



Sustainability Report

2023-24

POLY MEDICURE LIMITED



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Message from Managing Director

Our Path to Net Zero

When we unite, we have the power to revolutionize healthcare delivery, making it more resilient, equitable, and achieving net-zero emissions.

Healthcare serves as the cornerstone of our society, nurturing communities and fostering economic prosperity when individuals are in good health. However, with aging demographics, escalating rates of chronic illness, and the mounting challenges on public health, healthcare systems worldwide are dealing to address the evolving health needs of individuals. Concurrently, healthcare disparities are widening across nations, disproportionately impacting vulnerable demographics. It is imperative to acknowledge the undeniable link between human well-being and environmental health, a correlation substantiated by scientific evidence.

As Polymed continues to serve millions of people across 125+ countries with our safe & innovative medical devices, it is imperative that we uphold our commitment to sustainability and responsible business practices. Today, I am proud to reaffirm Polymed's dedication to environmental stewardship and outline our aggressive strategy towards sustainability.



Himanshu Baid

At Poly Medicure, we recognize that as a global leader in medical devices, our actions have far-reaching implications. That's why sustainability is not just a choice for us; it's a fundamental principle that guides everything we do. From manufacturing to distribution, from customer relations to community engagement, sustainability is woven into the fabric of our company.

The impact we make is fuelled by the dedication of our diverse team of over 4,000 employees. We implement sustainability initiatives swiftly and comprehensively by leveraging our distinctive blend of strategic transformation and technical expertise.

Our roadmap for sustainability reflects our ambition to lead by example and drive positive change on a global scale.

We are committed to achieving carbon neutrality across our global operations. We will invest in renewable energy, energy-efficient technologies, and carbon offsetting initiatives to minimize our carbon footprint.

We are also working closely with our suppliers across the globe to promote ethical sourcing practices and minimize environmental impacts throughout our supply chain. By fostering sustainable partnerships, we aim to create a more resilient and responsible supply network.

We will also actively engage with our customers, partners, and stakeholders to raise awareness about sustainability issues and foster collaboration towards shared environmental goals. By working together, we can amplify our impact and drive positive change at a global level.

Polymed will prioritize innovation and continuous improvement in our sustainability efforts, leveraging technology and research to develop new products, processes, and solutions that are more sustainable and environmentally friendly.

By embracing sustainability as a core value and integrating it into our global operations, we can create value not only for our company but also for society and the planet. Together, let us lead the way towards a more sustainable future, where prosperity is balanced with environmental responsibility.

About Poly Medicure

Polymed is one of the leading medical devices company and exporter in India, dedicated to improving healthcare outcomes worldwide. Established in 1995, our company has built a reputation for innovation, quality, and reliability in the medical industry and recognized as Medical Devices Company of the Year 2018” by the Department of Pharmaceuticals Ministry of Chemicals & Fertilizers, Government of India. We specialize in a wide range of medical products, including intravenous infusion therapy, blood management, gastroenterology, urology, anaesthesia and surgery.

We are proud of our global reach, serving healthcare providers in over 110 countries. Our success is built on strong relationships with our customers, suppliers, and stakeholders, all of whom share our vision of delivering high-quality healthcare solutions that make a difference in people's lives.

Join us at POLYMED as we continue to push the boundaries of medical technology and strive to improve patient care around the world.



Our Purpose- To innovate and supply high-quality medical devices, improving global healthcare outcomes and patient care.

Polymed in 2024: Key figures



12
Specialities



125+
Countries



200+
Medical Devices



12
Manufacturing Plants
Across 4 countries



400+
Patents



400+
Sales Associates



1.2 Billion+
Devices Manufacturing
Capacity per year



4000+
Employee Base



Our Mission

We create value for our Stakeholders by providing Patient Centric Medical Technology for a Healthier World

Our Vision

Serve people through innovative healthcare solutions

Our Accolades and Achievements



**THE NEXT 500
COMPANIES 2023**
By Fortune India



**BEST COMPANY FOR
TECHNOLOGY
INNOVATION IN
HEALTHCARE 2023**
By ASSOCHAM



**TOP 50 INDUSTRIAL
INNOVATIVE COMPANY
OF THE YEAR**
CII Industrial Innovation
Awards 2022



**INDIAN MEDICAL
DEVICES LEADER OF
THE YEAR 2022**
By Govt. of India



TOP EXPORTER AWARD
By PEC, Dept of Commerce,
Govt. of India, for 10 years

SUSTAINABILITY APPROACH

Our Focus

Understanding the ESG issues relevant to its operations is vital for every business. Adopting the right approach to ESG can enhance and fortify long-term performance.

Polymed, renowned for manufacturing high-quality medical devices, holds the responsibility of generating sustained value for all stakeholders.

As a purpose-driven and sustainable business, Polymed is mindful of the needs of its stakeholders. Our goal is to construct a sustainable environment with a positive impact on the planet, make lasting contributions to our communities, and provide an exceptional experience for our people, both now and in the future.

Our sustainability approach revolves around three key pillars:

- Sustainable Business
- Environmental Stewardship
- Social Stewardship

Our dedication to making a meaningful impact on communities and the environment is guided by our policies and long-term objectives.

We adhere to a clearly outlined environmental policy and enforce a Corporate Social Responsibility (CSR) policy to seamlessly integrate economic, environmental, and social objectives with our operations and growth, all for the common good.

