



**Don't Be
Patient**

GRI A+

EXTERNALLY ASSURED



Dr. Reddy's is a global organisation, with offerings spanning the entire pharmaceutical value chain. Our product mix is designed to offer solutions for unmet medical needs and create better access to existing medicines.

Our Purpose

Accelerate access to affordable and innovative medicines because

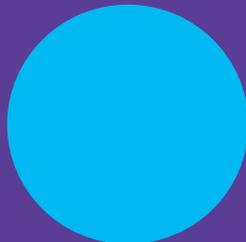
Good Health Can't Wait.

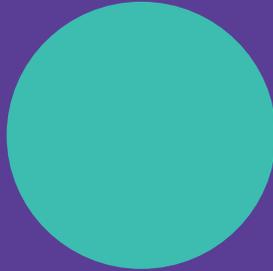
Our Promises

- Bring expensive medicine within reach
- Address unmet patient needs
- Help patients manage disease better
- Enable and help our partners ensure that our medicines are available where needed
- Work with partners to help them succeed

Our Values

Integrity and Transparency | Safety | Quality
Productivity | Respect for the Individual
Collaboration and Teamwork | Sustainability





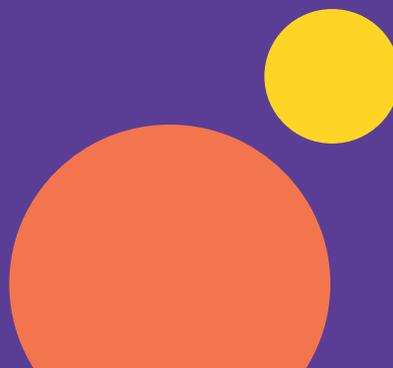
Climate change is no more a forecast. It's a glaring truth. Work-life balance is no longer nice to have. It is a must for sustainable employee productivity. Only profits no longer guarantee long-term growth. It is purpose that goes a long way.

That sustainability is only about protecting our future, is a thing of the past. Its financial, social and ecological implications are already visible. More glaringly than ever. The need for a cohesive triple bottom line approach, therefore, is not just important but urgent.

In the reporting period, the new construct we added to our sustainability approach is 'speed'.

We believe impatience is a virtue, when it comes to giving back to our employees, our neighbouring communities and the environment.

**Because
just like good health,
sustainability too
can't wait.**



Message from the Chairman



"It's now or never, adapt or perish."

Satish Reddy

In the last couple of years, our sustainability paradigm evolved to integrate speed as a key parameter. While what we achieve continued to remain important, how soon we achieve it became equally important. At Dr. Reddy's, there is now more emphasis on questioning the satisfactory. More stress is being laid on expediting triple bottom line outcomes. More urgency is being demonstrated on spreading good health. More certainty is being sought in achieving sustainable excellence in operations.

Sustainability for us is not just confined to being future ready, it is also about being present perfect. We've put the pedal to the metal and are enhancing the momentum of all our initiatives.

Accelerated Affordability & Innovation

'Accelerate access to affordable and innovative medicines because Good Health Can't Wait', this purpose resides at the heart of everything we do and we are constantly ramping up our business bandwidth via acquisitions, capacity expansions, capability building and R&D investment.

In FY14 & 15, 115 new products were launched across various parts of the world and in FY15 our R&D investments grew to ₹17.45 billion, a 41% jump over the previous year.

Enhanced Resource Efficiency

In the reporting period, we participated in the Carbon Disclosure Project (CDP) and emerged as the leader in the Healthcare segment in the Carbon Disclosure Leadership Index (CDLI) for FY15. We are accelerating the use of green chemistry to reduce and/or eliminate generation of hazardous waste. We also doubled the results of our responsible solvent management programme, in FY15 we posted solvent recovery savings of ₹525.78 million as against ₹214.31 million in FY14.

Quality - A Way of Life

We are strengthening our capacities, both in terms of people and processes, to ensure consistent compliance with global quality standards. Be it raw material sourcing, development, manufacturing or packaging, our commitment to quality remains steadfast across the product development life cycle. We are embedding quality as a way of life by steering the Quality Management System right from top management, seeding the principles of Quality by Design across operations, adopting global benchmarking tools, institutionalising a series of self-checks and incorporating corrective measures.

We are acutely aware that results are a manifestation of investments, commitments and strategies. To enhance the velocity of outcomes we have made large-scale investments in capability building, supply chain excellence, 21st century manufacturing, resource conservation and community care. We urge you to invest a little of your time, critically analyse our sustainability performance and plans, and share with us your ideas and recommendations on how we can reduce the wait for good health, for millions of our brethren across the world.

Regards,

Satish Reddy
Chairman

Reinforced Responsibility

A global business rooted in Indian DNA, our commitment to give back to the society has only intensified. In the reporting period, as we revised our CSR policy in alignment with the Companies Act 2013, we also refined our CSR implementation approach. We collaborated and engaged with more NGOs in order to reach out to more marginalised communities, further and faster.

Our flagship programmes, 'School Improvement Programme (SIP)' which supports 27 schools covering 12,000 students, and 'Community Health Intervention Programme (CHIP)' which reaches out to 54 villages, saw accelerated outcomes. The dropout rate in SIP schools has reduced to a marginal 2.5% as opposed to 7% in FY12, the year when SIP was flagged off. The Fixed Day Health Care Service under CHIP has also showed encouraging results in enhancing the health of mothers and children.

With an aim to translate our nation's rich demographic potential into reality, our livelihood programmes continued to impart skills which enhance the employability of disadvantaged youth, differently abled youth, and farmers. Through these programmes, we have reached out to over 334,000 people, till date.

Empowered Employees

It is employees who inject life into an organisation. Taking care of their lives and ensuring their holistic development are therefore our utmost responsibilities. In FY14, 'Project Parivartan', our safety culture transformation drive, completed its 3-year journey. Our lost time injury frequency rate stood at a reduced 0.17 in FY14 vis-à-vis 0.55 in FY11. Also in FY15 we recorded zero fatality. Enhanced safety boosts concentration, confidence and commitment which in turn augments productivity. We also introduced a host of additions in our HR policies to strengthen work-life balance and workplace diversity. In FY14, 33% of our campus recruits were women.

Message from the Co-chairman & CEO



"Intentions and actions are no longer enough. It's time we exhibit and expedite outcomes."

G. V. Prasad

Humankind is known for its ingenuity and has an illustrious record of overcoming challenges. The burning question today is, are we solving them fast enough? More so in areas that really matter? Life-threatening challenges like climate change and healthcare inequalities have been left unsolved for too long. With every passing day more people are bearing the brunt, when they shouldn't have to. While we are all aware about the gravity of these challenges, we seem to ignore the need for speed. By not addressing sustainability challenges on an urgent basis, we are contributing to business, environment and social crises of epic proportions.

We cannot afford to be patient.

At Dr. Reddy's, we believe impatience is a beautiful premise. Innovations are born out of impatience towards imperfections. Revolutions are born out of impatience towards unjust conditions. Transformations are born out of impatience towards slow or no progress.

'Don't be patient' is our rallying call for triple bottom line action. Empathy and dynamism are the guiding principles which resonate across all our decisions and actions.

