POLYMED

SUSTAINABILITY REPORT | 2022-2023

POLY MEDICURE LIMITED

Scan to know more

Himanshu Baid

MESSAGE FROM MANAGING DIRECTOR

Sitting where we are today, I can say that history is in process of being scripted. Polymed has undergone a remarkable evolution in the past twenty-five years. Over this period of time, it is fair to say that Polymed has achieved its stated vision to become a truly global MedTech company. This achievement has given us greater confidence in the value-creating potential of our integrated business model, our people, and our processes.

For us, good performance goes beyond profits. It is about things that are right for our communities and planet. Passionately committed to a better and greener future for all, we have started embracing sustainable operations. We have also successfully implemented various measures aimed at optimising, recycling, recovering, and reusing resources. To empower and enrich the lives of people in the areas where we live and work, we continue to undertake welfare activities in the areas of education, health, and sanitation.

We must not lose sight of the fact that the most important factor in continuing to provide value to our customers and the broader society to build a sustainable world is our people. The driving force behind the evolution of our social innovation business is the talents from all over the world who identify with our purpose of solving social issues. Solving increasingly complex social issues requires creativity that goes beyond conventional thinking. Diversity, Equity and Inclusion is the key to achieving this. It is crucial that we encourage collaboration across organizations, regions and generations, and build an equitable and inclusive organization where our diverse talents are able to play an active role. We will develop talents and foster a corporate culture that enables each and every employee to see social issues as their own and to fulfil their best with passion, thereby improving engagement with employees.

We will continue to consider sustainability issues as part of our strategic initiatives and operations. We appreciate having all our stakeholders on this journey together with us, to build a more sustainable future. At Polymed we are convinced that sustainability must be a non-negotiable part of doing business and it is our task to find technology-based solutions to our current ecological challenges. The result will be a win-win for our planet and for organisations like us.

ABOUT POLY MEDICURE LIMITED

- OUR VISION
- MISSION
- CORE VALUES

VISION

Help save and maintain lives with quality and affordable healthcare.

Help save and maintain lives with quality and affordable healthcare.

Our vision is to be one of the most desired and admired providers of medical devices in the world. Polymed offers innovative and competitive products and services that exceed our customers' expectations and build lasting relationships. We strive to become healthcare providers' preferred choice by continuing to deliver the best in everything.

We started in 1995 with the vision that quality healthcare can not improve lives at scale unless it's affordable. A medical device company founded by a group of engineers has now become a global medtech company with sales in more than 110 countries. Innovation, safety, and quality are our core tenets.

We employ more than 3,000 people worldwide who help us realize our vision of saving lives. Polymed produces 125 types of medical devices at nine plants in four countries-six in India and one in Italy, China, and Egypt each. Our subsidiary Plan1 Health in Italy provides neonatal and high-tech vascular access devices such as Titanium Implantable Ports, PICC Ports, PICC Lines, Mid Lines etc.

Our purpose is to be synonymous with CARE for our customers, healthcare providers, and patients. While also serving our shareholders, the wider society, and the communities in which we operate.

MISSION

Creating value for our shareholders and making the world a healthier place with patient-centric medical technology.

Our mission is to create value for our shareholders with quality healthcare products, and our stakeholders by driving better healthcare, equality, and prosperity.

OUR CORE VALUES

Learning: We believe we can change the world with knowledge and skills. Lifelong learning and upskilling are essential to professional and personal growth, and an indispensable part of the culture at Polymed. We are always encouraging our people to learn, grow, and better themselves.

Ownership: We consider every employee at the Polymed part-owner of the company. With ownership comes accountability, initiative, and entrepreneurship—proactively playing one's part in the company's success and owning one's actions. Our employees don't wait for orders to come down, execute with quality, and deliver results on time.

Integrity: Integrity is an important part of Polymed. We want to work with people who exude moral, ethical, and professional integrity. At Polymed, anyone taking any decision must do so in an honest, fair, and responsible way. It's the very foundation on which we've built trusted relationships with our employees, customers, and stakeholders.

Inclusivity: We welcome, support, and value every single individual in letter and spirit at Polymed. To us, inclusion, diversity, and respect for individual expression is a fundamental human value. We encourage our employees to bring their whole, authentic selves to work.

Care: We believe better interpersonal relationships among our employees lead to better relationships with our customers. Empathy and respect for each other, customers, suppliers, channel partners, and communities are the hallmarks of Polymed's corporate culture.

OUR ASPIRATIONS

Our vision is the guiding principle in our corporate journey, while our aspirations are milestones in that journey. Continually striving to reach these milestones makes sure that we are on the right track. We aspire to win and retain customer confidence in our products' safety and quality. We also aspire to be the most admired employer in MedTech Industry. Our "We Care As We Cure" ethos doesn't just apply to our core business, but also sustainability. We see environment-friendly practices as an engine of innovation and a pillar of our company's success. We aspire to make renewable energy sources more efficient, better reuse plastics, and conserve more water.

OUR STRATEGY

Our strategy is to change how stakeholders around the world perceive healthcare. We want to embrace that change, not dread it, as it fuels today's globalized growth.