We are committed and resolute in our efforts to consistently establish safer manufacturing environments, environmentally conscious and intelligent facilities, energy-efficient processes, and smarter interconnected systems for sustainable ecosystems within our medical device industry.



Alignment with UN SDGs

The Sustainable Development Goals (SDGs) were introduced by the United Nations as a set of 12 global development objectives aimed at addressing pressing issues by the year 2030. The nation has already initiated the development of policies and strategies for these goals, with corporations expected to play a catalytic role in advancing these efforts.

We have initiated the process of delineating and crafting responsibilities in alignment with the Sustainable Development Goals (SDGs), aiming to harmonize our strategic objectives with globally endorsed sustainability principles and nationally determined contributions and we are in the process of creating indicators to assess and map our performance in accordance with these goals:

SDG 2: Zero Hunger

SDG 3: Good Health & Well Being

SDG 4: Quality Education

SDG 5: Gender Equality

SDG 6: Clean Water and Sanitation

SDG 7: Affordable and Clean energy

SDG 8: Decent Work and Economic Growth

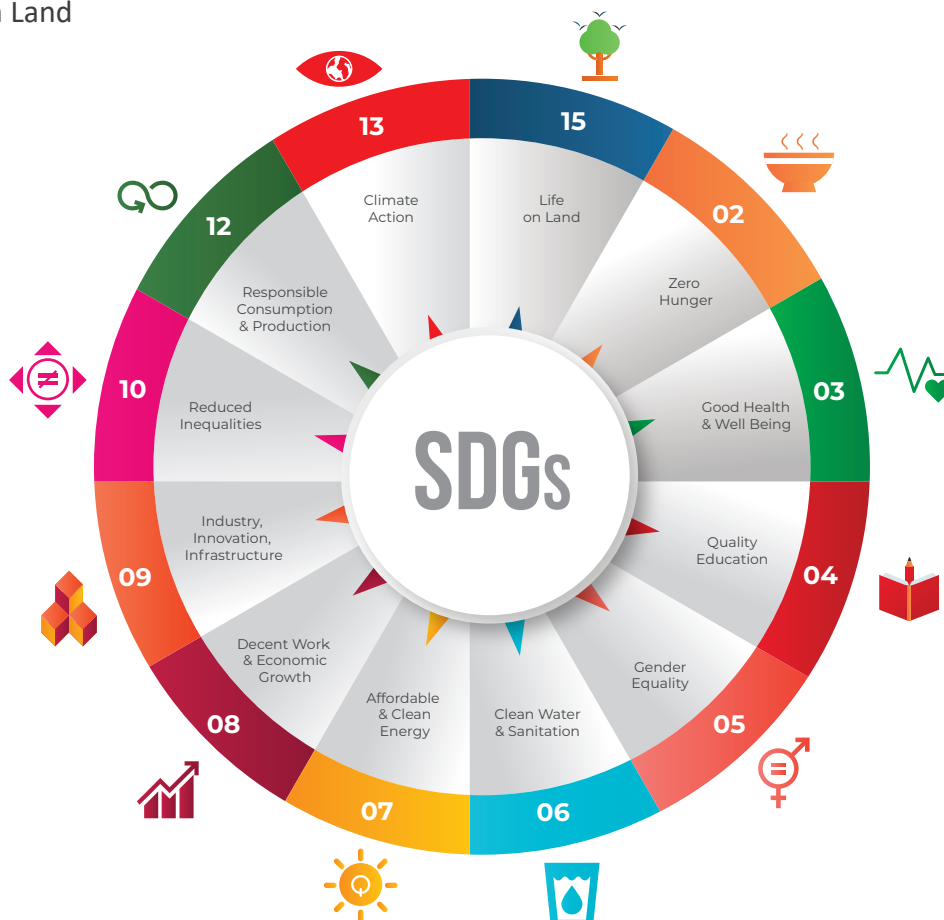
SDG 9: Industry, Innovation and Infrastructure

SDG 10: Reduced Inequalities

SDG 12: Responsible Consumption & Production

SDG 13: Climate Action

SDG 15: Life on Land



ENVIRONMENTAL MANAGEMENT

Energy and Emissions

At Polymed, we understand the significance of minimizing our environmental impact and are dedicated to sustainable practices in energy management and GHG emission reduction. By embracing energy-efficient technologies and processes, we aim to decrease our carbon footprint and preserve natural resources.

Our efforts in energy management include the adoption of renewable energy sources, such as solar power, where feasible, and the optimization of energy use in our facilities through efficient lighting and HVAC systems. We continuously monitor our energy consumption and seek opportunities for further improvement.

Moreover, we prioritize initiatives to reduce emissions and mitigate environmental harm. This includes implementing emission control measures and adopting cleaner technologies to minimize air and water pollution. For instance, our utilization of CNC machine for mold manufacturing reduces reloading, while opting for CNG vehicles and PNG gensets over diesel alternatives decreases emissions further.

Furthermore, we adopted sustainable transportation practices by consolidating shipments, minimizing less-than-full shipments, and reducing transit time, all aimed at decreasing GHG emissions.