Good Health

In the reporting period, we articulated a new brand ethos 'Good Health Can't Wait'. It adds much needed urgency and immediacy to our existential purpose of accelerating access to affordable and innovative medicine.

Our commitment to empathy and dynamism was tested in war-torn Ukraine and we are proud of our Ukraine team, which exhibited extraordinary courage and ensured continued availability of medicines even in areas under separatist occupation.

To accelerate dissemination of information and facilitate prompt and better diagnosis, we developed and distributed mobile-based applications for doctors.

Good Economics

A healthy bottom line helps power a wider, deeper and more affordable healthcare delivery system. 'Productivity' and 'Availability' are our means towards these ends. In the reporting period, we recorded significant progress on both these fronts.

To build pace into our productivity enhancement programme, we adopted a two-pronged approach. Along with large-scale, pan-organisation transformative projects like digitisation of processes, we implemented a fast turnaround programme: 'one simplification project every week'. This approach has contributed significantly to people, machine and material productivity. As per the POBOS report, our operational equipment effectiveness stood at 53% as against the industry standard of 47%.

Good Earth

The health of our planet has a direct bearing on the quality of our lives. Our environment investment nearly doubled in FY15 to ₹621 million from ₹327 million in FY14. We initiated a number of mass conservation measures, like the setup of a cogeneration power plant which will cater to 65% of the power requirement and 100% of the steam requirement of the Srikakulam plant and SEZ areas, and has an annual savings potential of ₹240 million.

Along with increased investments, we also enhanced our accountability by including Scope 3 emissions in our reporting ambit.

Good Neighbourhood

To reach more lives in the most efficient manner, we increased our CSR spend by approximately 50%. We invested ₹291.7 million in FY15 as compared to ₹198.6 million in FY14 towards need-based interventions in areas like education, healthcare, hygiene and livelihoods.

The Self-Managed Teams (SMT) concept, spearheaded at Dr. Reddy's as part of our skill building exercise, has become a vibrant movement. Over and above empowering large swathes of economically disadvantaged youth through meaningful training and employment, it is also enhancing the pharma talent pool by developing highly skilled technicians who are productive, responsible and self-motivated. Today, we have approximately 1,400 members in SMTs across our operations. Our 'learn while you earn' model provides them the opportunity to pursue higher education and rise in the organisational hierarchy.

Our sustainability report details our efforts and their outcomes across the triple bottom line. I request you to read this report and share with us your suggestions, expectations and aspirations, because the better aligned we are with our stakeholders, the more agile we can be.

Regards,

G. V. Prasad
Co-chairman & CEO

Sustainability Approach

Focus Areas

For efficient and effective management of the triple bottom lines, we have adopted a sustainability framework comprising six focus areas.



Materiality

In FY12, we revisited our sustainability journey and took a systemic shift to seed 'sustainability by design' in the organisation.

The first step of this rejuvenated sustainability journey, was to relook our materiality matrix with an aim to identify an area which fulfils both these criteria:

- It should have maximum impact on the triple bottom lines
- Dr. Reddy's should have maximum control and impact on it

Manufacturing operations was the first destination of transformation. It has a significant impact on a majority of economic, environmental and social parameters, plus we at Dr. Reddy's wield unfettered access and can drive swift and sustained change.

We identified nine pillars of sustainable operations which resonate with our six overarching material issues.

9 Pillars of Sustainable Operations

Safety

- Successfully accomplished Parivartan, the 3-yr Safety Culture Transformation Journey
- Recorded zero fatality in FY15
- Reduced lost time injury frequency rate - from 0.37 in FY13 to 0.15 in FY15
- Increased transparency in incident reporting led to enhanced investigation and preventive action
- Further strengthened safety capability of our workmen, contractors and strategic business partners through various training programmes
- Introduced Safety Star Caps programme to drive safety awareness at the shop floor level
- Witnessed higher accountability through enhanced zone ownership



Quality



- Improved our first time right status to 95% at our formulations plant
- Intensified our efforts on deploying IT to drive quality across different functions - successfully migrated to capturing all development related data in electronic form at our R&D centre
- Upgraded our quality incident investigation (QII) system to make it more robust, agile and line-owned
- Initiated mass six sigma trainings, 96% of our first batch emerged as certified green belts
- Enhanced quality by reducing manual interventions and simplifying processes

Availability

- Initiated a pilot business continuity plan to identify potential risks and implement safeguards
- Launched Intelligent Integration (i²) project for end-to-end integration of supply chain and operations management
- Reduced risk through increased environmental and manufacturing compliance



People



- Carved out an 'employee value proposition', a reflection of Dr. Reddy's culture
- Tied up with leading universities to offer higher education to workforce
- Introduced 'Dr. Reddy's Recognition Centre', a global online platform to enable line managers to reward and recognise employees
- Rolled out an effective people management programme, reaching out to 85% of the targeted line managers
- 1,800 employees got certified from our Technical Training Centre in various skill levels
- Trained 849 SMT members, taking the tally to 1,400 SMTs till date

Engineering Excellence

- Digitised entire value chain from drug discovery to distribution
- Made the in-plant processes error proof through automation
- Phased implementation of Manufacturing Execution System (MES) to enhance operational effectiveness, adherence to quality and compliance
- Implemented a one-step automated power management system to track and optimise power consumption
- Setup the new SEZ plant with next-generation paperless manufacturing technology
- Migration of all our existing plants to smarter technologies



Environment

- 10.3% of total energy demand fulfilled through renewable sources
- Upcycled 86% organic hazardous waste by supplying it to cement industry as auxiliary fuel
- Introduced reporting of Scope 3 emissions
- Led the Indian Healthcare sector in the India Climate Disclosure Leadership Index (CDLI) with a disclosure score of 97 in 2015



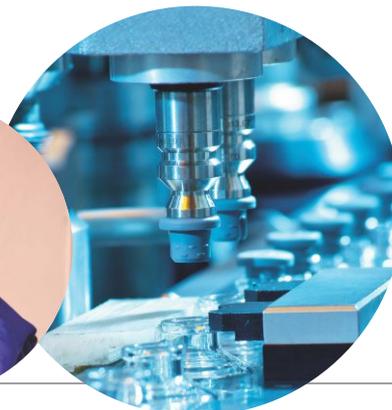
Community

- Increased CSR investment - ₹291.7 mn in FY15 compared to ₹198.6 mn in FY14
- Reached out to 12,000 rural students
- Conducted vision screening camps in schools, benefitting 7,500 students from 30 schools
- Trained more than 7,000 youth under livelihood programme
- Facilitated treatment of over a 1,000 people, post Hud Hud cyclone at Visakhapatnam
- Partnered with the local government authorities to set up community toilets at Pydhibhimavaram
- Flagged off 'Week of Giving', an employee volunteering festival with participation of 1,100 volunteers in FY15



Productivity

- Benchmarked against the best in the pharma world through POBOS
- Institutionalised PACE, a productivity enhancement programme across the organisation - both phase 1 (procurement excellence) and phase 2 (operational excellence) witnessed successful completion
- Introduced 'systems approach' to enhance productivity of people, machine, and material
- Implemented 323 cost saving ideas with potential savings of ₹5,191.29 million in FY14 & 15
- Revamped our intranet portal iHub, to increase productivity



Continuous Improvement



- Realised ₹457 million savings from various CI projects
- Carried out a systematic ergonomics study across units, resulting in manpower savings of 20%
- Implemented low cost solutions such as overage reduction, providing access to hard to reach areas, handling and reducing rejects etc.
- Building capability of our shop floor employees in the areas of waste identification and elimination
- Sustained increase of the machine OEE at an average of 39% from the baseline of 27%, at Formulations Plant 8, Baddi

Environmental Management & Climate Change

Good environment is a necessity to nurture good health. During the reporting period, we enhanced the share of clean energy in our energy mix, designed energy-efficient plants, consolidated our cooling towers and augmented our rainwater harvesting capacity. We progressed on our roadmap at a steady clip and are on course in five out of the total six commitments.

