF INTEREST  
FY 2021-22  
FY 2020-21  
NUMBER  
REMARKS  
NUMBER  
REMARKS  
Number of complaints received in relation to issues of conflict of   
interest of the Directors  
Nil  
Not applicable  
Nil  
Not applicable  
Number of complaints received in relation to issues of conflict of   
interest of the KMPs  
7.   
 Details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law   
enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest  
   
Not applicable  
LEADERSHIP INDICATORS  
1.  
 AWARENESS PROGRAMMES CONDUCTED FOR VALUE CHAIN PARTNERS ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR  
TOTAL NUMBER   
OF AWARENESS   
PROGRAMMES HELD  
TOPICS/ PRINCIPLES COVERED UNDER THE TRAINING  
% AGE OF VALUE CHAIN PARTNERS COVERED   
(BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS)   
UNDER THE AWARENESS PROGRAMMES  
1  
Environment, Social & Governance, Supplier Code of   
conduct, PSCI assessment checklist  
16.2  
2.   
 Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If   
Yes, provide details of the same.  
   
As part of the Governance ecosystem, the Company has adopted best practices on reviews of conflict of interest of Directors.   
The Director’s disclosures are placed before the Board and conflict of interest, if any, is discussed and reviewed. The Board   
collectively is responsible for decision making on conflict of interest disclosed to the Board for any business decisions,   
wherein any of the Directors are interested.  
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PRINCIPLE 2: BUSINESSES   
SHOULD PROVIDE GOODS AND   
SERVICES IN MANNER THAT IS   
SUSTAINABLE AND SAFE  
ESSENTIAL INDICATORS  
1.   
 Percentage of R&D and capital   
expenditure (capex) investments   
in specific technologies to improve   
the environmental and social   
impacts of product and processes   
to total R&D and capex investments   
made by the entity, respectively  
   
The Company is focussed on   
patient centric R&D. During the   
year 2020‑21 and 2021‑22, the   
total investment in R&D and capital   
expenditure were to the tune of   
INR 1,310 Crore and INR 1,426   
Crore, respectively. These include   
R&D and capex investments in   
specific technologies to improve the   
environmental and social impacts of   
products and processes.  
2.   
 a.   
 Does the entity have   
procedures in place for   
sustainable sourcing   
   
   
Yes  
   
b.   
 If yes, what percentage   
of inputs were sourced   
sustainably  
   
We ensure that all our products are   
sourced in a sustainable manner. All   
our strategic and critical suppliers   
are evaluated against Dr. Reddy’s   
qualifying criteria. As per the   
supplier code of conduct, we assess   
our strategic suppliers on multiple   
criteria including business ethics,   
human rights, social impact, safety,   
and environment. Additionally, we   
are in the process of developing a   
measurement mechanism to report   
our sustainably sourced products.  
3.   
 Describe the processes in place   
to safely reclaim your products for   
reusing, recycling and disposing   
at the end of life, for (a) Plastics   
(including packaging) (b) E‑waste   
(c) Hazardous waste and (d) other   
waste  
   
We have waste management   
systems in place at all our facilities.   
Plastic waste is either co‑processed   
or recycled based upon the type of   
waste generated. E‑waste is sold   
to authorized vendors. 99% of our   
global hazardous waste is sent to   
cement industries and recyclers for   
co‑processing and recycling. The   
remaining 1% of global hazardous   
waste is sent to landfill. Other non‑  
hazardous waste such as glass,   
MS scrap, wood waste, boiler ash   
etc. is sent to recyclers, cement   
industries for co‑processing or to   
brick manufacturers.  
4.   
 Whether Extended Producer   
Responsibility (EPR) is applicable   
to the entity’s activities (Yes/ No). If   
yes, whether the waste collection   
plan is in line with the Extended   
Producer Responsibility (EPR) plan   
submitted to Pollution Control   
Boards? If not, provide steps taken   
to address the same  
   
Yes, we work in compliance with   
India’s Plastic Waste Management   
Rules, 2016 (subsequent   
abatements) and the Extended   
Producer Responsibility (EPR)   
guidelines. Our waste collection   
plan is in line with the EPR plan   
submitted to Pollution Control Board   
(PCB).  
LEADERSHIP INDICATORS  
1.   
 Has the entity conducted Life   
Cycle Perspective/ Assessments   
(LCA) for any of its products (for   
manufacturing industry) or for its   
services (for service industry)? If   
yes, provide details  
   
 We have initiated process to   
conduct Life Cycle Assessment of   
selected Active Pharmaceutical   
Ingredients (API) products.  
2.   
 If there are any significant social   
or environmental concerns and/  
or risks arising from production   
or disposal of products/ services,   
as identified in the Life Cycle   
Perspective/ Assessments (LCA) or   
through any other means, briefly   
describe the same along‑with   
action taken to mitigate the same  
   
Not applicable  
3.   
 Percentage of recycled or reused   
input material to total material   
(by value) used in production   
(for manufacturing industry) or   
providing services (for service   
industry)  
   
Not applicable. As in the   
pharmaceutical industry we can’t   
use recycled or reused input   
materials in the manufacturing   
process due to its nature   
of products.  
4.   
 Of the products and packaging   
reclaimed at end of life of products,   
amount (in metric tonnes) reused,   
recycled, and safely disposed  
   
Not available  
5.   
 Reclaimed products and their   
packaging materials (as percentage   
of products sold) for each product   
category  
   
Not available  
PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES,   
INCLUDING THOSE IN THEIR VALUE CHAINS  
ESSENTIAL INDICATORS  
1.  
A. DETAILS OF MEASURES FOR THE WELL-BEING OF EMPLOYEES  
CATEGORY  
% OF EMPLOYEES COVERED BY  
TOTAL  
HEALTH   
INSURANCE  
ACCIDENT   
INSURANCE  
MATERNITY   
BENEFITS  
PATERNITY   
BENEFITS  
DAY CARE   
FACILITIES  
NUMBER  
%  
NUMBER  
%  
NUMBER  
%  
NUMBER  
%  
NUMBER  
%  
Permanent employees  
Male  
17,795  
17,795  
100  
17,795  
100  
‑  
‑  
17,795  
100  
 7,610  
43  
Female  
2,327  
2,327  
100  
2,327  
100  
2,327  
100  
‑  
‑  
 1,614  
70  
Total  
20,122  
20,122  
100  
20,122  
100  
2,327  
100  
17,795  
100  
9,224  
46  
Other than permanent employees  
Male  
3,997  
3,997  
100  
‑  
‑  
‑  
‑  
3,997  
100  
‑  
‑  
Female  
891  
891  
100  
‑  
‑  
891  
100  
‑  
‑  
‑  
‑  
Total  
4,888  
4,888  
100  
-  
-  
891  
100  
3,997  
100  
-  
-  
B. DETAILS OF MEASURES FOR THE WELL-BEING OF WORKERS  
CATEGORY  
% OF WORKERS COVERED BY  
TOTAL  
HEALTH   
INSURANCE  
ACCIDENT   
INSURANCE  
MATERNITY   
BENEFITS  
PATERNITY   
BENEFITS  
DAY CARE   
FACILITIES  
NUMBER  
%  
NUMBER  
%  
NUMBER  
%  
NUMBER  
%  
NUMBER  
%  
Permanent workers  
Male  
509  
509  
100  
509  
100  
‑  
‑  
509  
100  
424  
83.3  
Female  
20  
20  
100  
20  
100  
20  
100  
‑  
‑  
20  
100  
Total  
529  
529  
100  
529  
100  
20  
100  
509  
100  
444  
83.9  
Other than permanent workers  
Male  
5,230  
5,230  
100  
5,230  
100  
All   
covered   
under   
Maternity   
Benefits   
Act  
100 Depends   
on the   
paternity   
benefit   
policy   
of the   
contractor  
NA  
‑  
‑  
Female  
Total  
All covered under Employee State Insurance Act.  
2.  
DETAILS OF RETIREMENT BENEFITS, FOR CURRENT FINANCIAL YEAR AND PREVIOUS FINANCIAL YEAR  
BENEFITS\*  
FY 2021-22  
FY 2020-21  
NUMBER OF   
EMPLOYEES   
COVERED AS   
A % OF TOTAL   
EMPLOYEE  
NUMBER OF   
WORKERS   
COVERED AS   
A % OF TOTAL   
WORKERS  
DEDUCTED AND   
DEPOSITED WITH   
THE AUTHORITY   
(Y/N/NA)  
NUMBER OF   
EMPLOYEES   
COVERED AS   
A % OF TOTAL   
EMPLOYEES  
NUMBER OF   
WORKERS   
COVERED AS   
A % OF TOTAL   
WORKERS  
DEDUCTED AND   
DEPOSITED WITH   
THE AUTHORITY   
(Y/N/NA)  
PF  
100  
100  
Yes  
100  
100  
Yes  
Gratuity  
100  
100  
Yes  
100  
100  
Yes  
ESI  
1.2  
100  
Yes  
1.2  
100  
Yes  
Others – Superannuation  
7.3  
‑  
‑  
7.3  
‑  
‑  
   