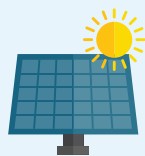
By integrating energy-efficient practices and reducing paper consumption in our operation, we align our efforts with two key United Nations Sustainable Development Goals (SDGs): **SDG 7 (Affordable and Clean Energy)** and **SDG 15 (Life on Land)**. Following digital initiatives have resulted in **reduction of approx. 45 tCO₂e**:

- Energy saving on desktop/ laptop,
- QR code system on product for instruction for use

Solar Power Generation

approx. 13,92,089 KWH Solar Energy Produced

Helped combat greenhouse gas emissions



Fuel Saving

approx. 6.14% HSD Saving- 30 KL
by converting steam boilers with PNG
& minimize HT Line faults



Power Consumption

Power consumption per production unit remains steady despite a approx. 6% rise in production and the launch of two new plants



Digital Initiatives

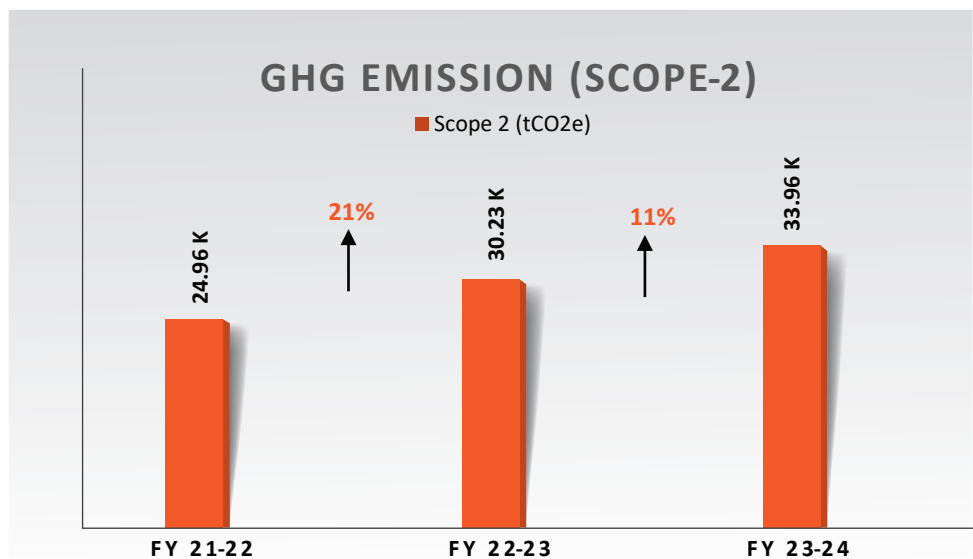
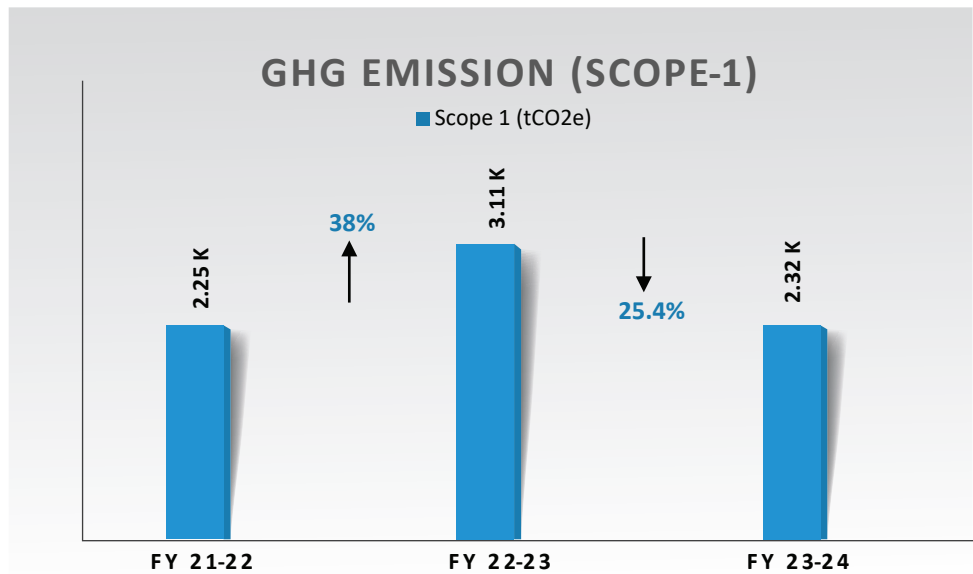
Reduction of approx. 45 tCO₂e aligned with:
SDG 7- Affordable and Clean energy
SDG 15-Life on land



- Batch manufacturing automation
- Paperless procurement processes,
- Digi locker for sales invoices
- Paperless training, recruitment & payment process module on SAP

Through the reduction of energy consumption and paper usage, we actively contribute to the protection of our planet and the well-being of future generations.

GHG Emissions (Scope 1 & Scope 2):



Note:

Despite an increase in Scope 2 emissions for FY 2023-24 compared to FY 2022-23, the percentage increase is notably lower than the increase observed between FY 2021-22 and FY 2022-23. This reduction in the rate of increase highlights the effectiveness of our energy efficiency initiatives and ongoing efforts to manage and mitigate emissions.

Waste Management

In our pursuit of sustainability, waste management plays a crucial role in our operations at Polymed. We recognize the importance of responsible waste disposal and are committed to minimizing our environmental impact through efficient waste management practices.

Our approach entails comprehensive strategies aimed at reducing, reusing, and recycling various waste materials such as electronics, paper, cardboard, metal, plastic, and glass. Hazardous waste is meticulously disposed of through authorized vendors for proper decomposition.

Moreover, we proactively address waste generation at its source by optimizing production processes. Our molds are engineered to minimize plastic waste, while the adoption of hot runner technology reduces feed system generation during part moulding. We also advocate for the use of eco-friendly materials and packaging to further minimize environmental impact.