We actively support CII's Green Industry Rating Programme that evaluates companies on their environmental performance. A pilot for 'Green Industry Rating' has been initiated at two of our units: API Hyderabad Plant 2 has already been assessed and Formulations Hyderabad Plant 3 is in the process of being assessed.

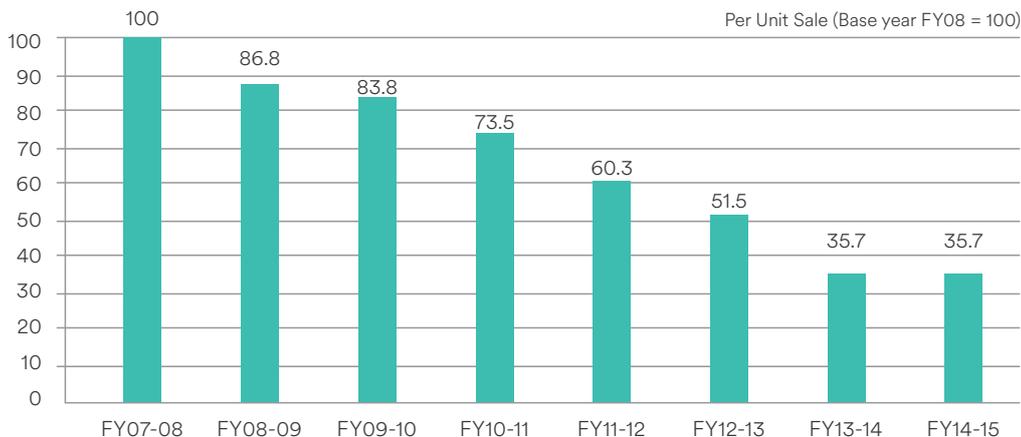


Our environment investment almost doubled in FY15 to ₹612 million from ₹327 million in FY14.

Water

Water conservation forms an important part of our environment agenda. We strive to make our processes self-sustainable by adopting environment-friendly initiatives like rainwater harvesting, recycling and reducing water usage.

Normalised Specific Fresh Water Consumption

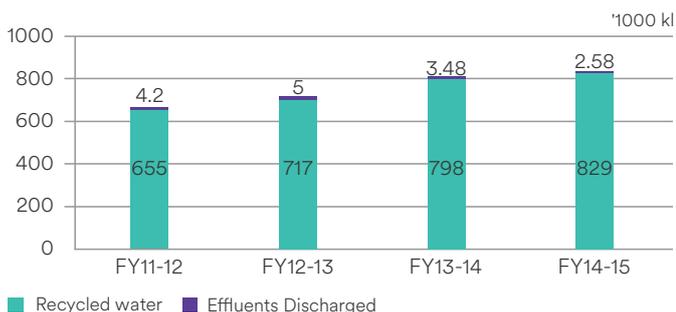


Our normalised specific fresh water consumption decreased by 32% in FY14 compared to FY13.

Recycling and Responsible Discharge

Across all our facilities, wastewater is handled responsibly and utmost care is taken that it remains way below statutory norms.

Recycled Water & Wastewater Discharge



Highlights

- We achieved 100% replacement of fresh water with treated water for irrigation purposes within our Bachupally campus by setting up a 350-kld capacity sewage treatment plant.
- We rolled up our sleeves to reduce the fresh water consumption in utilities at API Plant 5 by 50% through judicious use, intense recycling, collection and polishing of harvested water through an additional Reverse Osmosis (RO) system.
- An ozonation system has been installed at wastewater recycling facility in Formulation Plant 2 to enhance the RO efficiency, thereby reducing the use of fresh water.

Energy

Energy efficiency has been institutionalised across various stages of product management.

During the reporting period, our energy conservation investments across units resulted in significant energy savings - ₹313.5 million (44.78 million kWh) in FY14 and ₹194.4 million (23.48 million kWh) in FY15.

In FY14, the specific energy consumption decreased by 16.53% as compared to FY13. However, in FY15 the specific energy consumption increased by 10.37% due to commissioning of new units and growth in the scale of operations.

DEVELOPMENT

Energy optimisation by design via green chemistry

SOURCING

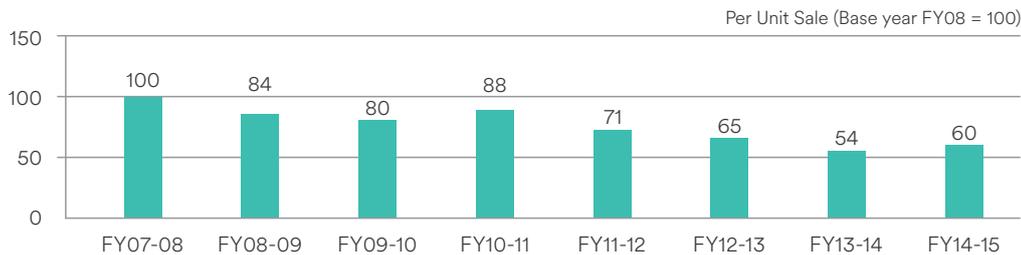
Reducing transportation through vendor proximity and virtual transactions

MANUFACTURING

Large-scale, end-to-end energy conservation drives at several manufacturing units



Normalised Specific Energy Usage

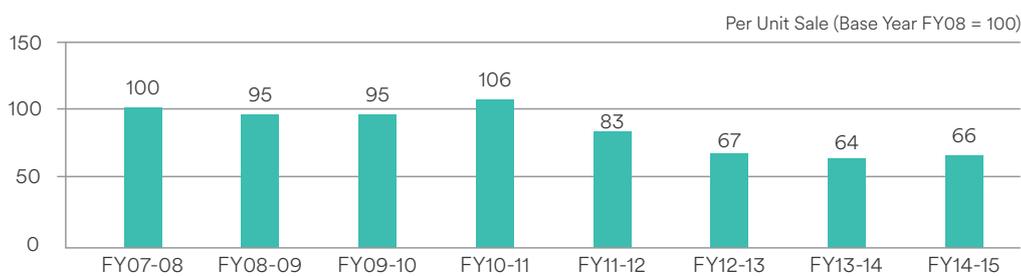


We are injecting a huge dose of green into our energy mix to achieve our sustainability goals. Currently 10.3% of our total energy demand is fulfilled through renewable energy sources and plans are afoot to increase to around 25% by FY17.