\*Data for India only  
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3.   
 Accessibility of workplaces: Are the premises/ offices of the entity accessible to differently abled employees and workers,   
as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by   
the entity in this regard  
   
The premises/ offices of the Company, including the registered and corporate offices have ramps to enable easy movement.   
Most offices are located either on the ground floor or have elevators and infrastructure for differently abled individuals.   
Wheelchair accessible restrooms are also available at certain premises.  
4.   
 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a   
web‑link to the policy  
   
The Code of Business Conduct and Ethics (COBE) of the Company provides for an Equal Opportunity Policy to create an   
inclusive work environment by providing equal employment opportunities to foster diversity in the workplace, and to treat   
all employees equally irrespective of gender, age, physical disability, creed, religion, sexual orientation, racial background,   
pregnancy, place of origin, caste, political affiliation or other discriminatory factors. We value diversity in our workforce   
and thus encourage and nurture talent within the organization. We work best when there is an atmosphere of mutual trust   
and co‑operation. The policy is available at the Company’s website at: https://www.drreddys.com/cms/cms/sites/default/  
files/2021-11/cobe-booklet-v40.pdf  
5.  
 RETURN TO WORK AND RETENTION RATES OF PERMANENT EMPLOYEES AND WORKERS THAT TOOK PARENTAL LEAVE  
GENDER  
PERMANENT EMPLOYEES  
PERMANENT WORKERS  
RETURN TO   
WORK RATE  
RETENTION   
RATE  
RETURN TO   
WORK RATE  
RETENTION   
RATE  
Male  
99.8%  
84%  
‑  
Female  
90.3%  
82%  
Total  
98.1%  
83%  
6.  
 IS THERE A MECHANISM AVAILABLE TO RECEIVE AND REDRESS GRIEVANCES FOR THE FOLLOWING CATEGORIES OF EMPLOYEES   
AND WORKER? IF YES, GIVE DETAILS OF THE MECHANISM IN BRIEF  
YES/NO  
(IF YES, THEN GIVE DETAILS OF THE MECHANISM IN BRIEF)  
Permanent   
workers  
Yes  
The Company has an Ombudsperson Policy (Whistle‑blower or Vigil Mechanism) applicable to employees   
and third parties, to report concerns on actual or suspected violations of the code. The Audit Committee   
Chairperson is the Chief Ombudsperson.  
Concerns raised to the Company and their resolutions are reported through the Chief Ombudsperson to the   
Audit Committee and wherever applicable, to the Board.  
The Policy provides avenues to report concerns directly to the compliance team. Refer link of the policy and   
reporting channels separately mentioned below. Ombudsperson Policy Link: https://www.drreddys.com/  
investor#governance  
Ombudsperson reporting channel website link: https://drreddys.ethicspoint.com/  
Other than   
permanent   
workers  
Yes  
Permanent   
employees  
Yes  
Other than   
permanent   
employees  
Yes  
7.  
MEMBERSHIP OF EMPLOYEES AND WORKER IN ASSOCIATION(S) OR UNIONS RECOGNISED BY THE LISTED ENTITY  
CATEGORY  
FY 2021-22  
FY 2020-21  
TOTAL   
EMPLOYEES/   
WORKERS IN   
RESPECTIVE   
CATEGORY  
NUMBER OF   
EMPLOYEES/   
WORKERS IN   
RESPECTIVE   
CATEGORY, WHO   
ARE PART OF   
ASSOCIATION(S)   
OR UNION  
%  
TOTAL   
EMPLOYEES/   
WORKERS IN   
RESPECTIVE   
CATEGORY  
NUMBER OF   
EMPLOYEES/   
WORKERS IN   
RESPECTIVE   
CATEGORY, WHO   
ARE PART OF   
ASSOCIATION(S)   
OR UNION  
%  
Permanent employees  
Male  
17,795  
‑  
‑  
17,094  
‑  
‑  
Female  
2,327  
‑  
‑  
2,163  
‑  
‑  
Total  
20,122  
-  
-  
19,257  
-  
-  
Permanent workers  
Male  
509  
509  
100  
513  
513  
100  
Female  
20  
20  
100  
20  
20  
100  
Total  
529  
529  
100  
533  
533  
100  
8.  
DETAILS OF TRAINING GIVEN TO EMPLOYEES AND WORKERS  
FY 2021-22  
FY 2020-21  
TOTAL  
ON HEALTH AND   
SAFETY MEASURES\*  
ON SKILL   
UPGRADATION  
TOTAL  
ON HEALTH AND   
SAFETY MEASURES\*  
ON SKILL   
UPGRADATION  
NUMBERS  
%  
NUMBERS  
%  
NUMBERS  
%  
NUMBERS  
%  
Employees  
Male  
17,795  
‑  
‑  
16,311  
91.66  
17,094  
‑  
‑  
15,399  
90.08  
Female  
2,327  
‑  
‑  
2,216  
95.23  
2,163  
‑  
‑  
2,085  
96.39  
Total  
20,122  
-  
-  
18,527  
92.07  
19,257  
-  
-  
17,484  
90.79  
Workers  
Male  
509  
‑  
‑  
498  
97.84  
513  
‑  
‑  
426  
83.04  
Female  
20  
‑  
‑  
20  
100  
20  
‑  
‑  
20  
100  
Total  
529  
-  
-  
518  
97.92  
533  
-  
-  
446  
83.68  
   
\*We are in the process of establishing a mechanism to record the training details.  
9.  
DETAILS OF PERFORMANCE AND CAREER DEVELOPMENT REVIEWS OF EMPLOYEES AND WORKER  
CATEGORY  
FY 2021-22  
FY 2020-21  
TOTAL  
NUMBERS  
%  
TOTAL  
NUMBERS  
%  
Employees  
Male  
17,795  
17,795  
100  
17,094  
17,094  
100  
Female  
2,327  
2,327  
100  
2,163  
2,163  
100  
Total  
20,122  
20,122  
100  
19,257  
19,257  
100  
Workers  
Male  
509  
509  
100  
513  
513  
100  
Female  
20  
20  
100  
20  
20  
100  
Total  
529  
529  
100  
533  
533  
100  
10. Health and safety management system  
   
a.   
 Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).   
If yes, the coverage such system?  
   