As responsible corporate citizens, we drive this change by continually adopting new and innovative technologies to serve patients better and address society's evolving needs. At the same time, we are shedding the old ways of doing things that no longer align with our values. We've redefined our business model switching to clinical and patient-focused delivery.

That same philosophy led us to update our sustainability strategy this past year to address the most pressing challenges where Polymed can contribute in bringing the change. The result was a responsible business practices-based strategy-CARE-developed with keeping our people, business partners, the healthcare community, and overarching society in mind.

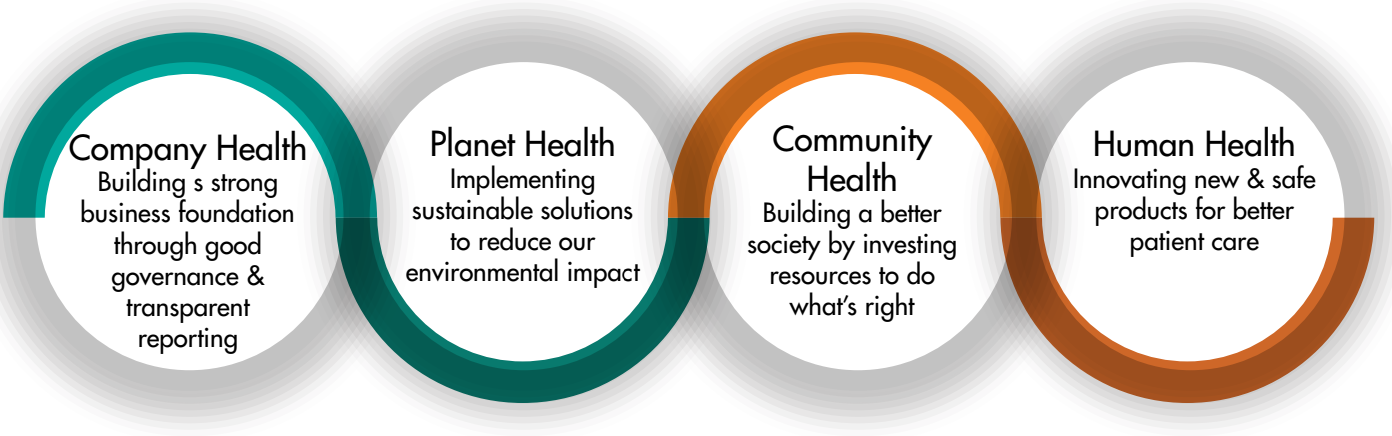
To make our new patient-focused model a success, we've rewritten the product development strategy by bringing user-centric design early in the device development process. We identify clinical users' priorities and factors that will help with a safe and effective adoption of the device.

At the same time, we are also expanding our customer base and product portfolio by making inroads into focused therapeutic areas. We've already strengthened our portfolio across crucial segments such as critical infusion therapy segments, vascular access, blood transfusion, diagnostics & renal care. We will continue to focus on executing strategic priorities, investing in the development of new products, and expanding our existing portfolio.

Emerging technologies in manufacturing, automation, digitization, and big-data are presenting our customers and us with exciting new opportunities. People, empowered by digital transformation and social media, are looking at social and environmental challenges with fresh eyes. Change is inevitable, and Polymed is poised to contribute to this new reality with the design and development of future-ready medical devices.

Currently, there is a growing concern for use of PVC in medical devices, due to the potential hazards it poses for mankind as well as environment. Phthalates being used in PVC can leech from the equipment which may impair fertility and cause harm to unborn children. PVC also puts the workers and environment at risk during the process of its production and disposal.

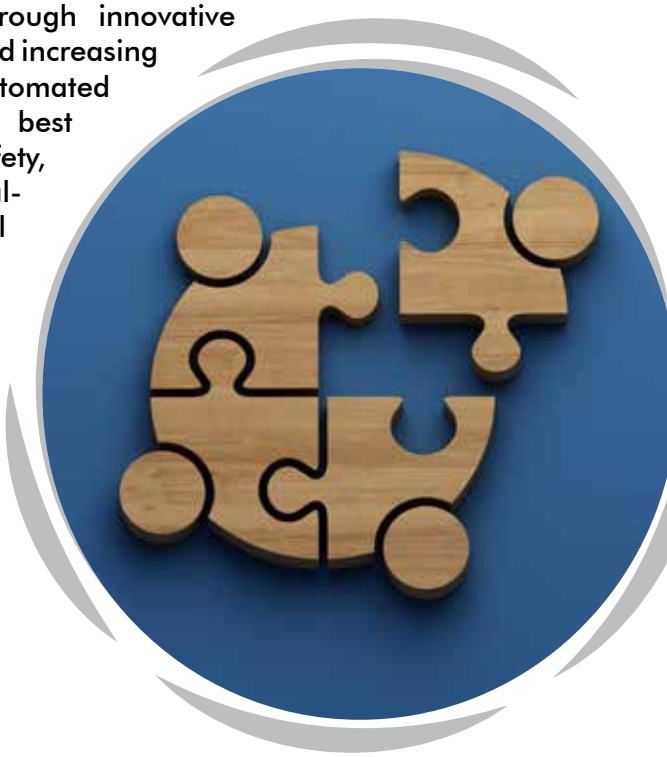
Moving from PVC to PVC free medical devices is one of our key focuses. In the same direction, we have already curated a range of PVC free devices, keeping in mind the safety of patients and environment. That being said, switching to PVC free does not mean that their will be a compromise on the quality of products. Moving forward, adding more devices to our PVC free range will be one of our key focuses.