Emissions

During the reporting period, we conducted a detailed Scope-1, Scope-2 and Scope-3 footprint analysis to establish a credible baseline. Structured scope-wise analysis would be undertaken to identify opportunities for carbon footprint reduction across the business units.

Normalised Specific Emissions



During the reporting period, we achieved an overall 1.5% reduction in specific emissions.

Our specific emissions reduced by 5% in FY14 and increased by 3.5% in FY15 due to increase in production volumes and addition of new facilities.

Initiatives to Curb Emissions

Improving energy efficiency along with practices like innovative packaging and logistics management have led to significant reduction in our GHG emissions. Some initiatives undertaken to specifically reduce emissions include:

Eco-friendly packaging:

Replacement of wooden pallets with innovative alternatives like HDPE pallets and polyethylene slip sheets contributed to carbon efficiency



Mechanisation of ATFD Salts Handling:

Previously ATFD salts were stored in bags. Now they are directly loaded into containers to avoid emissions

Minimising Fugitive Emissions:

Initiatives like closed operation of centrifuges and closed handling of solvents led to reduction in fugitive emissions

Waste

We have expedited our waste management efforts across the spectrum including design, manufacturing and safe disposal.



Our Waste Management Hierarchy

- Prevent**
- Minimise**
- Reuse**
- Recycle**
- Responsible Disposal**

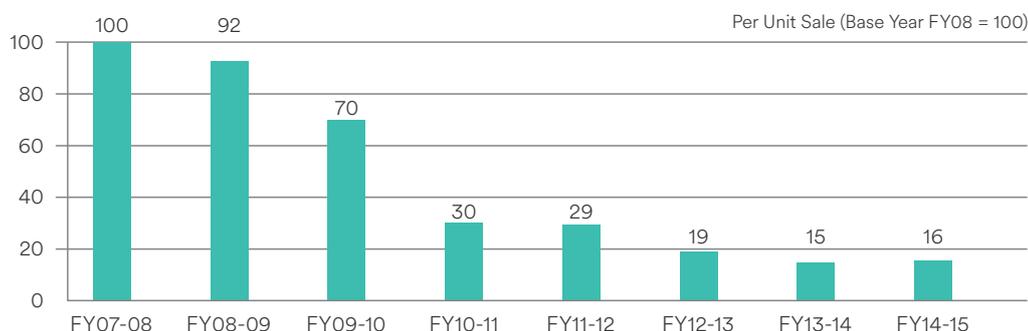
Highlights

- 28.4% and 30% of the total waste generated was recycled and rest sent to secured landfills/offsite incineration in FY14 & 15 respectively
- 85.41% and 86.89% of organic waste went to the cement plants for recycling in FY14 & 15 respectively
- 2,832 MT and 3,566 MT of high purity salts were sent to micro nutrients manufacturers in FY14 & 15 respectively
- 34% of total hazardous waste generated comprised organic waste
- Total hazardous waste disposed decreased by 10% in FY14 over the previous year due to improved recycling of organic waste
- Solvent recovery initiatives resulted in savings of ₹525.78 million in FY15

Hazardous Waste

The specific hazardous waste decreased by 21% in FY14 over FY13 due to improved recycling of organic waste to cement industry, while FY15 saw an increase of 4.4 % in specific hazardous waste compared to FY14 due to additional ETP and chemical sludge disposal.

Specific Hazardous Waste Disposed



Overall, we achieved 16% reduction in specific hazardous waste generation during the reporting period.

Initiatives to Build a Circular Economy and Convert Waste to Wealth

Alternate Use of Briquette Ash	Alternate Use of Potash	Alternate Use of Sodium Sulphate
We sent around 208 tonnes of ash for reuse to fertiliser, organic manure and agriculture biotech industries. Potential savings: ₹1.6 million/annum.	We recycled 3,000 TPA of potassium salts through authorised recyclers, regenerating 2,000 TPA which is being used as fertiliser and is sent to oil drilling companies. Potential savings: ₹8.4 million/annum.	We set up a dedicated multiple effect evaporator to produce good quality sodium sulphate salts which can be reprocessed and reused. 144 T sodium sulphate has been handed over to recyclers till date.

Green Chemistry

Dr. Reddy's is accelerating the use of green chemistry to reduce or eliminate generation of hazardous substances. We have developed Green Chemistry metrics in association with the American Chemical Society Green Chemistry Institute to monitor and manage various aspects such as atom efficiency, e-factor, reaction mass intensity and energy efficiency. We consistently implement these metrics to improve safety, health and environmental performance, and to optimise resources, conserve energy and enhance productivity.

In the reporting period, we fast-tracked our efforts in finding more sustainable means of synthesis than traditional chemistry approaches. Following are some of the improvements that we made to our processes.

Eslicarbazepine Acetate

The earlier process involved five steps and the overall yield was found to be 13% with a highly unfavourable E-factor of more than 800 kg. The improved process involves three steps and 80% yield. E-factor has improved by almost 10 times (<88 kg).

Voriconazole

The earlier process involved six steps and the overall yield was found to be 5.6% with a highly unfavourable E-factor. The improved process involves six steps and 19.1% yield has been achieved. The E-factor has improved to 40 kg.

Pregabalin

The earlier process involved sodium hypobromide with an unfavourable E-factor. Now, sodium hypobromide has been replaced with sodium hypochloride, reducing the E-factor close to 21 kg.



Progress on our Environment Roadmap

Performance target	Status	Progress
Aim to reduce our specific consumption of energy by about 5% every year so as to achieve a 40% reduction by year 2020	●	Initiated energy conservation measures at Formulations Plant 3, Formulations Plant 6 and Formulations Plant 8, which will soon be cascaded to other facilities like API Plant 5 and API Plant 6
Strive to increase the percentage share of renewable energy in our total energy consumption by 2.5% every year over the next ten years, such that renewable energy share reaches 25% by year 2020.	●	10.3% of total energy is now from renewable sources, mainly due to agriculture waste briquette fired boilers in API Plant 1, 4 and API Plant (SEZ). Solar energy now constitutes 4.7% of the total energy consumed
Aim to reduce our specific consumption of water by about 5% every year over the next ten years so as to achieve a 40% reduction by year 2020.	●	New wastewater recycling facilities were commissioned at Formulations Plant 1 and 2. Recycling of treated water resulted in reduction in freshwater consumption
Strive to become water neutral by year 2020 by replenishing the water table with an amount of water equal to what we consume, using means such as water harvesting.	●	New rainwater harvesting facilities were commissioned at API Plant 5 and API SEZ. These augment the existing rainwater harvesting system at Formulations Plant 3. Next steps: Studies are being undertaken to explore further opportunities for rainwater harvesting at other manufacturing facilities.
Attempt to reduce our specific generation of hazardous waste.	●	New sludge dewatering system commissioned at Formulations Plant 3. Segregation of pure salts from process and their disposal to recyclers at API Plant 5 & API Plant 6 commenced during this reporting period.
Reduce the quantum of hazardous waste sent by us to landfill / incineration by about 5% every year over next ten years so as to achieve a 40% reduction by year 2020.	●	30% of hazardous waste generated was recycled in the cement industry as auxiliary fuel. The Formulations Business Unit obtained necessary permits from the regulators to dispose market returned goods in cement plants.