Additionally, our commitment extends to embracing paperless manufacturing processes and digital drawings throughout production and assembly, reducing paper usage and waste. Through continuous monitoring and analysis, we identify areas for improvement and implement initiatives to further diminish waste generation.

Compliance with all relevant waste disposal regulations and standards is paramount, ensuring mitigation of potential environmental risks. By embracing sustainable waste management practices, we aim to reduce landfill waste, conserve resources, and contribute to a healthier planet for generations to come.



Water Conservation

Recognizing the significance of water conservation, we have implemented various measures to reduce water consumption across our operations.

At multiple manufacturing sites, we have embraced technologies such as rainwater harvesting to replenish groundwater levels and sewage treatment plants for water recycling and reuse. Additionally, we employ smart metering to monitor water usage closely and identify opportunities for further efficiency improvements.

Moreover, we focus on the maintenance of our water infrastructure to prevent leaks and minimize wastage. Through regular inspections and timely repairs, we ensure that our water systems function optimally, contributing to our commitment to water conservation and sustainability.



Packaging

Our dedication to environmental stewardship drives us to adopt sustainable packaging solutions that minimize waste and reduce our ecological footprint. We focus on implementing innovative, recyclable materials sourced from renewable resources.

Our commitment extends to our supply chain, collaborating with suppliers to source recycled/ recyclable materials and practices. Maintaining a sterile barrier system (SBS) is critical, ensuring product safety and sterilization. Adhering to regulatory guidelines, we use specific materials like recycled paper in cartons and carefully proportioned plastics, ensuring functionality without compromising sustainability.

We continually review and refine our packaging strategies to further reduce environmental impact, setting new benchmarks in the medical industry. Our packaging materials comply with regulations such as ISO 13485, ISO 9001, ISO 14001, and OHSAS 18001, as well as Directive 94/62/EC on Packaging and Packaging Waste. Through these efforts, Polymed enhances product sustainability and contributes to a healthier planet, reflecting our commitment to high-quality, environmentally responsible medical devices for future generations.



PVC Free Products

Autofusion Set Double Chamber

I.V. Infusion Set with Auto Air Stop & Priming Filter

Auto Air Stop Filter

- Specially designed Auto Air Stop filter prevents the entry of air in the line when I.V. bottle is empty
- Auto Air Stop filter maintains a constant fluid level and reduces the possibility of air in the I.V. line

Priming Filter

- The special Priming Filter ensures that the line fills automatically (Auto Prime) thus maintains a closed system
- Helps in reducing Healthcare Associated Infections

Available in 3 Variants

- Rotating Luer Lock
- 3 Way stop Cock
- Check valve to prevent backflow of fluid & 3 Way stop Cock



Autofusion Set Single Chamber

I.V. Infusion Set with Auto Air Stop & Priming Filter

Auto Air Stop Filter

- Specially designed Auto Air Stop filter prevents the entry of air in the line when I.V. bottle is empty
- Auto Air Stop filter maintains a constant fluid level and reduces the possibility of air in the I.V. line

Priming Filter

- The special Priming Filter ensures that the line fills automatically (Auto Prime) thus maintains a closed system
- Helps in reducing Healthcare Associated Infections (HAI)
- Reduces spillage and wastage of I.V. fluid

Available in 4 Variants

- I.V. Infusion Set with Rotating Luer Lock
- I.V. Infusion Set with Needle Free Y-Site
- I.V. Infusion Set with Check Valve to prevent backflow of fluid
- I.V. Infusion Set with 3 Way Stop Cock



I.V. Set (Non Vented)

I.V. Infusion Set with 3 Way Stop Cock & Priming Filter

- Hydrophobic priming filter cap prevents fluid leakage
- Long drip chamber to facilitate easy drop count
- Lipid resistant three way stop cock provided for multiple infusions, maintaining closed system
- Suitable for gravity infusions

Available in 2 Variants

- I.V. Infusion Set with Rotating Luer Lock
- I.V. Infusion Set with 3 Way Stop Cock



BT. Set (Non Vented)

I.V. Infusion Set with Three Way Stop Cock & Priming Filter

- For transfusion of blood or blood components
- Transparent & flexible drip chamber
- Approximately 20 drops/ml
- Soft and kink resistant PVC free tubing
- With 200 micron blood filter
- Also available in double drip chamber



I.V. Infusion Set

I.V. Infusion Set with Auto Air Stop & Priming Filter

- Hydrophobic priming filter cap prevents fluid leakage
- Long drip chamber to facilitate easy drop count
- Lipid resistant three way stop cock provided for multiple infusions, maintaining closed system
- Suitable for gravity infusions

Available in 5 Variants

- I.V. Infusion Set with Rotating Luer Lock
- I.V. Infusion Set with Needle Free Y-Site
- I.V. Infusion Set with Check valve to prevent backflow of fluid
- I.V. Infusion Set with 3 Way Stop Cock
- I.V. Infusion Set with Check valve to prevent backflow of fluid & 3 Way Stop Cock



Duo Set

I.V. Infusion Set with Three Way Stop Cock & Priming Filter

- Hydrophobic priming filter cap prevents fluid leakage
- Long drip chamber to facilitate easy drop count
- Lipid resistant three way stop cock provided for multiple infusions, maintaining closed system
- Suitable for pressure & gravity infusions