   
 Yes, we have implemented an occupational health and safety management system. Seven of our ten formulations   
units have been certified under ISO 45001. The coverage is 100% of our entity, and it covers both regular employees   
and contractors.  
   
b.   
 What are the processes used to identify work‑related hazards and assess risks on a routine and non‑routine basis by   
the entity  
   
   
 We have developed a guidance document which provides the course on how to identify, evaluate SH&E risks, and   
reduce them to an acceptable level by strengthening existing controls and/ or incorporating additional controls for   
all the activities within the premises of the organization. The standard clearly outlines the role and responsibilities of   
individuals directly involved in identifying and mitigating SH&E risks.  
   
c.   
 Whether you have processes for workers to report the work‑related hazards and to remove themselves from such   
risks. (Y/N)  
   
   
 Yes, every department head interacts with the team on daily basis through Tool Box talks. In this forum, workmen   
actively participate to give suggestions and feedback for improvement.  
   
d.   
 Do the employees/ worker of the entity have access to non‑occupational medical and healthcare services? (Yes/ No)  
   
   
 Yes, we have rolled out My Health index, a proactive health and well‑being initiative that takes care of the overall   
physical and mental well‑being of employees.  
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11.  
DETAILS OF SAFETY RELATED INCIDENTS  
SAFETY INCIDENT/ NUMBER  
CATEGORY  
FY 2021-22  
FY 2020-21  
Lost Time Injury Frequency Rate (LTIFR) (per one million‑person hours worked)  
Employees  
0.16  
0.18  
Workers  
Total recordable work‑related injuries  
Employees  
20  
16  
Workers  
13  
9  
Number of fatalities  
Employees  
0  
0  
Workers  
0  
0  
High consequence work‑related injury or ill‑health (excluding fatalities)  
Employees  
0  
0  
Workers  
0  
0  
12. Describe the measures taken by the entity to ensure a safe and healthy workplace  
   
At Dr. Reddy’s, we emphasize strongly on the health, safety, and well‑being of our people. We continuously strive to create   
a work environment that is free from any occupational hazards, regardless of where our people are located or what type   
of work they carry out. We have developed and implemented strong health and safety systems at all our plants. These   
systems are guided and driven by our established policies and procedures. Periodic assessments are conducted to   
evaluate the effectiveness of the systems implemented and appropriate measures are taken to further improve our H&S   
performance continually.  
13.  
NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS  
FY 2021-22  
FY 2020-21  
FILED DURING   
THE YEAR  
PENDING   
RESOLUTION AT   
THE END OF YEAR  
REMARKS  
FILED DURING   
THE YEAR  
PENDING   
RESOLUTION AT   
THE END OF YEAR  
REMARKS  
Working Conditions  
Nil  
Nil  
Nil  
Nil  
Health & Safety  
Nil  
Nil  
Nil  
Nil  
14.  
ASSESSMENTS FOR THE YEAR  
% OF PLANTS AND OFFICES THAT WERE ASSESSED   
(BY ENTITY OR STATUTORY AUTHORITIES OR THIRD PARTIES)  
Health and safety practices  
100  
Working Conditions  
100  
15. Provide details of any corrective action taken or underway to address safety‑related incidents (if any) and on significant   
risks/ concerns arising from assessments of health & safety practices and working conditions  
   
Not applicable  
LEADERSHIP INDICATORS  
1.   
 Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B)   
Workers (Y/N)  
   
Yes, for both employees and workers  
2.   
 Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the   
value chain partners  
   
The Company ensures that statutory dues as applicable to the transactions within its remit are deducted and deposited in   
accordance with extant regulations. This activity is also reviewed as part of the internal and statutory audit. The Company   
expects its value chain partners to uphold business responsibility principles and values of transparency and accountability.  
3.  
 PROVIDE THE NUMBER OF EMPLOYEES/ WORKERS HAVING SUFFERED HIGH CONSEQUENCE WORK-RELATED INJURY/ ILL-HEALTH/   
FATALITIES (AS REPORTED IN Q11 OF ESSENTIAL INDICATORS ABOVE), WHO HAVE BEEN REHABILITATED AND PLACED IN SUITABLE   
EMPLOYMENT OR WHOSE FAMILY MEMBERS HAVE BEEN PLACED IN SUITABLE EMPLOYMENT  
TOTAL NUMBER OF AFFECTED EMPLOYEES/ WORKERS  
NUMBER OF EMPLOYEES/WORKERS THAT ARE REHABILITATED   
AND PLACED IN SUITABLE EMPLOYMENT OR WHOSE FAMILY   
MEMBERS HAVE BEEN PLACED IN SUITABLE EMPLOYMENT  
FY 2021-22  
FY 2020-21  
FY 2021-22  
FY 2020-21  
Employees  
Nil  
Nil  
Nil  
Nil  
Workers  
Nil  
Nil  
Nil  
Nil  
PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS   
STAKEHOLDERS  
ESSENTIAL INDICATORS  
1.   
Describe the processes for identifying key stakeholder groups of the entity  
   
We consider individuals, groups, institutions or entities that contribute to shaping our business, that add value or constitute a   
core part of the business value chain as key stakeholders. Our stakeholders are both internal and external, and direct as well   
as indirect. Our key stakeholders include employees, investors, suppliers and partners, customers, government authorities,   
healthcare professionals, patients and the community.  
SR.   
NO.  
STAKEHOLDER   
GROUP  
WHETHER   
IDENTIFIED AS   
VULNERABLE &   
MARGINALIZED   
GROUP (YES/NO)  
CHANNELS OF COMMUNICATION  
FREQUENCY OF   
ENGAGEMENT  
PURPOSE AND SCOPE OF ENGAGEMENT   
INCLUDING KEY TOPICS AND CONCERNS   
RAISED DURING SUCH ENGAGEMENT  
1  
Employees  
No  
We use digital as well as physical   
channels of communication   
including but not limited to e‑mails,   
newsletters, intranet, townhalls   
and leadership touchpoints, pulse   
surveys for employee feedback   
and redressal, and appraisal and   
training programmes for personal and   
professional growth.  
Daily  
Through multiple physical and digital   
channels of communication, we aim to   
provide our employees a safe, inclusive and   
empowering workplace that encourages   
transparent engagement and the freedom to   
act, innovate and grow as professionals and   
individuals. Our ongoing effort is to maintain   
two‑way engagement with colleagues   
globally including those in corporate offices,   
R&D labs, manufacturing locations and in   
the field. Our engagement ranges from   
providing the latest and updated information   
on Company and industry developments,   
avenues for employee voice to capability‑  
building, recognition and celebrations.  
2  
Investors  
No  
We interact with our shareholders,   
potential investors and research   
analysts through investor meetings/   
calls, conferences, earnings call,   
investor events, e‑mail, press   
releases, stock exchange intimations,   
investor presentations and annual   
reports. We also provide various   
updates on our website and other   
places of engagement.  
Frequent and   
need based  
We engage with them so that they can   
take an informed decision to invest in our   
Company. The key areas of engagement   
includes an update on the business and   
financial performance, Company's strategy   
and growth levers, potential opportunities   
and risks, our ESG goals/ actions, and   
material events which may have a positive or   
negative impact on the performance of the   
Company.  
3  
Patients  
Yes, depending   
on various factors   
such as health,   
income, access   
and others  
Multiple patient assistance programs   
(Financial assistance program,   
Lifestyle support program, Education,   
counselling programs), Disease   
management and awareness   
initiatives.   
Different marketing channels (print,   
digital, social media) to inform   
patients about our OTC products.   
Customer services to report any   
feedback/ adverse effects from our   
products.  
Frequent and   
need based  
Patient centricity is the core tenet of   
our organization. Through our customer   
assistance and outreach programs, we try   
to help educate, provide support, increase   
awareness, and increase adherence to   
improve the health of our patients. Being   
closer to the patient also allows us to identify   
and address the unmet patient needs and   
develop better products/ services for the   
patients.  
4.   
 Does the entity provide transition assistance programs to facilitate continued employability and the management of career   
endings resulting from retirement or termination of employment? (Yes/ No)  
   
Yes  
5.  
DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS  
% OF VALUE CHAIN PARTNERS (BY VALUE OF BUSINESS DONE   
WITH SUCH PARTNERS) THAT WERE ASSESSED  
Health and safety practices  
4.8  
Working conditions  
4.8  
6.   
 Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments   
of health and safety practices and working conditions of value chain partners  
   
No corrective action plan has been necessitated on the above‑mentioned parameters.  
   