OUR STRENGTHS

Every day, millions of healthcare professionals use our quality and cost-efficient products to save lives and reduce the financial burden on healthcare delivery system. We have achieved this unique position among medical device manufacturers globally with a patient- centric product development approach.

We continue to serve our stakeholders and society through innovative healthcare, making medical devices even more affordable, and increasing manufacturing efficiencies. Polymed factories use automated production lines, skilled R&D departments, and industry best practices. Our products deliver exceptional quality, safety, and reliability. Our sales and marketing teams are goal-oriented, and our customers have a long- lasting and cordial relationship with us.



1.0 ENVIRONMENTAL

1.1 Environment, Health & Safety
1.2 Product packaging, material & environmental attributes
1.3 Supply Chain Management
1.4 PVC free products
1.5 Efficient use of resources in value chain

ENVIRONMENT, HEALTH AND SAFETY

Environment, health, and safety are core to the pursuit of our corporate vision. We are focused on continuous improvements in pursuit of the sustainable product life cycle across key elements including greenhouse gas emissions, energy usage, water and waste management. We take action to decrease our impact through renewable energy procurement, targeted infrastructure and equipment investments, efficiency standards and conservation initiatives that include deployment of best practices.

Our environmental strategy is guided by a comprehensive review and assessment of the most significant environmental challenges and risks facing the company, and our environmental priorities are set with internal and external stakeholders. We identify and update our understanding of current and emerging sustainability issues that are critical to the company and our stakeholders. It also helps us keep informed about our next-generation environmental strategy and targets.

Elements of sustainability are embedded within Polymed's production system and linked to lean methodologies that eliminate waste and promote more efficient, sustainable practices within operations. Below are some of our practices that show our firm environmental, social, and governance commitments:

Low-Carbon Footprint

Energy efficiency plays a vital role in ensuring a faster transition towards a low carbon economy. Through its projects and investments, Polymed strives to maximise optimisation of energy use and minimise its carbon footprint. CNC machining with the power optimized machining centres has been adopted wherever possible in the mould manufacturing process to avoid reloading which results helping save electricity.

Waste Disposal & Reduction

We are making strides to protect the land, water and air in our communities by reducing waste from work sites and our supply chain. Boeing has dedicated teams working to prevent waste from going to landfills and to assess opportunities to return or reuse packaging for parts. We send waste electronics, paper, cardboard, metal, plastics, and glass to recycling centres.

The remaining hazardous and non-hazardous waste is sent for decomposing to authorized centres. Our moulds have been configured to generate minimum plastic waste. We use hot runner technology in moulds to reduce the feed system generation while moulding parts. Paper less manufacturing processes have been adopted for mould manufacturing. Digital drawings are being used throughout the manufacturing and assembly process to avoid unnecessary paper printing & wastage.

Reusing/recycling of waste is done wherever possible to reduce the volume of scraps requiring disposal and thus maximising the economic value of waste.

Greenhouse Gas Emissions

Polymed strives to reduce its GHG footprint by measuring direct and indirect energy use in our factories and striking a balance between the two in the most sustainable way. Using consolidated shipments for transportation while reducing less-than-full shipments and transit time helps reduce. GHG emissions.

Manufacturing facilities are targeted to be within the same premises in order to avoid transportation. Moulding infrastructure, tool maintenance infrastructure and assembly area are strategically placed within the same fence while planning for new development.

Water Conservation

Operational improvements such as implementing water conservation and water reduction projects resulted in a decrease of water consumption for FY 2022. Several manufacturing sites implemented such techniques as rainwater harvesting and reuse of treated water with innovative wastewater treatment. Smart water metering helps us keep our usage in check, helping us become a water-sustainable business. Efficiency audits are conducted at the site level to identify opportunities for reduction of water usage and consumption.

National Award Winner (2013)

एक कदम स्वच्छता की ओर

Save Energy Save Earth

A-Z ENERGY ENGINEERS PVT. LTD.

(An ISO 9001:2015 Certified Company)

Winner

- Best Entrepreneur Award By Hon'ble Prime Minister of India
- Best Entrepreneur Award By Hon'ble Chief Minister, Haryana
- Awards by AEE Atlanta, USA in 2016, 2018, 2020 & 2021
- National Energy Conservation Award – 2016, 2015 & 2013
- Haryana State Energy Conservation Award – 2012, 2017 & 2018

Corporate Identity Number : U40300DL2012PTC236342

Dated 28-01-2022

CERTIFICATE OF CARBON FOOT PRINT AUDIT

To whom it may concern

This is to certify that we have conducted carbon foot print audit of M/s Polymedicure Ltd., Plot-115-116, Sector-59 Faridabad. The carbon foot print under scope I and Scope-II as per GHG protocol have been considered. The organization has reduced the per unit Carbon foot print by 3.8 % during 2021 over the per unit carbon foot print during the year 2020.With compliance of recommendations for reduction of Carbon foot print the Carbon emissions during 2022 are targeted to be reduced to the extent of 7.1 % over the benchmark year 2020.