Caring for Communities

'Empathy' and 'dynamism' are the two guiding principles that define all our intentions, actions and decisions. While 'empathy' helps us learn about and act upon the needs of the communities, 'dynamism' drives us to seed community interventions with business-like speed, precision, innovation and aggression.

In the reporting period, we formulated new CSR policy, redefined our CSR focus areas and collaborated with NGOs such as Dr. Reddy's Foundation (DRF), Pudami Education Society, NICE Foundation, Acumen Fund, and Centre for Social Initiative and Management on several CSR programmes. We also actively engaged with several NGOs such as Teach for India, India Literacy project and the Vizag Zoo through our volunteering programme called 'Week of Giving'.



Education

School Improvement Programme (SIP)

Flagged off in 2011 in collaboration with DRF, SIP now supports 27 schools reaching out to 12,000 students by offering remedial support and scholarships, facilitating computer labs and drinking water systems, setting up libraries and maintaining toilets.

Key outcomes of this programme are increase in girl child enrolment and decrease in dropout rate in the SIP schools.

Pudami Schools

Dr. Reddy's continued to support Pudami Education Society to run 4 secondary and 25 primary Pudami Neighborhood Schools and English Primaries, facilitating quality education for 11,000+ students.



Livelihoods

We continued to facilitate livelihoods skills for the youth, the differently abled, and the farmers through Livelihood Advancement Business School (LABS) and Skilling Rural Youth (SRY) programmes.

LABS for Youth	LABS for the Differently Abled	LABS for Farmers	SRY
7,128 youths were trained in gaining job-specific skills, soft skills, English speaking skills, computer skills and placement linkages	904 youth were trained through a 60-day skill development programme to gain a suitable job	20 projects were supported by extending technology & methodology interventions, empowering a number of farmers to enhance their income	165 youth were trained through our 10-day capacity building programme



Community Healthcare

Facilitating mobile ambulances and nursing midwives (ANMs and GNMs)

Signing an MoU with the district authorities

Sensitising Sarpanchs for greater awareness

Dr. Reddy's spearheaded Community Health Intervention Project (CHIP) in FY12, in association with NICE Foundation. In the reporting period, we reached out to 54 villages providing basic support for ante and post-natal care, safe delivery and infant care, primary immunisation of children by the age of one, safe motherhood and increasing the child survival rate.

Additionally, Fixed Day Healthcare Service (FDHS) has been implemented for regular screenings and referrals. 30,000+ people across age groups attended the screening and 217 referrals were made to appropriate institutions.



Patient Care

Our patient care initiatives focus on providing comprehensive medical services, tackling special needs, spreading strategic disease awareness and organising frequent health camps. They range from awareness to prevention and from treatment to psychological support for patients and their families.



PromOTE India

Sensitises people, facilitates early detection, and enables prompt diagnosis of cancer.

Lymphoma Awareness Campaign

Empowers primary physicians to become a single point of contact for the diagnosis of lymphoma.

Disha

Provides access to Reditux™ therapy for lymphoma patients, extends diagnostic support at subsidised rates.

Healthy Beats

An initiative to identify and address non-communicable diseases in rural India. Around 2 lac people were screened in health camps, of which about 40,000 patients were diagnosed with Hypertension.

'Rang Day'

Celebrates children's day to bring joy in the lives of cancer-affected children.

Mitr Counselling

Offers psychological counselling to patients and their relatives for dealing with the effects of cancer.

Roshni

Helps early detection and effective management of diabetes by organising diagnosis camps in small towns and large cities.

Committed to Help, Educate and Encourage Renal Patients (CHEER)

An endeavour to handhold CKD patients in their tough times and ensure that they comply with the therapy. So far, we have reached out to 12,000 CKD patients.

Health Education

Dr. Reddy's Foundation for Health Education (DRFHE) was launched in 2002 to make health education more accessible.

It works primarily in two areas, training initiatives and awareness programmes.

All programmes are built through in-depth research and upgraded regularly to remain in sync with the current needs of the sector.

In the reporting period, DRFHE reached out to 89,629 beneficiaries via 2,162 different programmes.

Since inception, Dr. Reddy's Foundation for Health Education has impacted 207,392 beneficiaries via 5,698 programmes.



Being an Employer of Choice

Creating an ideal place to work begins with defining a great work culture. At Dr Reddy's, an employee centric environment encourages, empowers and enables the workforce to perform par excellence.

In the reporting period, we carved out an 'employee value proposition' which is a reflection of the democratic, safe, empowering, caring and purpose-driven culture of Dr. Reddy's.

Parivartan

A Safety Culture Transformation Journey

Launched in 2011 to transform the safety culture, Project Parivartan has helped us build robust safety framework and upgrade safety infrastructure across our business units and offices with improved capabilities of our employees to adopt safety measures in all activities.



We received
CNBC ASIA's India
Talent Management
Award for effective
talent management
practices
in FY14.



Zero incidents,
zero harm to
people and zero
damage to the
environment.

FY14 saw the successful accomplishment of our three-year Parivartan journey leading to:

- Increased transparency in reporting of incidents
- Robust safety governance and higher accountability
- A visible attitude of safety ownership, from top management to workmen
- Deployment of state-of-the-art safety apparatus
- Institutionalisation of SHE policies and principles, in letter and spirit
- Enhanced knowledge sharing and compliance with safety protocols
- Enhancement in the number and nature of safety audits and safety capabilities

Over the years, our safety statistics have shown an encouraging performance with zero fatality in FY15 and we wish to sustain this success forever.

The approach has clearly shifted from 'reactive' to 'proactive' and from 'zero by chance' to 'zero by design'.

Key Enablers of Empowering Work Culture

High Performance Teams (HPT)

HPTs harness the benefits of a team-based structure and work in small cross-functional teams to focus on one or two products at a time to ensure full attention on each milestone of the product development cycle.

Role-based Organisation (RBO)

An RBO model is being institutionalised throughout the organisation, to improve the role-to-person fit which will result in a more engaged employee and thereby a more productive organisation.

Skill Based Progression System (SBPS)

Our Technical Training Centre has helped many employees to grow from team members to team leaders. Certification is provided across three levels: 'Execute', 'Multi Skill' and 'Excel'. 1,800 employees were certified in 'Execute' and 'Multi Skill' levels in FY14 & 15.

Self Managed Teams (SMT)

Self Managed Teams is one of Dr. Reddy's flagship programmes to drive meaningful change and foster responsible empowerment. Economically disadvantaged youth from locations neighbouring our units are imparted rigorous training through a series of focussed programmes. Equipped with the right skills, appropriate tools and an enabling environment - SMT recruits clearly stand apart from their industry peers and deliver high quality output. Over the course of three to four years, SMT recruits become highly skilled technicians and grow in their field, whether at Dr. Reddy's

or elsewhere in the health industry. Initiated to enhance operational efficiency by nurturing empowered teams, SMT today has been institutionalised in all our manufacturing facilities.

The 'SMT way of work' is also improving employability in rural and semi-urban areas through its 'learn while you earn' model. Many members of our early batches of SMTs are post graduates today.