In case any such risks/ concerns are observed, the Company may provide a reasonable timeframe for compliance. On a   
case‑to‑case basis, the Company may evaluate the respective risks/ concerns and may call for a corrective action plan from   
the value chain partners.  
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SR.   
NO.  
STAKEHOLDER   
GROUP  
WHETHER   
IDENTIFIED AS   
VULNERABLE &   
MARGINALIZED   
GROUP (YES/NO)  
CHANNELS OF COMMUNICATION  
FREQUENCY OF   
ENGAGEMENT  
PURPOSE AND SCOPE OF ENGAGEMENT   
INCLUDING KEY TOPICS AND CONCERNS   
RAISED DURING SUCH ENGAGEMENT  
4  
Health Care   
Professionals  
No  
We use physical and digital channels   
such as e‑mail, web conferences,   
electronic updates, portals as well as   
in‑person visits and collaterals.  
Frequent and   
need based  
Our engagement aims to update healthcare   
professionals on products, innovations,   
access, availability of our medicines and   
healthcare solutions, and to discuss therapy   
advances, science of medicines and patient   
needs.  
5  
Customers  
No  
Physical and virtual meetings,   
customer events, calls, e‑mail,   
website  
Daily  
We engage with our customers to ensure   
regular supply of the products, keep them   
informed about new products, participate in   
the bids/ tenders and maximize the outreach   
of our products.  
6  
Suppliers &   
Partners  
No  
Physical and virtual meetings,   
supplier forums, partner events, calls,   
e‑mail, website  
Frequent and   
need based  
Making a holistic impact on the health of   
patients worldwide requires us to work with   
partners across the healthcare value chain.   
We emphasize fair, transparent, and ethical   
practices and seek partners who share the   
same commitment towards compliance with   
laws, regulations, published standards and   
environmental practices.  
7  
Government   
authorities  
No  
Our interactions with authorities take   
place through e‑mails, meetings,   
submissions, etc. as required.  
Need‑based  
Our engagement with official authorities   
is multi‑fold. With regulatory authorities,   
our engagement is aimed at discharging   
responsibilities and furthering our core   
business of product development, launch,   
manufacturing, etc. in keeping with the latest   
and highest standards of compliance. With   
policy‑makers, our engagement aims to   
understand and discuss matters pertaining to   
the industry.  
8  
Community  
Yes  
Our engagement with the community   
includes physical visits as well as   
digital channels.  
Frequent and   
need based  
With giving back to society as a core   
tenet of the Company, our corporate   
social responsibility and employee   
volunteering programmes target the areas   
of education, skilling and livelihood, health   
and environmental sustainability through   
partners and local NGOs around the world.   
Additionally, we also run training, awareness   
and empowerment programmes.  
LEADERSHIP INDICATORS  
1.   
 Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics   
or if consultation is delegated, how is feedback from such consultations provided to the Board  
   
 Consultation with the respective stakeholder groups is done by the relevant business and functional heads. Feedback from   
such consultations is shared with the Board during the quarterly Board meetings.  
2.   
 Whether stakeholder consultation is used to support the identification and management of environmental, and social   
topics (Yes/ No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were   
incorporated into policies and activities of the entity  
   
 Effective engagement helps us connect stakeholder needs with organizational goals, creates the basis of an effective   
strategy development, and unlocks greater shared value for all stakeholders. We use multiple platforms to engage with a   
wide variety of stakeholders to understand their unique needs and concerns and chart out suitable strategies to address   
them. We also conducted a materiality assessment that involved an intensive stakeholder engagement round. Our internal   
and external stakeholders identified key material topics across ESG that are likely to impact Dr. Reddy’s business, like   
product availability, responsible pricing and affordability, high‑quality medicines, patient safety, anti‑bribery and corruption.   
These topics have been considered in the list of Dr. Reddy’s action areas and our sustainability framework.  
3.   
 Details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized   
stakeholder groups  
   
 Patients: We have various patient assistance programs that provides financial assistance patients who are not in a position to   
afford high‑cost treatments. We also support them through education, increase in awareness, and adherence to improve their   
health conditions.  
   
 Community: We implement several CSR programs in the areas of education, skilling and livelihood, health and environmental   
sustainability through partners and local NGOs for marginalized sections of communities.  
PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS  
ESSENTIAL INDICATORS  
1.   
Employees and workers who have been provided training on human rights issues and policy(ies) of the entity  
   
 The Company provides training on human rights issues and policies of the Company. We are in the process of establishing a   
mechanism to record the training details.  
2.  
DETAILS OF MINIMUM WAGES PAID TO EMPLOYEES AND WORKERS  
FY 2021-22  
FY 2020-21  
TOTAL  
EQUAL TO   
MINIMUM WAGE  
MORE THAN   
MINIMUM WAGE  
TOTAL  
EQUAL TO   
MINIMUM WAGE  
MORE THAN   
MINIMUM WAGE  
NUMBERS  
%  
NUMBERS  
%  
NUMBERS  
%  
NUMBERS  
%  
Permanent   
employees  
Male  
17,795  
‑  
‑  
17,795  
100  
17,094  
‑  
‑  
17,094  
100  
Female  
2,327  
‑  
‑  
2,327  
100  
2,163  
‑  
‑  
2,163  
100  
Total  
20,122  
-  
-  
20,122  
100  
19,257  
-  
-  
19,257  
100  
Other than   
permanent   
employees  
Male  
3,997  
‑  
‑  
3,997  
100  
37  
‑  
‑  
37  
100  
Female  
891  
‑  
‑  
891  
100  
49  
‑  
‑  
49  
100  
Total  
4,888  
-  
-  
4,888  
100  
86\*  
-  
-  
86  
100  
Permanent workers   
Male  
509  
‑  
‑  
509  
100  
513  
‑  
‑  
513  
100  
Female  
20  
‑  
‑  
20  
100  
20  
‑  
‑  
20  
100  
Total  
529  
-  
-  
529  
100  
533  
-  
-  
533  
100  
Other than   
permanent workers  
Not available  
Not available  
Male  
Female  
   
\*Details only for people on fixed term contract. However, mechanism has already been put in place to capture the information.  
3.   
Details of remuneration/ salary/ wages  
 MEDIAN REMUNERATION  
MALE  
FEMALE  
NUMBER  
MEDIAN REMUNERATION/ SALARY/   
WAGES OF RESPECTIVE CATEGORY  
NUMBER  
MEDIAN REMUNERATION/ SALARY/   
WAGES OF RESPECTIVE CATEGORY  
BoDs  
8  
INR 128.84 Lakhs  
3  
INR 121.26 Lakhs  
KMPs  
3  
INR 448.60 Lakhs  
0  
Not applicable  
Employees other than BoDs   
and KMPs  
17,790  
INR 5.02 Lakhs  
For trainees‑ INR 2.38 Lakhs  
For non‑ trainees ‑ INR 5.08 Lakhs  
2,327  
INR 5.01 Lakhs  
For trainees‑ INR 2.20 Lakhs  
For non‑ trainees ‑ INR 5.26 Lakhs  
Workers  
509  
INR 6.58 Lakhs  
20  
INR 5.54 Lakhs  
4.   
 Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or   
contributed to by the business  
   