It has been duly verified that M/s Polymedicure Ltd. has accounted for all quantified GHG emissions and/or removals from facilities over which it has operational control.

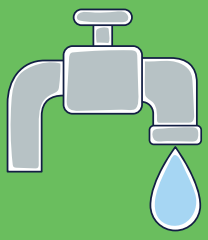
The emissions related to its activities indirectly (Scope-III emission) have not been included in calculations for all years including bench mark year. These are Indirect GHG sources that are outside the assessment boundary have been excluded from quantification as it is not technically feasible or cost effective, to include these in the GHG assessment.

This is further certified that the same calculation methodology has been adopted for calculation and reporting of carbon foot print for all years including reference year.

For A-Z Energy Engineers Private Limited

Director

Dr. PP Mittal
AEA -0011,
PhD, MBA, FIE

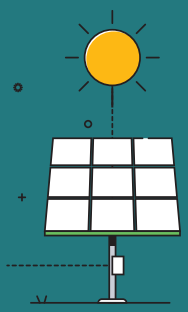


Water Consumption

14.5% Water Saving

18,690 KL

29.05% more as compared to last year by replacing DG set cooling towers with Close loop coil coolers



Solar Power Generation

Produced Solar Energy

22,46,741 KWH

26.37% more as compared to last year
Helped combat greenhouse gas emissions

Power Consumption

8.2% Power Saving

22,71,452 KWH / Year

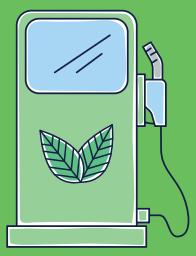
22.1% more as compared to last year by replacing old IE0 level pumps with IE 3 & IE 4 pumps, AHU Blowers with energy efficient EC fan, ETO Electrical Heaters with PHE system

Water Recycling

Water reused in Gardening

65,544 KL/Year

202.04% more as compared to last year by reusing water in process system- Chillers, DG Sets, Cooling Towers, Steam Boilers, wash Room, Gardening



Fuel Saving

24.3% HSD Saving

131 KL

206% more as compared to last year by convert Steam Boilers with PNG & minimize HT Line faults

Fuel Saving

Full Container Shipments

1080 : Outbound, 590 : Inbound

Figures for FY 2022-23

PRODUCT PACKAGING, MATERIAL AND ENVIRONMENT ATTRIBUTES

Maintaining a sterile barrier system (SBS) is the most critical task in medical device packaging. Medical device packaging needs to keep SBS, and in many cases, provide sterilization of the packed devices. Polymed follows these processes to make sure our products are safe to use.
In line with our sustainability goals, we follow regulatory guidelines while using specific materials for production. Use of recycled paper in cartons is another effort in this direction. We also evaluate the impact that our products and their packaging have on the patients, healthcare providers, and the environment. We use plastics within specified proportions and without disturbing the functionality of the product.

The components of our packaging material are in compliance with the following regulations- ISO 13485, ISO 9001, ISO 14001 and OHSAS 18001. The material complies with Directive 94/62/EC on Packaging and Packaging Waste.

The packaging material complies with Toxics in Packaging Clearing House model legislations, such as California Toxics in Packaging Prevention Act of 2007 and European Union Directive 94/62/EC. Our raw material suppliers guarantee that they do not intentionally add material that contains GMO. Our suppliers use water based inks that are appropriated for printing the surfaces of packaging materials (or their constituent components).

SUPPLY CHAIN MANAGEMENT

Polymed's vision for broader healthcare contributions needs us to embed sustainability in our core business model. In the medical device industry, every step is critical-from raw material procurement to selecting suppliers and the final delivery of the product. To ensure the highest quality and performance of the products with minimum environmental impact, we've implemented innovative strategies. We've been optimizing the use of raw materials, efficient waste management and smart logistics. Responsible supply chain practices are key to advancing industry sustainability standards. It requires transparency about business processes and supplied goods, meeting stakeholder expectations, addressing regulations, and creating positive environmental and social impact. Polymed is driving a holistic approach to responsible supply chain practices. A strong supplier quality program is key to ensuring that our products meet the highest standards of quality. The Quality team partners with the Procurement team so that systems and controls are in place to select, qualify and monitor suppliers. Key aspects of the program include qualification of suppliers based on risk, auditing and monitoring of supplier performance, and managing supplier changes.