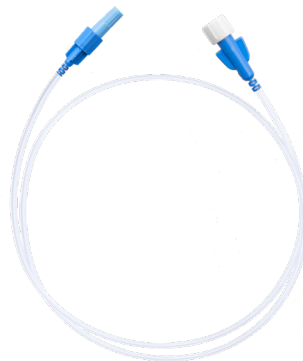
Available in 2 Variants

- I.V. Infusion Set Check valve to prevent backflow of fluid & 3 Way Stop Cock
- Rotating Luer Lock



High Pressure Extension Line

- Suitable for high pressure monitoring
- Kink resistant PVC free tubing
- For pressure up to 55 bar (800 psi)
- Priming volume : 0.8 ml per 100 cm
- Tube dia : I Ø 1.5 mm & O Ø 3.0 mm



Low Pressure Extension Line

Available in Four Variants

- Suitable for high pressure monitoring
- Kink resistant PVC free tubing
- For pressure up to 55 bar (800 psi)
- Priming volume : 0.8 ml per 100 cm
- Tube dia : I Ø 1.5 mm & O Ø 3.0 mm



SOCIAL IMPACT

Diversity, Equity and Inclusion

Our approach encompasses various initiatives to foster an environment where every employee feels valued and empowered to excel. We promote diverse candidate slates in our recruitment process, ensuring a broad spectrum of perspectives and backgrounds are considered. Through a three-level recruitment approach, we aim to mitigate biases and uphold fairness, attracting top talent from diverse backgrounds, thus enriching our team's diversity.

In promoting an inclusive work environment, we emphasize balanced gender representation and cultural integration through induction and POSH training. Additionally, our flexible work arrangements support work-life balance, accommodating diverse needs. We are dedicated to nurturing the career development of all employees through customized training programs and fostering cross-functional collaboration to encourage mutual understanding among departments.

Regular policy reviews ensure our practices remain equitable and adaptable, reflecting our commitment to continuous improvement. Upholding a zero-tolerance stance against discrimination and harassment is fundamental to our ethos, ensuring a supportive workplace where every employee thrives.

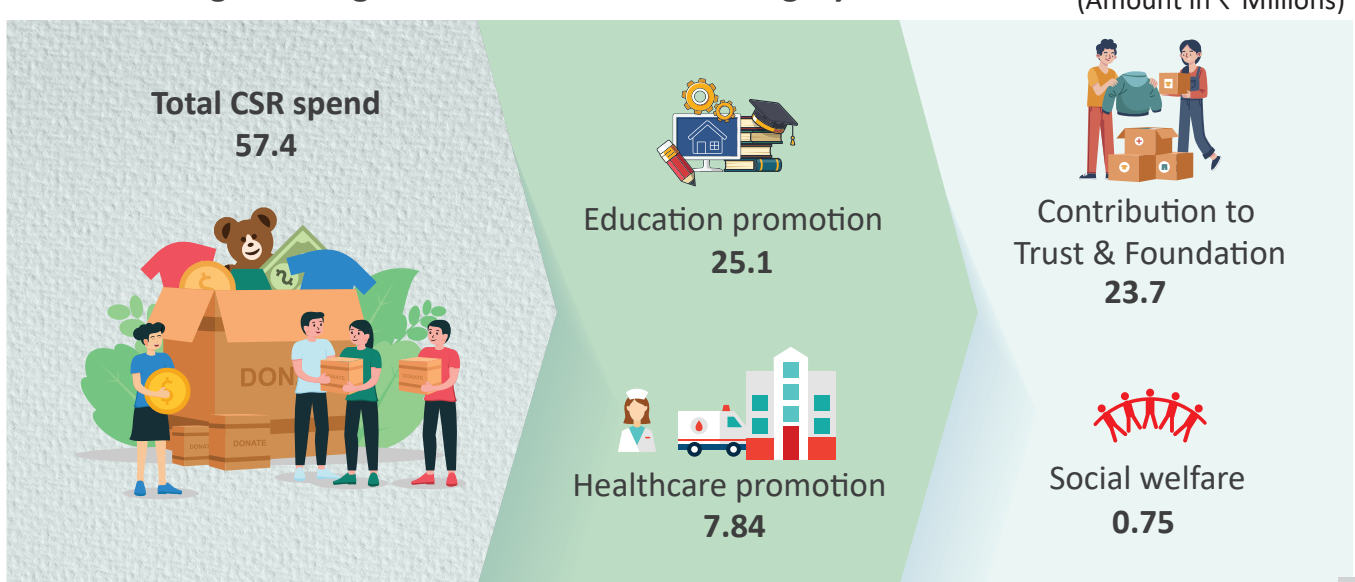
Corporate Social Responsibility

Polymed adopts a holistic approach to address pressing issues and foster inclusive growth in our neighboring communities.

Our CSR policy encompasses our vision, community participation, and priority areas, including education, healthcare, and social sustainability, with a focus on environmental stewardship. We implement projects to positively impact the lives of the underserved, civil society, and communities. These initiatives are developed following thorough needs assessments and cover diverse topics such as education, healthcare, social welfare, and contribute the amount to CSR eligible trust, foundation & society.

In FY 2023-24, we spent Rs. 57.4 millions towards CSR expenditure, surpassing the mandated 2% of our average net profit over the preceeding three years, as per the Companies Act, 2013.

Chart showing the budget allocation with each category:



Education promotion:

As part of our dedication to advancing education, we provide crucial educational resources like notebooks, stationery, and school uniforms. Moreover, we contribute to school infrastructure enhancements through civil projects and assist in operational efficiency by covering expenses such as housekeeping and consultancy bills. Additionally, we offer administrative training programs to empower educational institutions.