Yes  
5.   
 Describe the internal mechanisms in place to redress grievances related to human rights issues  
   
 Chief Compliance Officer (CCO) is the designated authority reporting to the Chief Ombudsperson of the Company for the   
purpose of compliance with the Ombudsperson Policy.  
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6.  
NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS  
FY 2021-22  
FY 2020-21  
FILED DURING   
THE YEAR  
PENDING   
RESOLUTION AT   
THE END OF YEAR  
REMARKS  
FILED DURING   
THE YEAR  
PENDING   
RESOLUTION AT   
THE END OF YEAR  
REMARKS  
Sexual Harassment  
14  
2  
Out of two   
pending cases,   
one was closed in   
April 2022  
15  
1  
The case was   
closed as per   
PoSH policy   
timelines,   
subsequent to   
the closure of   
financial year  
Discrimination at   
workplace  
‑  
‑  
‑  
‑  
‑  
‑  
Child Labour  
‑  
‑  
‑  
‑  
‑  
‑  
Forced Labour/  
Involuntary Labour  
‑  
‑  
‑  
‑  
‑  
‑  
Wages  
‑  
‑  
‑  
‑  
‑  
‑  
Other human rights   
related issues  
‑  
‑  
‑  
‑  
‑  
‑  
7.   
 Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases  
   
Dr. Reddy’s policy on Ombudsperson also supports the Company values and “Speak Up” culture by taking proactive steps   
to ensure that employees who raise concerns in good faith are protected and supported in the workplace, as appropriate.   
To protect the interest of complainant, Dr. Reddy’s follows a strict non‑retaliation policy, where any retaliation against an   
employee who in good faith raises concerns or who assists in an investigation of suspected wrongdoing, is not tolerated.   
Non‑retaliation policy is applicable to all employees (including, but not limited to, all current and past employees, contract   
workers, part‑time or temporary workforce) and third parties of the Company. A concern of potential retaliation can be raised   
through multiple reporting channels that are available and promoted across the organisation. Disciplinary action may be   
initiated if an employee knowingly raises a false or misleading concern.  
8.   
Do human rights requirements form part of your business agreements and contracts  
   
Yes  
9.  
ASSESSMENTS FOR THE YEAR  
% OF YOUR PLANTS AND OFFICES THAT WERE ASSESSED   
(BY ENTITY OR STATUTORY AUTHORITIES OR THIRD PARTIES)  
Child labour  
37.5  
Forced/ involuntary labour  
Sexual harassment  
Discrimination at workplace  
Wages  
Others – please specify  
   
Note: Out of 16 manufacturing plants in India, 6 manufacturing plants (FTO 2, FTO 3, PU I, PU II, FTO 7 and FTO 9) are SA 8000 certified.   
10. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the   
assessments at Question 9 above  
   
During the assessment, no significant risks/ concerns identified.  
LEADERSHIP INDICATORS  
1.   
 Details of a business process being modified/ introduced as a result of addressing human rights grievances/ complaints  
   
We are in the process of modifying our human rights policy and the response mechanism for addressing human rights   
grievances/ complaints. All the human rights complaints are taken seriously and handled confidentially. We are working   
continuously to mitigate these issues from our operations by regularly reviewing the risk mapping of potential human   
rights issues.  
2.   
Details of the scope and coverage of any Human rights due diligence conducted  
   
We have a due diligence process under which human rights due diligence are conducted to identify the potential issues that   
may have been present in our business operations and the value chain. Some of the identified issues include child labor,   
forced labor, discrimination, harassment, collective bargaining and freedom of association.  
3.   
 Is the premise/ office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons   
with Disabilities Act, 2016  
   
The premises/ offices of the Company, including the registered and corporate offices have ramps or have elevators and   
relevant infrastructure for differently abled individuals. Wheelchair accessible restrooms are available at certain premises.  
4.  
DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS  
% OF VALUE CHAIN PARTNERS   
(BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS)   
THAT WERE ASSESSED  
Child labour  
4.8  
Forced/ involuntary labour  
Sexual harassment Discrimination at workplace  
Wages  
Others – please specify  
5.   
 Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the   
assessments at Question 4 above  
   
Not applicable (No major risk identified)  
PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE   
THE ENVIRONMENT  
ESSENTIAL INDICATORS  
1.  
 DETAILS OF TOTAL ENERGY CONSUMPTION (IN JOULES OR MULTIPLES) AND ENERGY INTENSITY  
PARAMETERS  
FY 2021-22 (GJ)  
FY 2020-21 (GJ)  
Total electricity consumption (A)  
1,259,881   
1,232,905  
Total fuel consumption (B)  
3,235,123  
3,416,994  
Energy consumption through other sources (C)  
0  
0  
Total energy consumption (A+B+C)  
4,495,004  
4,649,899  
Energy intensity per rupee of turnover in Gigajoules (GJ)/ INR Million\*  
21  
24.5  
   
\* Based on IFRS financials  
   
 Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If   
yes, name of the external agency  
   
Third party assurance by DNV for FY2022 is under progress.  
2.   
 Does the entity have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve and   
Trade (PAT) Scheme of the Government of India  
   
None of our sites comes under PAT scheme as Designated Consumers.  
3.  
PROVIDE DETAILS OF THE FOLLOWING DISCLOSURES RELATED TO WATER  
PARAMETERS  
FY 2021-22  
FY 2020-21  
Water withdrawal by source (in kilolitres)  
(i)   
Surface water  
53,293  
42,135  
(ii) Groundwater  
1,040,154  
979,080  
(iii) Third party water  
110,925  
175,470  
(iv) Seawater/ desalinated water  
0  
0  
v)   
Others (Municipal)  
 633,647  
666,106  
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)  
1,838,019  
1,862,791  
Total volume of water consumption (in kilolitres)  
1,704,281  
1,694,611  
Fresh Water intensity per rupee of turnover KL/ INR Million\*  
8.3  
9.6  
   
\* Based on IFRS financials  
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 Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If   
yes, name of the external agency.  
   
Third party assurance by DNV for FY2022 is under progress.  
4.   
 Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and   
implementation  
   
Yes, we have implemented Zero Liquid Discharge (ZLD) facility at all our chemical technical operations and formulations   
plants (except one) in India. To avoid the discharge of untreated wastewater effluents, we use the ZLD water treatment   
engineering approach at 15 of our 21 global manufacturing facilities. All waste water is treated, contaminants are reduced to   
solids through ZLD, all the treated water is channelled back for usage in our utilities.  
5.  
 PLEASE PROVIDE DETAILS OF AIR EMISSIONS (OTHER THAN GHG EMISSIONS) BY THE ENTITY  
PARAMETERS  
UNITS  
FY 2021-22  
FY 2020-21  
NOx  
Metric Tonnes  
 103.5  
169  
SOx  
Metric Tonnes  
247.4  
 364  
Particulate matter (PM)  
Metric Tonnes  
 78.6  
 117  
   
 Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If   
yes, name of the external agency.  
   