Supplier due diligence
Investigating working practices of suppliers

Sustainable products
Reducing the environmental impact of our products

Transparency
Sharing our efforts externally and collaborating to establish stronger

Supplier diversity
Creating a positive community impact & diversified supply base

Supply base resiliency
Understanding & mitigating risk across the supply base

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. Set with Three Way Stop Cock & Priming Filter

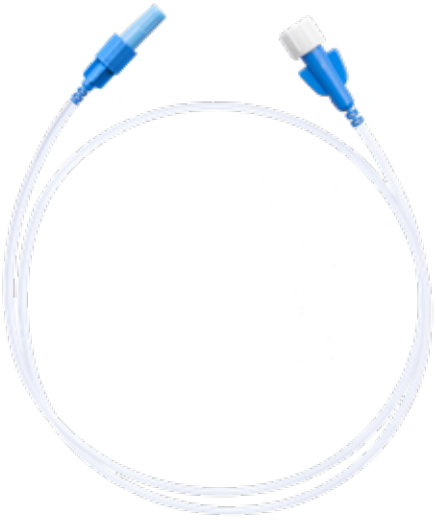
- Hydrophobic priming filter cap prevents fluid leakage
- Long drip chamber to facilitate easy drop count
- Lipid resistant three way stop cock provided for multiple infusions, maintaining closed system
- Suitable for pressure & gravity infusions

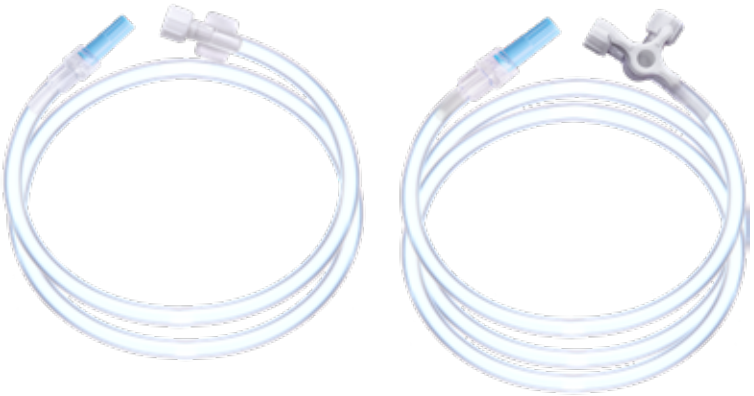
Available in 2 Variants

- 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

Efficient use of resources in value chain

Procurement:
use of recycled material

Development & Design:
Environmentally conscious design, resource saving

Distribution:
smart logistics, full container shipments for fuel saving

Disposal:
waste sent to recycling centres, hazardous waste sent for decomposition to authorized centres

Production:
effective use of waste, minimum waste generation, eco friendly processes

2.0 SOCIAL

2.1 Quality & Safety
2.2 Innovation & Design
2.3 Corporate Social Responsibility
2.4 Activities undertaken throughout the value chain

QUALITY AND SAFETY

Our corporate and divisional departments of Quality, Regulatory Undertakings, Compliance, Medical Affairs, and IT collaborate to oversee quality and patient safety throughout a product's lifecycle. We bring these teams early into the product development cycle, starting with R&D and clinical projects. With Quality Execution Indicators and Quality Management Surveys every month, we screen our products for consistency with our expectations. To provide continued quality oversight and governance for key quality, regulatory and medical matters, in FY22 we maintained our cross-functional governance mechanisms. This enhanced system has empowered our leaders across functions (including regulatory affairs, medical affairs, integrated supply chain, and R&D) with management responsibility for quality matters to be more proactive, transparent and engaged in the process.

Our QMS is intended to ensure that each site maintains certifications throughout the production process and enables other sites to move toward certification status. Polymed has many international quality certifications such as ISO 13485:2016 for Medical Device Quality Systems and CE marking as per Medical Device Directive 93/42/EEC by TUV-SUD.

One of our ways is driving product quality through innovation. At every step of the product development process, we innovate the design and drive risk reduction. We accomplished this through interweaving the risk management process with product development. Risk management is now ever more critical to ensure device usability, safety, and regulatory compliance. Even before we develop a final design, our engineers conduct a preliminary hazard analysis to establish a device's baseline hazards. Polymed has a structured system to calculate hazard risks in normal and fault conditions, including those resulting from user error. When we believe the risk is unacceptable, we reduce it to an acceptable level and continue to monitor it and any new potential hazards throughout the device's life cycle.

We remain committed to delivering the highest level of quality, transparency and continuity as we work in close partnership with our customers, suppliers, transportation providers and stakeholders to minimize the impact of the supply chain crisis, so healthcare providers can continue to deliver uninterrupted patient care. Our approach to risk management includes the constant monitoring of the quality of our products using quality tools, statistical trends, quality-control data and automated high-speed inspections and manufacturing execution system (MES) data monitoring.

At Polymed, we believe quality is everyone's responsibility. Our employees at 10+ manufacturing plants across the globe are committed to a culture of quality that empowers each associate to be accountable to stop production if they see any problem with a product. We continue to engage our associates through the education, training and celebration of a culture of quality.

By evaluating external regulatory trends, Polymed has been able to provide insights and to work to establish best practices for regulatory compliance, while proactively identifying potential improvement opportunities. For example, we keep monitoring & improving our QMS, the Quality & Regulatory Compliance team collaborates with the cross-functional teams to incorporate these insights into the development of the newly harmonized processes and procedures.
We have received IS0 14001 certification for our 3 plants and remaining are in the process, this makes us the first Indian MedTech Company to be at par with


EC Certificate


EC Certificate


Certificate


Certificate


MDSAP
CERTIFICATE

the global manufacturing standards. Currently, 80% of our manufacturing facilities are certified under ISO 14001. We are working diligently on reaching the target of 100%.