Healthcare promotion:

In the realm of healthcare promotion, we undertake vital repairs and renovations in hospitals to ensure their operational efficiency and enhance patient care facilities. We also contribute to healthcare provision by supplying essential medical equipment such as gloves, medical oxygen cylinders and others.

Social welfare:

Aligned with our commitment to social welfare, we offer our support to disabled individuals, advocating for inclusivity and empowerment. Moreover, we strive to promote gender equality and empower women, contributing to the creation of a more equitable society.

Contribution to trust & Foundation:

Polymed provides financial support to diverse trusts, foundations, and societies committed to community development and societal improvement. These contributions are intended to create a significant positive influence on societal well-being and enhance overall community welfare.

Employee well being

At Polymed, we consider the well-being of our employees as a fundamental aspect of our sustainability efforts. We understand that a healthy and engaged workforce is essential for our collective success and the overall health of our organization. As such, we have implemented a comprehensive range of initiatives aimed at promoting physical, mental, and emotional well-being among our employees.

**Our Approach**

Employee well-being goes beyond traditional workplace practices. We believe in fostering a supportive and inclusive environment where employees feel valued, supported, and empowered to thrive both personally and professionally. To achieve this, we offer a variety of programs and activities designed to promote holistic wellness and create a positive work culture.

From fun activities and friendly competitions to mindfulness training and health-focused initiatives, we strive to cater to the diverse needs and interests of our workforce. Our calendar of events includes yoga sessions, chess competitions, extempore activities, cooking competitions, and celebrations such as Thanksgiving Day and International Women's Day.

In addition to these activities, we also take care of employee development and skill enhancement through communication skills training, lean manufacturing workshops, and BMI camps. These initiatives not only contribute to the overall well-being of our employees but also foster a culture of continuous learning and growth within our organization.

Furthermore, we are committed to raising awareness about mental health and providing support to those in need. We actively celebrate days such as World Mental Health Day and offer resources and counselling services to help employees navigate mental health challenges.

To recognize and reward the efforts of our employees, we host various competitions and events throughout the year, including rangoli competitions, best out of waste competitions, carrom competitions and others. These activities not only promote team building and camaraderie but also provide opportunities for employees to showcase their talents and creativity.

Overall, our commitment to employee well-being is integral to our sustainability strategy. By investing in the health, happiness, and professional development of our workforce, we aim to create a workplace where every employee can thrive and contribute to our collective success.

Customer Satisfaction

At Polymed, we are deeply committed to delivering products and services that meet the needs and expectations of our valued customers while also advancing our sustainability objectives. In our latest sustainability report, we are proud to share our efforts and achievements in ensuring consumer satisfaction across all aspects of our operations.

Feedback Mechanisms: We recognize the importance of listening to our customers' voices. Through various feedback mechanisms, including surveys and emails, we actively seek input on our products, services, and overall performance. This valuable feedback facilitates our decision-making processes and helps us identify areas for improvement.

Product Quality and Safety: Ensuring the quality and safety of our products is paramount. We adhere to stringent quality control measures, rigorous testing and industry standards to uphold the highest standards of excellence. Our products undergo thorough inspections, certifications, and audits to guarantee reliability and safety for patients and Healthcare professionals.

Customer Service: Our dedicated customer service team is committed to providing exceptional support and assistance to our customers. Through continuous improvement initiatives, we strive to deliver responsive, personalized, and efficient service. Polymed's goal is to address customer inquiries, concerns, and feedback promptly and effectively.

Product Innovation: Innovation is at the heart of our efforts to meet evolving consumer needs and preferences. We invest in research and development to create innovative products that deliver superior performance, functionality, and sustainability. From eco-friendly materials to cutting-edge technologies, we continuously explore new possibilities to enhance customer satisfaction.

Responsiveness to Feedback: Polymed value customer feedback as an opportunity for growth and improvement. We actively listen to and address customer concerns, suggestions, and complaints with a sense of urgency and accountability. By acting on feedback, we demonstrate our commitment to continuous learning and enhancement.

At Polymed, we recognize that consumer satisfaction is not just a goal but a shared responsibility. By prioritizing the needs and preferences of our customers, we aim to build trust, loyalty, and lasting relationships while driving positive social and environmental impact.



Employee Health & Safety

At Polymed, our commitment to employee health and safety is unwavering. We take proactive measures to ensure the wellness of our workforce. Through regular preventive health checkups, we monitor and address any health concerns promptly, promoting a culture of preventive care.

Our employees are covered under either Employees' State Insurance Corporation (ESIC) or Group Medclaim Policy, providing financial security during unexpected medical emergencies. Additionally, our employees are covered under a comprehensive Group Personal Accidental Policy, providing financial security arising out of unfortunate incidents. We also facilitate enrollment in the Employee Provident Fund (EPF), ensuring long-term financial stability for our employees.

Furthermore, we adhere to labor welfare regulations to safeguard the rights and interests of our workforce, fostering a conducive work environment. As part of our proactive approach to health management, we organize health checkup camps regularly, offering employees convenient access to healthcare services. These initiatives underscore our commitment to promoting employee health and safety, empowering our workforce to lead healthier lives both within and outside the workplace. By investing in employee well-being, we strive to maintain a motivated and productive workforce, driving sustainable growth and success for our organization.