Third party assurance by DNV for FY2022 is under progress  
6.  
 PROVIDE DETAILS OF GREENHOUSE GAS EMISSIONS (SCOPE 1 AND SCOPE 2 EMISSIONS) & ITS INTENSITY  
PARAMETERS  
UNITS  
FY 2021-22  
FY 2020-21  
Total Scope 1 emissions (Break‑up of the GHG into CO2, CH4, N2O,   
HFCs, PFCs, SF6, NF3, if available)  
Metric tonnes of CO2 equivalent  
302,466  
349,974  
Total Scope 2 emissions (Break‑up of the GHG into CO2, CH4, N2O,   
HFCs, PFCs, SF6, NF3, if available)  
Metric tonnes of CO2 equivalent  
166,247  
177,457  
Total Scope 1 and Scope 2 emissions per rupee of turnover  
Metric Tonnes/ INR Million\*  
2.2  
2.8  
   
\* Based on IFRS financials  
   
 Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If   
yes, name of the external agency.  
   
Third party assurance by DNV for FY2022 is under progress.  
7.   
 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details  
   
Yes, we have implemented multiple projects for reducing greenhouse gas emissions from our operations. Those include   
shifting to Piped Natural Gas in place of Furnace oil at FTO 2 & 3; shifting to Biomass or Briquette fuel in place of coal at   
CTOs, sourcing of renewable power through power purchase agreements and setting up rooftop solar power.  
   
This has resulted in emission reduction of 58,124 MtCO2e.  
8.  
PROVIDE DETAILS RELATED TO WASTE MANAGEMENT BY THE ENTITY  
PARAMETERS  
FY 2021-22  
FY 2020-21  
Total Waste generated (in metric tonnes)  
Plastic waste (A)  
472.8  
468.8  
E‑waste (B)  
4.8  
7  
Bio‑medical waste (C)  
169.1  
139  
Construction and demolition waste (D)  
638.1  
100  
Battery waste (E)  
58.7  
60.4  
Radioactive waste (F)  
0  
0  
Other hazardous waste\* (G)  
32,726.8  
24,217.5  
Other Non‑hazardous waste generated\*\* (H)  
13,024.4  
18,823.1  
Total (A+B + C + D + E + F + G + H)  
47,094.7  
43,815.7  
For each category of waste generated, total waste recovered through recycling, re‑using or other recovery operations (in metric tonnes) – All   
other wastes except hazardous waste (A+B + C + D + E + F + H)  
8.  
PROVIDE DETAILS RELATED TO WASTE MANAGEMENT BY THE ENTITY  
PARAMETERS  
FY 2021-22  
FY 2020-21  
Category of waste  
(i)   
Recycled  
7,640.6  
6,539.3  
(ii) Re‑used  
2,755.5  
8,888.3  
(iii) Other recovery operations  
3,962.6  
4,170.6  
Total  
14,358.7  
19,598.2  
For each category of waste generated, total waste disposed by nature of disposal method (in metric   
tonnes) – Hazardous Waste (G)  
Category of waste  
(i)   
Incineration  
 187.8  
 254.6  
(ii) Landfilling  
 32.7  
 53.3  
(iii) Other disposal operations (Co‑processing or recycling)  
 32,506.2  
23,909.6  
Total  
32,726.8  
24,217.5  
   
\*Other non-hazardous waste includes briquettes ash, metal scrap and scrap equipments, drums, wooden pallets, waste GI ducts sheet.   
   
\*\* Other hazardous waste includes used oil, off-spec products, ZLD residue, organic solvents, chemical sludges, expiry chemicals, etc.  
   
 Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If   
yes, name of the external agency.  
   
Third party assurance by DNV for FY2022 is under progress.  
9.   
 Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your   
Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to   
manage such wastes  
   
We have waste management systems in place at all our facilities. Plastic waste is either co‑processed or recycled based upon   
the type of waste generated. E‑waste is sold to authorized vendors. 99% of our global hazardous waste is sent to cement   
industries and recyclers for co‑processing and recycling. The remaining 1% of global hazardous waste is sent to landfill.   
Other non‑hazardous waste such as glass, MS scrap, wood waste, boiler ash etc. is sent to recyclers, cement industries for   
co‑processing or to brick manufacturers.  
   
We reduce waste through technological interventions and ongoing initiatives including sustainable packaging, waste source   
segregation, process optimization etc. For example, we have replaced plastic boxes with paper boxes for commercialized   
products (Practin tablets), removed triple laminated films and LDPE bags from primary packaging (Ibandronate tablets).  
10. If the entity has operations/ offices in/ around ecologically sensitive areas (such as national parks, wildlife sanctuaries,   
biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/   
clearances are required, please specify details in the following format  
   
None of our sites are located in ecologically sensitive sites.  
11.  
 DETAILS OF ENVIRONMENTAL IMPACT ASSESSMENTS OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS,   
IN THE CURRENT FINANCIAL YEAR  
NAME AND BRIEF   
DETAIL OF PROJECT  
EIA NOTIFICATION   
NUMBER  
DATE  
WHETHER CONDUCTED BY   
INDEPENDENT EXTERNAL   
AGENCY (YES/NO)  
RESULTS COMMUNICATED   
IN PUBLIC DOMAIN (YES/  
NO)  
RELEVANT WEB LINK  
‑  
‑  
‑  
‑  
‑  
‑  
   
Under the EIA notification 2006, one EIA assessment project is under progress for our greenfield project i.e desalination   
plant at Pydibheemavaram is currently undergoing this activity.  
12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water   
(Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and   
rules thereunder (Y/N). If not, provide details of all such non‑compliances  
   
We follow all the applicable environmental law/ regulations/ guidelines in India  
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LEADERSHIP INDICATORS  
1.  
 PROVIDE BREAK-UP OF THE TOTAL ENERGY CONSUMED (IN JOULES OR MULTIPLES) FROM RENEWABLE AND NON-RENEWABLE   
SOURCES  
PARAMETERS  
FY 2021-22 (GJ)  
FY 2020-21 (GJ)  
From renewable sources  
Total electricity consumption (A)  
381,069  
291,132  
Total fuel consumption (B)  
153,349  
99,173  
Energy consumption through other sources (C)  
0  
0  
Total energy consumed from renewable sources (A+B+C)  
534,418  
390,305  
From non-renewable sources  
Total electricity consumption (D)  
878,812   
941,773  
Total fuel consumption (E)  
3,081,774  
3,317,821  
Energy consumption through other sources (F)  
0  
0  
Total energy consumed from non-renewable sources (D+E+F)  
3,960,586   
4,259,594  
   
 Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)   
If yes, name of the external agency.  
   
Third party assurance by DNV for FY2022 is under progress.  
2.  
PROVIDE THE FOLLOWING DETAILS RELATED TO WATER DISCHARGED  
PARAMETER  
FY 2021-22  
FY 2020-21  
Water discharge by destination and level of treatment (in kilolitres)  
(i)   
To Surface water  
‑   
No treatment  
Nil  
Nil  
‑   
With treatment – please specify level of treatment  
Nil  
Nil  
(ii) To Groundwater  
‑   
No treatment  
Nil  
Nil  
‑   
With treatment – please specify level of treatment  
Nil  
Nil  
(iii) To Seawater  
‑   
No treatment  
Nil  
Nil  
‑   
With treatment – please specify level of treatment  
Nil  
Nil  
(iv) Sent to third‑parties (CETP)  
‑   
No treatment  
‑   
 With treatment – please specify level of treatment (Primary Treatment)  
133,738.2  
168,180  
(v) Others  
‑   
No treatment  
Nil  
Nil  
‑   
With treatment – please specify level of treatment  
Nil  
Nil  
Total water discharged (in kilolitres)  
133,738.2  
168,180  
   
 Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)   
If yes, name of the external agency.  
   