CERTIFICATE

ENVIRONMENTAL MANAGEMENT SYSTEM
ISO 14001

Indian Green Building Council

INNOVATION AND DESIGN

The world's healthcare needs are always rising and evolving, and so are our R&D investment and product portfolio. Our relentless pursuit of better medical device technology and more affordable healthcare delivery help save and maintain more lives around the world.

Our biggest asset is a well-trained, technologically proficient, and highly motivated team. Our R&D team is always researching new and better ways to make quality products that will help healthcare professionals save and care for more patients.

Polymed has a Ministry of Science & Technology certified R&D department with cutting-edge technology such as 3D printing, ultra-modern automation, and other sophisticated machinery. This highly-equipped department lets our engineers develop and test innovative products from design to production quickly with rapid prototyping using CAD, CNC, EDM, and VMCs. 3D printed parts are preferred during initial development stage to verify design thought. In 3D printing, material is gradually added as compared to most manufacturing practices which are subtractive i.e. they use source material to create product, thereby resulting in a lot of waste generation during the process.

Apart from focusing on innovation, we also consider it our responsibility to manufacture products that are safe for patients as well friendly for the environment. PVC is a widely used material in production of various medical devices & equipment. It is made of certain plasticizers which are classified as being endocrine disrupting chemicals and toxic to reproduction. As plasticizers are not chemically bound to PVC, they all have the potential to leach from products.
PVC is also known to cause a lot of pollution in the process of its manufacturing & disposal. Therefore, choosing to go PVC free also means reducing the harmful impact on environment as well as the workers who deal with PVC.

Several drug ingredients, including Taxol, Propofol, Nitroglycerin, Diazepam and Insulin which are incompatible with PVC can get deposited on the PVC surface. This adsorption is associated with an undesirable loss of active ingredient, i.e., a lower dosage. PVC free products are free from this problem and offer higher dosage accuracy.

As climate change is a problem that is impacting our daily lives, there has never been a more vital time to collectively become aware of how businesses or corporations like us are affecting the planet. In our bid to work towards achieving sustainability and reduce environmental harm, we have focused our R&D efforts and technology to manufacture environment friendly products that are DEHP & PVC free.

CORPORATE SOCIAL RESPONSIBILITY

As a responsible corporate citizen, Polymed believes strongly in giving back to society beyond its core business. This idea of responsibility is anchored well into our vision, mission and values. Given this opportunity, we go beyond our calling to uplift the lives of communities, empowering them through numerous social initiatives.

Creating a positive impact is the core ethos of Polymed. Whilst focusing on the most vulnerable groups within the underprivileged communities, i.e., women and children, we carry out its social responsibility, through interventions in healthcare, education, access to basic hygiene, among other areas.

Through purposeful investments, employee engagement and advocacy efforts, Polymed supports partnerships and programs that align with our business, create value and help build better communities worldwide. We have an opportunity and a responsibility to be a positive force for change in the places we call home. We focus on opportunities that inspire our future, empower our heroes and strengthen our homes.

We follow the same best standard practices in our CSR activities that we do in our manufacturing to bring about the same excellence and performance.

We direct our CSR efforts not just around our plants and offices, but also to address the needs of the broader communities. As directed in Section 135 of Companies Act, 2% of our profits go towards improving lives around us and building a happier & equitable community.
Here are some ways we contribute to a better society:

1. In accordance with the primary CSR philosophy of the Company and the specified activities under Schedule VII to the Companies Act, 2013, the CSR activities of the Company cover certain thrust areas such as eradicating hunger, poverty and malnutrition, promoting Health Care, promoting gender equality and empowering women, supporting education and healthcare.

2. The composition of CSR committee
   As at 31st March, 2023, the Corporate Social Responsibility Committee comprises of 4 (Four) members of the Board, all of them are Non-Executive Directors.

(₹ in Million, INR)

S. No.	CSR Project or activity defined	Sector in which the project is covered*	Projects or programs	Amount spent on the projects or program	Amount Spent: Direct or through implementing agency
1	On Promotion of Healthcare	(i)	Promoting healthcare including Preventive Healthcare through awareness programmes	6.63	BHAGIRATHI SEVA PRANYAS, PROJECT BALA, TERAPANTH YUAK PARISAD TRUST, LUNG CARE FOUNDATION
2	On Promotion of Education	(ii)	Promoting education and employment enhancing vocation skills	8.22	ROTARY CLUB, JAIPUR, SHRI JAIN SHEWTAMBER TERAPANTH SHIKSHA SAMITI, PRAKRAT BHARATI ACADMEY VIKLANG PUNARVAS AVAM PRASHIKSHAN SANSTHAN
3	On Welfare for disabled person and social welfare	(ii)	Employment enhancing vocation skills among children, women and differently abled	0.97	SHRI BHAGWAN MAHAVEER VIKLANG SAHAYATA SAMITI, SAMARPAN SANSTHAN
4	Contribution to CSR Eligible Trust	(iv)	Promoting healthcare and Promoting education	15.71	-
	Total			22.10	