GOVERNANCE IMPACT

Corporate Governance

At POLYMED, our corporate governance ethos is firmly grounded in our dedication to enhancing working conditions, environmental standards, and collaborative engagement with all stakeholders. Adhering to the mandates set forth by the SEBI regulations of 2015, we prioritize transparency, accountability, and ethical conduct in our operations. We are committed to maintaining the highest standards of corporate governance. Our governance practices are designed to ensure transparency, accountability, and ethical conduct through Board oversight, Risk Management and Stakeholder Engagement. We believe that strong corporate governance enhances shareholder trust and contributes to sustainable growth. We recognize that responsible corporate governance goes beyond financial performance.

Our commitment extends to environmental stewardship by way of sustainable practices, eco friendly operations and biodiversity conservation. In addition to our strict adherence to legal and ethical standards, we prioritize environmental responsibility in our operations. We comply with environmental regulations and strive for continuous improvement in our environmental performance. Our focus on environmental sustainability includes efforts to minimize waste, reduce energy consumption, and mitigate environmental risks. By balancing economic growth with environmental protection, we contribute to a sustainable future for all, which is integral to our long-term success.

Throughout the entire service, we uphold social responsibility principles through community engagement, employee wellbeing and diversity and inclusion, ensuring compliance with laws and regulations at every stage. We work closely with our suppliers to prevent child labor and human trafficking, maintain health and safety standards, and provide fair wages and benefits.

Our code of conduct sets forth stringent standards to guarantee safe working conditions, respectful treatment of employees, and environmentally responsible business practices across Polmed plants and subsidiaries. We adhere to internationally accepted conventions and declarations, such as those outlined by the International Labour Organization (ILO) and the UN Global Compact, to guide our social responsibility initiatives.

Product Quality and Safety

At Polymed, we place the highest importance on the reliability of our products and services, making quality assurance a cornerstone of our operations. Ensuring product quality and safety is fundamental to our mission, reflecting our commitment to excellence and customer satisfaction.

Comprehensive Quality Assurance System

Our quality system is exhaustive and rigorous, encompassing a series of physical, chemical, biological, and microbiological tests. Each product undergoes numerous assessments before it reaches the market, ensuring it meets the highest standards of safety and reliability. This system includes constant surveillance of raw materials and their suppliers, intensive in-process control of all manufactured components and sub-assemblies, and final inspection and testing of finished products.

Commitment to Excellence and Compliance

We are dedicated to being a world-class manufacturer and supplier of medical devices by actively pursuing excellence through:

- o Effective quality management system
- o Compliance with statutory and regulatory requirements
- o Adoption of innovation and cost-effective technologies
- o Commitment to continual improvement



Technological Expertise and Innovation

Polymed's strength lies in our expertise and perfected technologies. We combine new innovations with tried-and-tested methods to make user-friendly products. Safety and quality are paramount in our approach, guiding us in developing products that healthcare professionals and patients can trust.

International Certification and Benchmarks

Polymed's commitment to quality is reinforced by several significant external benchmarks and certifications, including ISO 9001:2015, ISO 13485:2016, and the CE mark. These certifications ensure compliance with stringent international quality standards.

Through our unwavering dedication to product quality and safety, Polymed ensures that our medical

devices meet the highest standards, providing healthcare professionals and patients with products they can depend on.

Supply Chain Management

At Polymed, sustainable supply chain management is integral to our operations. We emphasize ethical sourcing and partner with suppliers who share our commitment to high standards and sustainability. Our comprehensive supplier evaluation process includes auditing and monitoring, ensuring due diligence in investigating supplier working practices.



Transparency and traceability are key, allowing us to monitor every step from raw materials to finished products, including those made with PVC free materials to reduce environmental impact. We leverage advanced technologies to optimize processes, minimize waste, and mitigate risks across our supply base.

We focus on supplier diversity to create a positive community impact and a resilient supply base. Polymed is dedicated to producing sustainable products whenever possible, reducing their environmental footprint, and sharing our efforts externally to foster stronger collaborations. Our continuous improvement approach ensures we meet evolving industry standards and sustainability goals, supporting our mission to enhance global health outcomes.

Privacy & Data Security

Our approach to cybersecurity governance includes aligning cybersecurity risk management, policy and compliance initiatives with business objectives so that information assets and technologies used in our products, manufacturing, service, enterprise IT and third-party components are secure, resilient and compliant with applicable regulatory and industry standards.



Polymed proactively monitors for suspicious activity, including phishing attacks, malware and ransomware attacks, insider threats and human error. Our cybersecurity program also includes regular internal and external security audits and vulnerability assessments; penetration testing of the company's systems, products and practices; third-party risk assessments; threat intelligence investigations; vulnerability scanning and management; and incident management. Below are the process and measures we take to ensure cyber security:

1. **Firewalls:** Controls, alerts, and manages all incoming internet traffic.
2. **Antispam System:** Controls spam, phishing, and spoofing emails from unauthorized sources.
3. **Remote Access Network:** Uses VPN for secure remote access.
4. **Endpoint Security:** Latest antivirus software ensures endpoint security.
5. **Mobile Device Control:** Managed through reputable MDM software.
6. **Policy and Procedures:** Holistic IT policy with review mechanisms and corrective actions.
7. **Network Segmentation:** Separate network for guests enhances control.
8. **Training and User Guidance:**
 - a. Simulations identify users prone to phishing/spoofing.
 - b. Regular training for identified users.
 - c. Weekly email alerts with guidelines for user awareness.