Third party assurance by DNV for FY2022 is under progress.  
3.   
 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility/ plant located in areas   
of water stress, provide the following information:  
   
(i)   
Name of the area: Hyderabad, Pydibhimavaram   
   
(ii)   
Nature of operations: Manufacturing  
(III) WATER WITHDRAWAL, CONSUMPTION AND DISCHARGE  
PARAMETERS  
FY 2021-22  
FY 2020-21  
Water withdrawal by source (in kilolitres)  
(i)   
Surface water  
40,975  
27,696  
(ii) Groundwater  
468,156  
443,206  
(iii) Third party water  
110,925  
175,470  
(iv) Seawater/ desalinated water  
0  
0  
(v) Others  
334,593  
317,791  
Total volume of water withdrawal (in kilolitres)  
954,649  
964,164  
Total volume of water consumption (in kilolitres)  
950,874  
961,594  
Water intensity per rupee of turnover (Water consumed/ turnover)  
4.3  
4.9  
Water discharge by destination and level of treatment (in kilolitres)  
(i)   
To Surface water  
   
‑   
No treatment  
Nil  
Nil  
   
‑   
With treatment – please specify level of treatment  
Nil  
Nil  
(ii) To Groundwater  
   
‑   
No treatment  
Nil  
Nil  
   
‑   
With treatment – please specify level of treatment  
Nil  
Nil  
(iii) To Seawater  
   
‑   
No treatment  
Nil  
Nil  
   
‑   
With treatment – please specify level of treatment  
Nil  
Nil  
(iv) Sent to third‑parties  
   
‑   
No treatment  
Nil  
Nil  
   
‑   
With treatment – please specify level of treatment  
3,775 KL (primary   
treatment)  
2,570 KL (primary   
treatment)  
(v) Others  
   
‑   
No treatment  
Nil  
Nil  
   
‑   
With treatment – please specify level of treatment  
Nil  
Nil  
Total water discharged (in kilolitres)  
3,775  
2,570  
   
   
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency.  
   
   
Third party assurance by DNV for FY2022 is under progress.  
4.  
PLEASE PROVIDE DETAILS OF TOTAL SCOPE 3 EMISSIONS & ITS INTENSITY  
PARAMETERS  
UNITS  
FY 2021-22  
FY 2020-21  
Total Scope 3 emissions (Break‑up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6,   
NF3, if available)  
Metric tonnes of   
CO2 equivalent  
470,262  
471,580  
Total Scope 3 emissions per rupee of turnover  
MT CO2e/ INR   
Million\*  
2.2  
2.5  
   
\* Based on IFRS financials  
   
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency  
   
Third party assurance by DNV for FY2022 is under progress.  
5.   
 With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details   
of significant direct & indirect impact of the entity on biodiversity in such areas along‑with prevention and remediation   
activities  
   
Not applicable  
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6.  
 IF THE ENTITY HAS UNDERTAKEN ANY SPECIFIC INITIATIVES OR USED INNOVATIVE TECHNOLOGY OR SOLUTIONS TO IMPROVE   
RESOURCE EFFICIENCY, OR REDUCE IMPACT DUE TO EMISSIONS/ EFFLUENT DISCHARGE/ WASTE GENERATED, PLEASE PROVIDE   
DETAILS OF THE SAME AS WELL AS OUTCOME OF SUCH INITIATIVES  
SR. NO INITIATIVE   
UNDERTAKEN  
DETAILS OF THE INITIATIVE (WEB-LINK, IF ANY, MAY BE PROVIDED   
ALONG-WITH SUMMARY)  
OUTCOME OF THE INITIATIVE  
1  
Fuel Substitution  
Following fuel substitutions projects implemented during FY 2022  
A. FTO 2 ‑ Boiler fuel substitution ‑ from Furnace Oil to Piped   
Natural Gas  
B. FTO 3 ‑ Boiler fuel substitution ‑ from Furnace Oil to Piped   
Natural Gas  
C.   
 FTO 7 & 9 ‑ Boiler fuel substitution ‑ from Furnace Oil to   
briquette  
FO consumption reduced by 2,008 KL as   
well as CO2 emissions from FY2021  
2  
Energy Mix  
Increased Renewable Energy consumption through Power   
Purchased Agreements (PPAs), JVC and Onsite Renewable Energy   
Generation  
The overall percentage of Renewable   
Energy Consumption increased to 30%   
in India and resulted in reduction in CO2   
emissions from FY2021  
7.   
 Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link  
   
Yes. Dr. Reddy’s has adopted a business continuity and disaster management strategy focusing on the ability to provide and   
maintain an acceptable level of service in the face of any planned or unplanned interruption related onsite emergencies at its   
manufacturing facilities, IT, supply chain, etc.  
   
In our pursuit of operational excellence, several change management initiatives are underway across our organization,   
including information technology and automation in the areas of manufacturing, research and development, supply chain and   
shared services. Accordingly, there are continuous efforts to also strengthen our data resiliency.  
8.   
 Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or   
adaptation measures have been taken by the entity in this regard  
   
Not available  
9.   
 Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental   
impacts  
   
4.8%  
PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD   
DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT  
ESSENTIAL INDICATORS  
1.   
a.   
Number of affiliations with trade and industry chambers/ associations: 7  
b.  
 LIST THE TOP 10 TRADE AND INDUSTRY CHAMBERS/ ASSOCIATIONS (DETERMINED BASED ON THE TOTAL MEMBERS OF SUCH   
BODY) THE ENTITY IS A MEMBER OF/ AFFILIATED TO  
SR.  
NO  
NAME OF THE TRADE AND INDUSTRY CHAMBERS/ ASSOCIATIONS  
REACH OF TRADE AND INDUSTRY CHAMBERS/   
ASSOCIATIONS (STATE/NATIONAL)  
1  
National Council of the Confederation of Indian Industry (CII)  
National  
2  
Board of Trade, Ministry of Commerce, Government of India  
National  
3  
Indian Pharmaceutical Alliance  
National  
4  
National Accreditation Board for Certification Bodies  
National  
5  
The Life Sciences Advisory Committee  
State  
6  
International Generic and Biosimilar medicines Association  
National  
7  
Pharmaceutical Supply Chain Initiative (PSCI)  
International  
2.  
PROVIDE DETAILS OF CORRECTIVE ACTION TAKEN OR UNDERWAY ON ANY ISSUES RELATED TO ANTICOMPETITIVE CONDUCT BY   
THE  ENTITY, BASED ON ADVERSE ORDERS FROM REGULATORY AUTHORITIES  
NAME OF AUTHORITY  
BRIEF OF THE CASE  
CORRECTIVE ACTION TAKEN  
NIL  
NIL  
LEADERSHIP INDICATORS  
1.   
Details of public policy positions advocated by the entity  
   
The Company works closely with various trade and industry associations. This includes industry representations to the   
government and/ or regulators. The Company performs the function of policy advocacy in a transparent and responsible   
manner while engaging with all the authorities and takes into account the Company’s as well as the larger national interest.   
The Company believes that policy advocacy must preserve and expand the public good and thus, it does not advocates any   
policy change to benefit itself or a select few.  
PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT  
ESSENTIAL INDICATORS  
1.  
 DETAILS OF SOCIAL IMPACT ASSESSMENTS (SIA) OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE   
CURRENT FINANCIAL YEAR  
NAME AND BRIEF   
DETAILS OF PROJECT  
SIA NOTIFICATION   
NUMBER  
DATE OF   
NOTIFICATION  
WHETHER CONDUCTED BY   
INDEPENDENT EXTERNAL   
AGENCY (YES/NO)  
RESULTS COMMUNICATED   
IN PUBLIC DOMAIN   
(YES/NO)  
RELEVANT   
WEB LINK  
‑  
‑  
‑  
‑  
‑  
‑  
2.   
 Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your   
entity  
   
Not applicable  
3.   
Describe the mechanisms to receive and redress grievances of the community  
   