Activities undertaken throughout the value chain

Category		Activities Undertaken
Business Site	Production	Reducing use of resources that cannot be reduced
	Transportation	Using packaging that takes eco system into consideration
	Collection, Disposal & Recycling	Reducing hazardous materials in products
	Product Development	Manufacturing PVC free products
	Site Management	Certified Green Plants
	Water Use	Reusing rainwater
Product Life Cycle	Business Development	Developing products and using processes which are eco friendly and make mindful use of resources
	Procurement	Preferentially procuring material that take biodiversity into consideration
	Transporation	Using smart logistics resulting in fuel saving; full container shipments
	Business Site	Promoting the use of renewable energy
Community	Engagement	Promoting employee engagement and refreshment activities
	Social Contribution	CSR projects relating to women empowerment, healthcare, education, animal welfare

3.0 GOVERNANCE

REPORT ON CORPORATE GOVERNANCE

Our Code of Governance

Polymed believes in high standards of corporate governance, compliance with the laws, and adhering to regulations, in letter and spirit. The Company is committed to conducting business legally, ethically, and with integrity. We oversee the ethics and compliance function across the organization and strive to promote a culture that is committed to ethical business conduct. We work in partnership with business units across the globe to promote legal and ethical operations.

Employees are provided with the essential information, resources, and training they need to make informed ethical decisions. The code of conduct establishes clear expectations for employee compliance with its policies related to lawful and ethical business conduct. The Code reflects the company's culture of trust and integrity and holds employees accountable for their behavior and helps employees determine when and where to seek advice.

The fundamental statement of Polymed's corporate governance is "enhancement of the long-term shareholder value while at the same time protecting the interests of other stakeholders without compromising on compliances of any laws and regulations."

The company complies with the requirements of the guidelines on Corporate Governance stipulated under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"). It hereby presents the following Corporate Governance Report for the Financial Year 2021-22 based on the said requirements.

CYBERSECURITY GOVERNANCE

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) **World class Firewalls:** Controls, alerts us and manages all the internet traffic from outside
2) **Antispam System:** Helps in controlling spam/phishing and spoofing emails coming from various unauthorized sources
3) **Remote Access Network:** Use of Virtual Private Network (VPN) to ensure point to point secure access from remote locations
4) **End Point Security:** Latest and up to date version of Anti-Virus is used with end point security
5) **Mobile Device Control:** Each mobile user access is managed and controlled through a reputed MDM (Mobile Device Management) software
6) **Policy and Procedures:** A holistic IT policy is implemented with proper review mechanism and corrective action

7) Network Segmentation: A separate network is created for guests (other than our registered users) which help us to have better control

8) Training and user guidance:

a) To control Phishing / spoofing emails, simulation process is conducted to understand the prone users

b) Conducting training for the said prone candidates regularly

c) As a regular practice, email alerts with guidelines are circulated weekly to keep all the users alert and aware

9) Audit, Assessment & Risk Mitigation

a) Regular system audits are conducted e.g., ITGC

b) Vulnerability Assessment and Penetration Testing

c) Risk mitigation and risk elimination is done on basis of the results of above audits & testing

Measures being taken for Data Privacy & Security:

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

1) Data Backups: 3 sets of backups is taken at 2 different locations including one cloud and 1 set read only copy as a special precaution

2) Data Classification: Entire data of organization is classified as per roles and hierarchy and protected with access control so that data access is seamless, private, and secure

3) Access Control Policy:

a) A stringent access control policy is in place e.g., Password must be complex, a combination of alpha/numeric and special characters i.e., smart and strong password

b) Access controls at each of access points e.g., data centres

4) MFA Enablement: Multi-Factor Authentication process is enabled for high end users and servers with important & confidential business information

FINANCIAL HIGHLIGHTS (CONSOLIDATED)

(₹ in Million, INR)