9. Audit, Assessment & Risk Mitigation:

- Regular system audits (e.g., ITGC).
- Vulnerability Assessment and Penetration Testing.
- Risk mitigation and elimination based on audit results.

Data Privacy & Security Process:

To maintain secure access of data across enterprise and ensure business continuity, we follow the process appended below:

- Data Backups:** Three sets of backups at two locations, including one cloud and one read-only copy.
- Data Classification:** Data classified by roles and hierarchy with access control.
- Access Control Policy:**
 - Stringent access control policy with complex passwords.
 - Access controls at data centers and other points.
- MFA Enablement:** Multi-Factor Authentication for high-end users and servers with sensitive information.

Business Ethics

At Polymed, ethical conduct is the cornerstone of our operations in the medical industry. We are committed to upholding the highest standards of integrity, honesty, and transparency in all aspects of our business practices.

Ethical Decision Making

We prioritize ethical decision-making processes that consider the well-being of all stakeholders, including patients, healthcare professionals, employees, and the community. Our policies and procedures are designed to ensure fair treatment, respect for diversity, and adherence to legal and regulatory requirements.

Anti-Corruption Measures

We have zero tolerance for corruption in any form and actively implement measures to prevent bribery, kickbacks, and other unethical practices. Our anti-corruption policies are enforced rigorously across all levels of the organization.

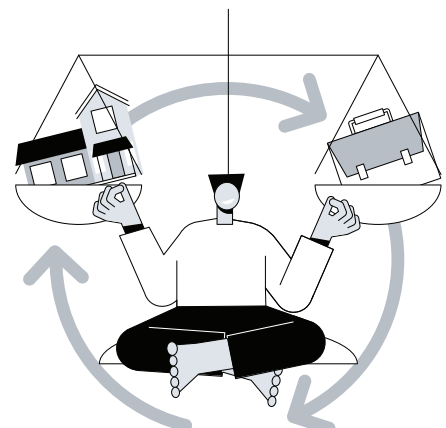
Supplier Ethics

We hold our suppliers to the same high ethical standards we set for ourselves, conducting due diligence to ensure they comply with ethical guidelines and labor practices. We engage with suppliers who share our commitment to ethical conduct and sustainability.

Community Engagement

Polymed actively engages with the community to contribute positively to social welfare and development initiatives. We support charitable causes, volunteer programs, and educational initiatives that align with our values and ethics.

By adhering to rigorous ethical standards, Polymed demonstrates its commitment to responsible business practices and sustainability in the medical industry. Our ethical conduct is integral to building trust, fostering long-term relationships, and creating value for all stakeholders.



FINANCIAL HIGHLIGHTS (CONSOLIDATED)

(Amount in ₹ Millions)

PARTICULARS	2023-24	2022-23	2021-22	2020-21	2019-20
Revenue from Operations (Net)	13,757.96	11,152.30	9,230.63	7,864.70	6,872.39
Total Revenue	14,345.44	11,514.15	9,609.65	8,048.85	7,057.02
Earnings Before Depreciation, Finance Cost and Tax Expenses (EBDIT)	4,194.96	3,034.96	2,534.52	2,360.88	1,845.65
Depreciation and Amortisation	639.26	571.67	539.52	475.22	405.28
Exceptional Income	-	-	-	-	-
Profit For the Year (PAT)	2,582.59	1,792.82	1,465.06	1,358.75	958.78
Equity Dividend %	60%	60%	50%	50 %	40%
Dividend (including tax)	287.91	287.83	239.75	239.70	212.76
Equity Share Capital	479.85	479.72	479.50	479.40	441.23
Reserves and Surplus	14,220.67	11,936.54	10,395.31	9,176.30	3,907.00
Net Worth	14,700.53	12,416.30	10,874.81	9,655.70	4,348.24
Gross PPE	12,398.64	7,877.62	7,878.65	6,752.47	5,682.40
Net PPE	8,185.27	6,032.94	4,544.96	3,904.70	3,278.16
Total Assets	18,586.71	15,772.09	13,768.35	12,237.30	7,673.25

KEY INDICATORS

(Amount in ₹ Millions)

PARTICULARS	2023-24	2022-23	2021-22	2020-21	2019-20
Earnings Per Share - (Rs.)	2.69	1.86	1.52	1.52	1.08
Cash from Operations per share (Rs.)	2.77	1.98	1.28	1.23	1.47
Book Value Per Share - (Rs.)	15.31	12.94	11.34	10.07	4.92
Debt : Equity Ratio	0.12:1	0.12:1	0.12:1	0.14:1	0.43:1
EBDIT/ Net Turnover %	29.42%	26.36%	26.37%	29.33%	26.15%
Net Profit Margin %	18.00%	15.57%	15.25%	16.88%	13.59%
RONW %	17.57%	14.44%	13.47%	14.07%	22.05%

Note: Details of Financial Year 2023-24, 2022-23, 2021-22, 2020-21 & 2019-20 are as per IND-AS.



Sales & Marketing Office:

Poly Medicure Limited
232-B, 3rd Floor, Okhla Industrial Estate,
Phase -III, New Delhi - 110020, INDIA
Tel: +91-11-33550700 • Fax: +91-11-26321894/1839
marketing@polymedicure.com

Follow us:     

www.polymedicure.com

Europe Representative Office:

Via Pietro, Verri 1,
Business Center BOMa,
Build 1C 46100, Mantova, Italy
polymed.eu@polymedicure.com



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