Not applicable  
4.  
PERCENTAGE OF INPUT MATERIAL (INPUTS TO TOTAL INPUTS BY VALUE) SOURCED FROM SUPPLIERS  
FY 2021-22  
FY 2020-21  
Directly sourced from MSMEs/ small producers  
4.1%  
3.4%  
Sourced directly from within the district and neighbouring districts  
71%  
62.8%  
LEADERSHIP INDICATORS  
1.   
 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments   
(Reference: Question 1 of Essential Indicators above)  
   
Not applicable  
2.  
 PROVIDE THE FOLLOWING INFORMATION ON CSR PROJECTS UNDERTAKEN BY YOUR ENTITY IN DESIGNATED ASPIRATIONAL   
DISTRICTS AS IDENTIFIED BY GOVERNMENT BODIES  
SR.   
NO.  
STATE  
ASPIRATIONAL DISTRICT  
AMOUNT SPENT   
(IN INR)  
1  
Andhra Pradesh  
Vizianagaram  
13,086,862  
2  
Andhra Pradesh  
Visakhapatanam  
7,701,774  
3.   
(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising   
marginalized/ vulnerable groups? (Yes/No)  
   
   
 No, as stated in our Code of Business Conduct and Ethics (COBE), we do not discriminate on any basis while selecting   
our suppliers and provide equal opportunities for engagement to all potential suppliers. We encourage working with   
local suppliers or suppliers that are close to our facilities (including small‑scale industries). However, we have not   
specifically considered marginalized/ vulnerable groups in our supplier qualifying criteria.  
   
(b) From which marginalized/vulnerable groups do you procure:   
   
   
Not applicable  
   
(c) What percentage of total procurement (by value) does it constitute:   
   
   
Not applicable  
4.   
 Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current   
financial year), based on traditional knowledge  
   
Not applicable  
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5.   
 Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes   
wherein usage of traditional knowledge is involved  
   
Not applicable  
6.  
DETAILS OF BENEFICIARIES OF CSR PROJECTS  
SR.  
NO.  
CSR PROJECTS  
NUMBER OF PERSONS BENEFITTED   
FROM CSR PROJECTS  
% OF BENEFICIARIES FROM VULNERABLE AND   
MARGINALIZED GROUP  
1  
Quality education support serving low‑income   
community  
2,625  
The CSR projects are implemented with an   
objective to reach out to the vulnerable and   
marginalised communities, including persons   
with disabilities, elderly, women and children   
from the less privileged socio‑economic   
sections of the society  
2  
School Improvement Programme (SIP) in   
Government Schools  
65,286  
3  
School Construction  
330  
4  
Skilling & Employability Program for Youth  
944  
5  
Making Integrated Transformation for Resourceful   
Agriculture (MITRA)  
40,400  
6  
Farmer Livelihood Project  
12,499  
7  
Psychological health support  
6,237  
8  
Community Health Intervention Programme  
61,718  
9  
Healthcare support to Yanam Old Age Home  
50  
10  
Action for Climate and Environment  
5,883  
11  
COVID relief activities\*  
168,360\*  
12  
Community development initiatives  
Community development initiatives   
were undertaken to help communities   
at large.  
   
 \*Multiple Covid relief initiatives were undertaken to support the communities during Covid second wave. 1,68,360 individuals benefitted directly   
through initiatives such as Covid testing and awareness programmes. In addition, a number of individuals benefitted indirectly through other   
initiatives like provision of medical infrastructure, PPEs, etc.  
PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN   
A RESPONSIBLE MANNER  
ESSENTIAL INDICATORS  
1.   
 Describe the mechanisms in place to receive and respond to consumer complaints and feedback  
   
We have a CSC helpline that receives calls, including complaints from consumers and directs them to relevant departments   
basis the nature of complaint. There are TAT (turnaround timelines) for each type of complaint at the various department   
levels, CSC only directs it to the respective internal stakeholder  
2.  
 TURNOVER OF PRODUCTS AND/ SERVICES AS A PERCENTAGE OF TURNOVER FROM ALL PRODUCTS/ SERVICE THAT CARRY   
INFORMATION ABOUT  
AS A PERCENTAGE OF TOTAL TURNOVER  
Environmental and social parameters relevant to the product  
Not available  
Safe and responsible usage  
Recycling and/or safe disposal  
3.  
NUMBER OF CONSUMER COMPLAINTS IN RESPECT OF THE FOLLOWING:  
FY 2021-22  
FY 2020-21  
RECEIVED   
DURING THE   
YEAR  
PENDING   
RESOLUTION AT   
END OF YEAR  
REMARKS  
RECEIVED   
DURING THE   
YEAR  
PENDING   
RESOLUTION AT   
END OF YEAR  
REMARKS  
Data Privacy  
‑  
‑  
‑  
‑  
‑  
‑  
Advertising  
‑  
‑  
‑  
‑  
‑  
‑  
Cyber‑security  
‑  
‑  
‑  
‑  
‑  
‑  
Delivery of essential   
services  
‑  
‑  
‑  
‑  
‑  
‑  
Restrictive Trade   
Practices  
‑  
‑  
‑  
‑  
‑  
‑  
Unfair Trade Practices  
‑  
‑  
‑  
‑  
‑  
‑  
Other  
‑  
‑  
‑  
‑  
‑  
‑  
4.  
DETAILS OF INSTANCES OF PRODUCT RECALLS ON ACCOUNT OF SAFETY ISSUES  
NUMBERS  
REASONS FOR RECALL  
Voluntary recalls  
24  
1.   
Recalled due to out of specification results in various tests.  
2.   
Recalled due to incidents reported.  
3.   
Recalled due to various market complaints received.  
Forced recalls  
Nil  
‑  
5.   
 Does the entity have a framework/ policy on cyber security and risks related to data privacy?   
(Yes/No) If available, provide a web‑link of the policy  
   
The Company is in process of finalising the Policy.  
6.   
 Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential   
services; cyber security and data privacy of customers; re‑occurrence of instances of product recalls; penalty/ action taken   
by regulatory authorities on safety of products/ services   
   
No such incident.  
LEADERSHIP INDICATORS  
1.   
 Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if   
available)  
   
There are different websites/ platforms for various businesses:  
   
https://www.drreddys.com/india/portfolio/top-brands/  
   
https://www.drreddys.com/russia-en/products/product-list/  
   
https://www.drreddys.com/united-states/our-products/  
   
https://www.drreddys.com/germany/our-products/  
   
https://www.drreddys.com/united-kingdom/our-products/  
   
https://api.drreddys.com/product  
2.   
 Steps taken to inform and educate consumers about safe and responsible usage of products and/or services  
   
Dr. Reddy’s conducts promotional and non‑promotional meetings. In these meetings, we educate Clinical Pharmacy (CPs) on   
responsible usage of our products. Our new products also carry a detailed information leaflet on the safe use of the product.  
3.   
 Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services  
   
During the year, there were no major critical service disruptions.  
4.   
 Does the entity display product information on the product over and above what is mandated as per local laws (Yes/ No/   
Not Applicable) If yes, provide details in brief  
   
The Company understands the importance of fair disclosure of the description of its products and thereby, ensures to   
disclose, truthfully and factually, such relevant information including risks about the product, as may be required statutorily,   
through labelling so that the consumers can exercise their freedom to consume in a responsible manner. The Company has   
always believed in being transparent with its customers by providing all the relevant details.  
   
 Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the   
entity, significant locations of operation of the entity or the entity as a whole  
   
The Company engages with its consumers on an ongoing basis and conducts methodical research on their satisfaction with   
respect to its products.  
5.   
Provide the following information relating to data breaches:  
   
a.   
Number of instances of data breaches along‑with impact: Nil  
   
b.   
Percentage of data breaches involving personally identifiable information of customer: Nil  
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