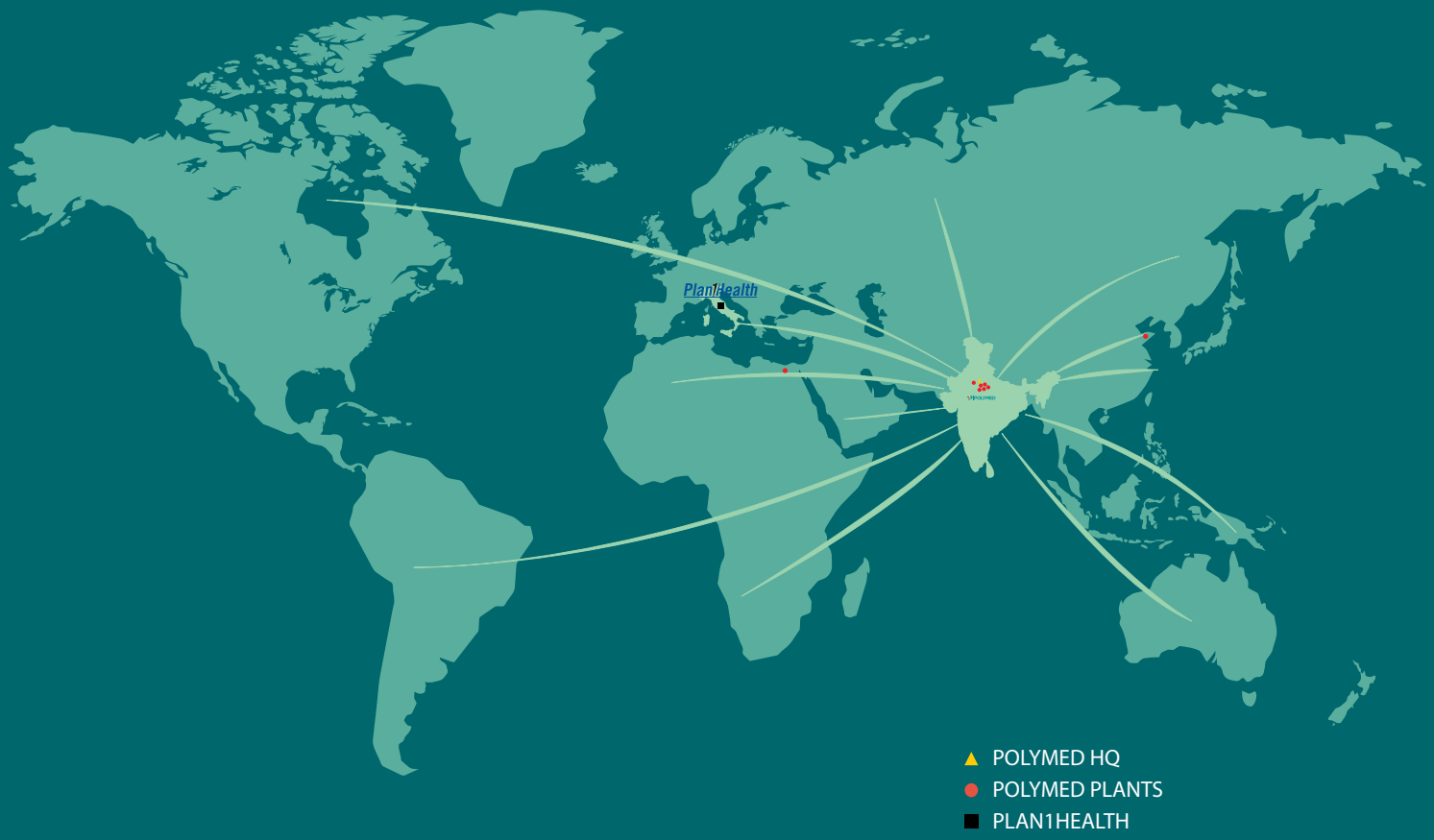
PARTICULARS	2022-23	2021-22	2020-21	2019-20	2018-19
Revenue from Operations (Net)	11,152.30	9,230.63	6864.70	68,72.39	61,08.25
Total Revenue	11,514.15	9,609.65	8048.85	70,57.02	62,90.92
Earnings Before Depreciation, Finance Cost and Tax Expenses (EBDIT)	30,349.68	2,534.52	2360.88	18,45.65	14,91.17
Depreciation and Amortisation	571.67	539.52	475.22	4,05.28	3,72.92
Exceptional Income	-	-	-	-	-
Profit For the Year (PAT)	1,792.82	1,465.06	1358.75	9,58.78	6,53.99
Equity Dividend %*	60%	50%	50 %	40%	40%
Dividend (including tax)	287.83	239.751	239.70	212.76	212.76
Equity Share Capital	479.72	479.50	479.40	4,41.23	4,41.18
Reserves and Surplus	11,936.54	10,395.31	9176.30	39,07	33,72.51
Net Worth	12,416.3	10,874.81	9655.70	43,48.24	38,13.70
Gross PPE	7,877.62	7,878.65	6752.47	56,82.40	47,92.50
Net PPE	6,032.94	4,544.96	3904.70	327.82	27,41.60
Total Assets	15,772.09	13,768.35	12237.30	76,73.25	65,39.51
Number of Employees	2339	2140	2039	2034	1952

KEY INDICATORS

PARTICULARS	2022-23	2021-22	2020-21	2019-20	2018-19
Earnings Per Share - (₹)*	18.69	15.28	15.25	10.86	7.41
Cash from Operations per share (₹)*	19.89	12.88	12.38	14.79	12.14
Book Value Per Share - (₹)*	129.41	113.4	100.71	49.27	43.22
Debt : Equity Ratio	0.12:1	0.12:1	0.14:1	0.43:1	0.42:1
EBDIT/ Net Turnover %	26.36%	26.37%	29.33%	26.15%	23.70%
Net Profit Margin %	15.57%	15.25%	16.88%	13.59%	10.40%
RONW %	14.44%	13.47%	14.07%	22.05%	17.15%

Note: Details of Financial Year 2022-23, 2021-22, 2020-21, 2019-20 & 2018-19 are as per IND-AS.

A Global Medical Technology Company



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