1,800 employees were certified in 'Execute' and 'Multi Skill' levels in FY14 and FY15.



Sustaining Talent

Our approach in a nutshell



In order to provide a 'One Company' perspective to our new recruits, we have started a common e-induction programme. Since its launch, we have inducted 1,700+ employees through this programme.

Every individual's effort is valued, nurtured and rewarded at Dr. Reddy's.

Our 360° approach towards talent management starts with attracting the best brains, then nurturing them to their full potential and retaining them with financial, intellectual and developmental motivation.

The goal is to make work challenging, life interesting and the experience memorable.

Leadership development is a key ingredient of our talent strategy. Leadership qualities are spotted and nurtured across young, middle and senior levels.

We don't limit recruitments for vacancies. In fact, we welcome talented minds and craft roles to suit their skills.

Our employee strength increased from 16,504 in FY13, to 18,647 in FY14 and 20,372 in FY15.

Under New Horizons Leadership Programme, we covered close to 80 managers and aim to enable 150+ managers in the coming year.



Initiative

Our enabling approach manifests in empowered people and exceptional results.

Attracting Talent

To draw the best talent, we don't limit recruitments for vacancies; in fact, we welcome talented minds and craft roles to suit their skills. We have institutionalised a 'Competency-based Interviewing Technique' (CBIT) to help us evaluate a candidate thoroughly. Our induction programme acquaints and exposes the new recruits to the Company's core values. We have also revamped campus recruitment programme to enhance our positioning in the campuses and to access a wider pool of talent. Our employee strength increased from 16,504 in FY13, to 18,647 in FY14 and 20,372 in FY15.

Developing Talent

We facilitate periodic enhancement of competencies, skills and attitudes to help employees keep pace with the changing environment and their evolving job profiles. Training needs of each individual are identified during our 360° talent review process and training modules are custom-designed to address the same. In FY15, we offered behavioural and technical training to 7,800 employees.

Nurturing Leadership

We constantly lookout for natural leaders across the hierarchy and provide them enabling platforms to transform their leadership potential into performance. Our Transition Leadership Programme trains potential leaders for specific roles across various levels of the organisational pyramid.

Lead Beyond Limits

The Perfect Convergence of Individual and Organisational Success

The New Horizons Leadership Programme (NHLP), launched in 2012, is Dr. Reddy's flagship senior leadership development programme. It focusses on personal transformation to drive organisational transformation.

It is anchored on the philosophy of viewing leadership as a tool to drive holistic change:

Lead Self

focusses on introspection and realising one's potential and overcoming limiting mindsets.

Lead Others

focusses on acquiring mindsets and skills to lead teams, create a collaborative culture and influence others.

Lead Business

focusses on developing strong business perspective and identifying levers that will drive growth and success.

Lead Change

focusses on bringing about large-scale change that is necessary to sustain business success.

The objective of the programme is to help individuals

Raise their personal and professional aspirations

Live up to their full potential

Actively contribute to the development of the organisation in various spheres

In the reporting period, we covered close to 80 managers and aim to enable 150+ more managers in the coming year. The programme has empowered both the individual and the organisation. Areas such as personal effectiveness, people leadership and collaboration have seen a marked improvement. Significant personal transformations have been witnessed among the participants over and above achieving savings of ₹800 million via breakthrough projects.

Motivating Performers

Our reward system is applicable to employees irrespective of their area of operation. At the organisation level we have introduced 'Dr. Reddy's Recognition Centre', a global online platform, which enables line managers to reward and recognise employees. Our business units have their own recognition frameworks and employees have also been empowered to appreciate their colleagues with spot recognitions.

Beyond Work

Striking the right work-life balance makes life more purposeful and work more productive. We relooked our HR policies in the reporting period and went beyond the stipulations of the government to support all employees with the introduction of Family Care Leave benefits for child care, medical or family related situations. Its benefits extend beyond the paternity, maternity and regular leaves with a period ranging from 3 to 12 months.

Diversity Management

Equal opportunity, diversity, fairness and meritocracy are the guiding principles of our recruitment process. To encourage diversity, we pay higher referral bonuses for referring talented differently abled candidates and have ongoing tie-ups with agencies and NGOs to attract the differently abled.

We have undertaken a pragmatic approach called the 'India Diversity Initiative' which is anchored by an apex diversity council and supported by location diversity councils.

Currently 15% of our global workforce comprises women whereas in India, the diversity percentage is 8%. During the reporting period, the campus hires in India comprised 33% women.



**We are a
20,372 strong
workforce of diverse
nationalities, cultures,
languages, age
groups, genders, and
ethnicities committed
to one belief:**

**Good
Health
Can't
Wait.**



**Equal
opportunity,
diversity, fairness
and meritocracy
are the guiding
principles of our
recruitment
process.**

Human Rights

We are signatories to the UN Global Compact and support its 10 principles of human rights, labour, environment and anti-corruption. Our Human Rights policy is not only applicable to the Company, but also holds accountable our suppliers, contractors and partner NGOs.

**Any behaviour
reflecting
discrimination and/or
harassment by any
employee towards
another is dealt with
severely.**

Affordable & Innovative Medicines

Every day, each one of us lives the words of Dr. K. Anji Reddy "we are in the business of treating diseases and saving lives". Economic stability and growth are enablers of organisational good health and ensure continuity of this mission.

In the reporting period, Dr. Reddy's consolidated revenue for FY14 and FY15 was ₹132.17 billion and ₹148.19 billion, posting a year-on-year growth of 13.7% and 12.1% respectively. PAT stood at ₹21.5 billion for FY14 and ₹22.18 billion for FY15 registering an increase of 28.2% and 3% over the previous year respectively.

We are driving availability of our medicines across geographies by making more drugs in shorter time, bridging supply chain gaps, charting newer territories, standing strong in existing markets and making medicines more affordable.



At Dr. Reddy's, our core purpose is to accelerate access to affordable and innovative medicines because Good Health Can't Wait.

Below are some of the interventions where we have gone the extra mile:

Ensuring Availability of Life-saving Drug

One of Europe's largest pharmaceutical companies was facing a manufacturing slowdown due to audit related procedures and was on the lookout for an external supplier to meet the challenging requirement of delivering 20 tons of the penultimate stage of a complex, multi-stage API, in just three months.

Our Customer Pharma Services (CPS) team sprang in to action and delivered the required quantity of API ahead of schedule.

Subsequently, the team also delivered an additional 30 tons of the drug substance to ensure continuous availability of a critical life-saving drug on the shelf.



Demonstrating Commitment to Patients

Venezuela is going through a huge balance of payments crisis and the exchange rates have fallen dramatically.

Despite facing several macro-economic challenges, including the currency crisis, we have persisted in this market, with our teams ensuring availability of medicines. This effort has made us the fastest growing pharmaceutical company in the region, registering a 141% growth in units in FY14-15.

Making Critical Medicines Affordable

Valganciclovir, an antiviral, is used to treat CMV retinitis, an eye infection that can cause blindness in people who have acquired AIDS or received an organ transplant.

We decided to accelerate the availability of a more affordable version and were able to launch the product before other generic manufacturers. Since its launch in December 2014, nearly 40% of patients in the US are using Dr. Reddy's Valganciclovir.



In the reporting period, Dr. Reddy's consolidated revenue for FY14 and FY15 was ₹132.17 billion and ₹148.19 billion, posting a year-on-year growth of 13.7% and 12.1% respectively.

Sustainable Sourcing

In the pursuit of our goal of 'good health for all', our supply chain members are key enablers. It is imperative that all of them are aligned to the cause and clearly understand how they can contribute.

In the reporting period, we invested ₹2 million in the procurement of tools, software and technologies for improving supply chain efficiency.

Towards this goal, we have institutionalised frameworks such as:

Formulating a well-defined 'Supplier Code of Conduct' applicable to all vendors, suppliers and service providers, which addresses multiple aspects of responsible sourcing including environment, health & safety, ethics, human rights and anti-corruption

Enriching existing relations through knowledge-sharing exercises	Imparting mandatory supplier training to new vendors	Sharing good practices through periodic audits and workshops	Inculcating a culture of conservation among local and small producers
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Ongoing interventions as detailed below accelerate outcomes.

 <p>Redesigning the packaging to reduce carbon footprint</p>	 <p>Transporting products by sea rather than air to reduce emissions per product</p>	 <p>Conserving material by efficient inventory management, reduction of solvent use, enhanced solvent recovery and optimising testing of raw materials sourced from suppliers with a proven track record</p>
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Highlights

Vendor Audits

In FY14, 82 vendor audits were conducted wherein 628 observations were raised including 6 critical observations and 89 major observations.

Based on the analysis, 2 vendors were blocked. In FY15, 95 vendor audits were conducted wherein 627 audit observations were raised including 33 critical observations and 173 major observations. 9 vendors were blocked based on these audits.

Sustainable Logistics

Our Formulations business teams successfully improved sea shipments from 24% in FY13 to 40% in FY15, recording an increase of 67%. The target for FY16 is 50% of shipments by sea route.

Paperless Procurement

Our supplier engagement portal 'Vikreta' was revamped and the entire process right from 'request for quotation' to 'final invoice' was made digital.

Inventory Management

Astute inventory management is the heart of a sustainable operation. In FY14 we had 148 days of inventory, whereas in FY15 we curtailed it to 144 inventory days.



Product Responsibility

Patient centricity resides at the heart of our product responsibility approach. Be it strengthening the role of pharmacovigilance across the product development cycle or redesigning the packaging for enhancing patient comfort, be it taking a proactive stand on voluntary product recalls in the best interest of patients or leveraging the power of technology to reach patients more efficiently – patient health is our moral imperative and drives all our decisions.

All our products meet regulatory and safety standards and approvals. Besides this, our facilities and products are periodically inspected by various regulatory authorities such as the USFDA, the UK MHRA, the South African Medicines Control Council, the Brazilian ANVISA, the Romanian National Medicines Agency, the Gulf Co-operation Council Group, the Ministry of Health of Kyrgyzstan and the World Health Organization (WHO).



Product Safety

Our safety standards are in line with globally-recognised safety benchmarks like the International Conference on Harmonization (ICH) guidelines and pharmacovigilance mandates.

Our Safety Assurance Model

PRODUCT DEVELOPMENT

Quality by Design

Pharmacovigilance:

evaluation of drug safety during clinical trials

MANUFACTURING

Quality Control and Assurance:

stability testing under various environmental conditions

POST LAUNCH

Pharmacovigilance:

post marketing surveillance

In the reporting period, we established an electronic gateway with the USFDA for submission of adverse event reports. The gateway allowed Pharmacovigilance to change from a paper-based submission process to an electronic one.

We also migrated our safety database to a higher version thus ensuring compliance with the changing global drug safety reporting regulations and creating a common platform for sharing safety information for the PV staff stationed across the geographies.

Benefits of these developments are significant

Time optimisation

Simplification of workflow

Connectivity across geographies

Standardised systems

Seamless sharing of knowledge

Direct response from agencies

In the reporting period, we established an electronic gateway with the USFDA for submission of adverse event reports.



Clinical Trials

To accelerate development of safe drugs, we have expedited clinical trials by using innovative trial design, biomarkers and bridging methods. This has reduced patient exposure during trials as well as the duration of trials.

Collaboration and integration of various business units within Dr. Reddy's has generated a platform for shared success and has created a single point of knowledge base between Global Generics, Proprietary Products (PP), and Biologics clinical development.

Responsible Marketing & Promotion

Our marketing and promotional information is provided in an unambiguous and precise manner and undergoes a stringent authentication process by our Product Management and Medical Affairs teams.



Trainee Professional Sales Representatives (PSRs)	Professional Sales Representatives (PSRs)	Field Force
FY13-14		
Over 21,000 man-days of classroom training	On-the-job training amounting to 500 man-days	4,500 man-days of training via e-learning courses
FY14-15		
Over 14,000 man-days of classroom training	On-the-job training amounting to 649 man-days	4,600 man-days of training via e-learning courses

Apps were designed to keep the doctors updated about happenings in their areas of expertise and Dr. Reddy's products.

Patient Centricity

We aim to facilitate good health by going beyond the pill and offering a holistic product experience.

Some such patient-centric interventions include:

- Patients suffering from Type-2 diabetes depend on Metformin as their first in line medicine. The pill was very big in size and hence uncomfortable to swallow. We decided to create a smaller pill that still packed the same impact and came up with Metsmall®.
- In India, Oncologists are highly constrained for time. PACT is a one-of-its-kind comprehensive and scientifically validated in-clinic support tool for oncologists that helps them improve the quality of their interaction with patients.
- Keeping patient conveniences and priorities in mind, we introduced innovative blister packaging for our brands Reclimet-XR, Bilefix™ and Olsertain-CT™ in the Indian market.



The new packaging offers patients multiple advantages:

Colour-coded pack extension: to help patients easily identify a particular medicine

Dosing matrix: to record the doctor's prescription on the pack itself

White-coloured foil: to give a paper-like reading experience and reduce glare

14 pills a pack: to help patients move from monthly to weekly buying pattern

PACT demonstrates our commitment to enhance cancer care for millions of patients in India in collaboration with oncologists.

Independent Assurance Statement

Introduction

DNV GL represented by DNV GL Business Assurance India Private Limited ('DNV GL') has been commissioned by the management of Dr. Reddy's Laboratories Limited ('Dr. Reddy's' or 'the Company') to carry out an independent assurance engagement on the Company's Sustainability Report 2013-15 ('the Report') presented to us as a word processing document format. Global Reporting Initiative (GRI) Sustainability Reporting Guidelines Version 3.0 (GRI G3). This assurance engagement has been conducted against the DNV Verification Protocol for Sustainability Reporting ('VeriSustain' - available on request from www.dnvgl.com). The verification was conducted during August 2015-December 2015, for the years of activities covered in the Report i.e. 1st April 2013 to 31st March 2015.

The intended users of this Assurance Statement are the Management of the Company. The Management of the Company is responsible for all information provided in the Report as well as the processes for collecting, analysing and reporting the information which shall be presented in the printed and web-based versions of the Report, including the maintenance and integrity of the website. Our responsibility in performing this work is regarding the verification of the sustainability performance disclosed in the Report only and in accordance with the scope of work agreed with the Management of the Company. The assurance engagement is based on the assumption that the data and information provided to us is complete and true. We expressly disclaim any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

Scope, Boundary and Limitations of Assurance

The scope of assurance includes the review of Economic, Environmental and Social Disclosures in the Report. In particular, the assurance engagement included:

- Verification of the application of report content principles set out in GRI G3 and quality of information presented in the Report;
- Review the Report against the requirements of VeriSustain with a moderate level of assurance;
- Review and assessment of the processes and tools for collecting, aggregating and reporting qualitative data inside the Report and verification of the reliability of performance indicators reported;
- The verification of the qualitative and quantitative information on sustainability performance disclosed in the report covering economic, environmental and social performance of the activities undertaken by the Company over the reporting period 1st April 2013 to 31st March 2015 and based on GRI G3;
- Confirmation of Application Level A+ as per GRI G3 and as declared by Dr. Reddy's.

The reporting aspect boundary is based on the internal and external materiality assessment, predominantly covering the Company's operations in India as set out in the Report, in the Section 'Reporting

Scope' of the Chapter 'Sustainability Approach'. During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement. The reported data on economic performance and expenditure towards Corporate Social Responsibility, and other financial data is based on audited financial statements issued by the Company's statutory auditors. No external stakeholders were interviewed as part of this assurance engagement.

Verification Methodology

This assurance engagement was planned and carried out in accordance with VeriSustain. The Report has been evaluated against the following criteria:

- Adherence to the principles of Stakeholder Inclusiveness, Materiality, Responsiveness, Completeness, Reliability and Neutrality;
- Application of the principles and requirements of GRI G3 for an Application Level A+ as declared by Dr. Reddy's.

During the assurance engagement, we adopted a risk based approach, i.e. we concentrated our verification efforts on the issues of high material relevance to the Company and its key stakeholders. As part of verification, we visited the Corporate Office in Hyderabad and four sites (Chemical Technical Operations (CTOs) and Formulations Technical Operations (FTOs)) located in India i.e. CTO-5 (Miryalguda), CTO-SEZ (Pydibhimavaram), FTO-7 (Duvvada) and FTO-3 (Bachupally).

As part of the engagement, we have verified the statements and claims made in the Report. In doing so, we have:

- Reviewed the Company's approach to stakeholder engagement and its materiality determination process;
- Verified the sustainability-related statements and claims made in the Report and assessed the robustness of the data management system, data accuracy, information flow and controls;
- Examined and reviewed documents, data and other information made available by the Company;
- Conducted in-person interviews with top and senior management team of Dr. Reddy's and other representatives including data owners and decision-makers from different divisions and functions of the Company;
- Performed sample-based reviews of the mechanisms for implementing the Company's sustainability related policies, as described in the Report;
- Performed sample-based checks of the processes for generating, gathering and managing the quantitative data and qualitative information included in the Report

Conclusions

In our opinion and based on the scope of this assurance engagement, the disclosures on sustainability performance reported in Dr. Reddy's Sustainability Report 2013-15 along with the referenced information in the Report provides a fair representation of the material aspects, related strategies, management approach and performance of the Company during the reporting period and meets the general content and quality requirements of GRI G3.

We also confirm that the Report meets the content requirements of the GRI Application Level A+ i.e. the core and applicable additional GRI indicators are responded to either fully or partially, or their omission is explained, with due regard to the materiality principle.

We have evaluated the Report's adherence to the following principles on a scale of 'Good', 'Acceptable' and 'Needs Improvement':

Stakeholder Inclusiveness: The Company has implemented a formal stakeholder engagement process and engages a third party for stakeholder engagement in order to independently identify the stakeholder challenges and concerns. The material issues emerging from the stakeholder engagement were collected and responded to based on criticality of issues and we are of the opinion that the responses to key stakeholder concerns are fairly reflected in the Report. In our opinion, the level at which the Report adheres to this principle is 'Acceptable'.

Materiality: The Company has fairly arrived at the materiality and the outcomes of the materiality assessment process have not missed out significant, known material issues. However, it is suggested that the process of quantifying the importance to stakeholders and to the Company and prioritising material issues would help the Company in determining the sustainability issues and related impacts to focus on. The Management of Dr. Reddy's has established internal process for monitoring and management of material aspects on a continual basis for their long term organisational sustainability. In our opinion, the level at which the Report adheres to this principle is 'Good'.

Responsiveness: The Company has responded to stakeholder concerns through its policies and management systems, and this is fairly reflected in the Report. The Management is committed for full reporting of sustainability impacts of partially reported performance in its future reports. The Report covers disclosures for the reporting period 2013-14 and 2014-15; in our opinion the reporting needs to be structured on a regular and timely basis for stakeholders to make informed decisions. In our opinion, the level at which the Report adheres to this principle is 'Good'.

Reliability: The Report contains data that is measured and estimated; the majority of the data and information verified were found to be accurate. Some of the data inaccuracies identified during the verification process for the sampled sites were found to be attributable to transcription, interpretation and aggregation errors and the errors have been corrected. In our view, the level at which the Report adheres to this principle is 'Good'.

Completeness: The Report covers the responses to key performance indicators for the reporting period 2013-14 and 2014-15, within the identified reporting boundary i.e. predominantly covering operations in India. In our opinion the reporting boundary needs to be expanded to cover all entities of the Company in various geo-locations; the Management of Dr. Reddy's has committed to full reporting and has prepared a roadmap. In our opinion, the level at which the Report adheres to this principle is 'Acceptable'.

Neutrality: The information contained in the Report is presented in a balanced manner, in terms of content and tone. Limitations are fairly presented with commitments to future improvement. In our opinion, the level at which the Report adheres to this principle is 'Good'.

Opportunities for Improvement

The following is an excerpt from the observations and opportunities for improvement reported to the Management of the Company and are not considered for drawing our conclusions on the Report; however they are generally consistent with the Management's objectives:

- Future reports may disclose sustainability performance of all entities of the Company, including joint ventures and subsidiaries over which it has operational control.
- The Company may carry out a comprehensive risk assessment of value chain partners and disclose the sustainability performance and impact of key value chain partners.

DNV GL's Competence and Independence

DNV GL is a global provider of sustainability services, with qualified environmental and social assurance specialists working in over 100 countries. DNV GL states its independence and impartiality with regard to this assurance engagement. While we did conduct other third party audits work with Dr. Reddy's in 2013-15, in our judgement this does not compromise the independence or impartiality of our assurance engagement or associated findings, conclusions and recommendations. We were not involved in the preparation of any statements or data included in the Report, with the exception of this Assurance Statement. We maintain complete impartiality towards any people interviewed.

For DNV GL Business Assurance India Private Limited,



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DNV GL Business
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30th November, 2015 | Bangalore, India.



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FEEDBACK

Questions pertaining to the content of the report may be directed to:

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To view the complete report, please
visit <http://www.drreddys.com/our-citizenship/sustainability.aspx>

Our Sustainability Report 2013-15 is based on the internationally recognised
Global Reporting Initiative (GRI) Sustainability Reporting G3 Guidelines

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