

2023

**Sustainability
Ambassador
Program
Progress Report**



Fandoro

By Fandoro technologies Pvt. Ltd.

Dr.Reddy's



CERTIFICATE

OF AUTHENTICATION

PRESENTED TO :

Dr. Reddy's Laboratories

I hereby authenticate the content of the report, prepared by Fandoro Technologies, as accurate and reliable to the best of my knowledge and professional expertise.



DATE April 30, 2023

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PLACE New Delhi

CEO, Fandoro Technologies Pvt Ltd

Introduction

This report is prepared by Fandoro technologies Pvt. Ltd. for Dr. Reddy's.

Dr. Reddy's Sustainability Ambassador Program (SAP) is a step taken towards UN Sustainability Development Goals. It's designed to popularize employee-driven change-making across different industries dimensions of sustainability, both within and outside the organizational boundaries. It creates a self-perpetuating mechanism as employees act as practitioners and influencers, helping to build knowledge, capabilities and capacities. They create collaborative networks that become pathways for participative change, as many join in to multiply the good they see. Sustainability Ambassadors are constantly looking to add value to their respective initiative by building collaborations, amplifying core sustainability objectives of the company, sharing best practices, and inspiring more employees to participate as ambassadors. The program works across areas of high material significance for Dr Reddy's and each of the six focus areas are well aligned with the UN Sustainable Development Goals.

As interlinked goals, the SDGs address the world's most pressing issues that affect our environment, society and individuals, the economy and businesses. For businesses, the goals represent an opportunity to accelerate long-term environmental and social impact.



Message from Leaders of Dr. Reddy's

The co-chairman of Dr. Reddy's declared the organization's commitment to ESG goals, in the Sustainability report 2022 of Dr. Reddy's (available in public domain). This demonstrates the commitment of the organization towards achieving SDGs and thereby reaffirms its alignment to various Sustainability Ambassador Programs which will contribute towards achievement of various ESG goals. The vision, direction and strategy of the organization is committed to take steps to help move the needle on the SDGs to meet the global goals.

This below message from G. V. Prasad demonstrates the organization's understanding of its impact and responsibility to people and the planet.

"We have strengthened our commitment on climate change, confirming that we will be a water positive company by 2025, 100% of our power will be through renewable sources by 2030, and we will become carbon neutral in our direct operations by 2030. We aim to increase women leaders in management roles from 12% to 36% by 2030, and also achieve gender parity across the enterprise by 2035. We will provide more employment opportunities to persons with disabilities, and they will make up 3% of our entire workforce by 2030. Going forward, we will strengthen governance by creating greater transparency through enhanced ESG disclosures, and aim to be in the top quartile in public rankings on corporate governance by 2025"

-G. V. Prasad

Co-Chairman and Managing Director

Dr. Reddy's



Preface

The Sustainability Ambassador Program (SAP) is an innovative initiative that was created with a vision to contribute towards the United Nations' Sustainable Development Goals (SDGs). This program is the brainchild of Mr. Thakur Pherwani, who came up with the idea to align with the organizational ethos of 'Good health can't wait' and the founder's vision 'The spirit of giving program' of Dr. Reddy's.

The Sustainability Ambassador Program is a testament to the commitment of Dr. Reddy's to promote sustainable development. The program was designed to focus on six specific SDGs: SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality), SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 11 (Sustainable Cities and Communities), and SDG 12 (Responsible Consumption and Production). These SDGs were identified as critical areas where the organization could make a significant impact through its operations and activities.

The program's goal was to create a network of Sustainability Ambassadors who could act as change agents within their communities and organizations. The program aimed to equip these ambassadors with the necessary knowledge and skills to drive sustainable development initiatives and promote the SDGs. The Sustainability Ambassador Program was launched with the objective of creating a culture of sustainability within Dr. Reddy's and its stakeholders, promoting sustainable practices and raising awareness about the importance of sustainable development.

This preface aims to provide a glimpse into the origins of the Sustainability Ambassador Program, highlighting its goals, objectives and its progress and outreach from its inception to the closing of FY23. The program's creation reflects the organization's commitment to sustainable development and its vision of being a responsible corporate citizen. The Sustainability Ambassador Program is an excellent example of how organizations can contribute to the UN's SDGs and play a crucial role in shaping a sustainable future for all.

"We are working to develop efficient and sustainable processes that require fewer reagents, less solvents and less energy and are safer and generate lesser waste.

-Thakur Pherwani

Global Head SHE and Sustainability

Dr. Reddy's



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Sustainability Ambassador Program : Cultivating Sustainable Change

SAP is Sustainability Ambassador Program was founded in Nov 2019 with an objective to empower our employees to become change makers towards Sustainability Development Goals and lead the change within and outside the organization.

The SAP model focuses on identifying employees who are passionate about sustainability.

In the 1st phase of the SAP 6 SDGs have been chosen to make a considerable impact on the organization and the community namely, SDG3, SDG5, SDG6, SDG7, SDG11 and SDG 12. These SDGs were chosen basis the organizational capacity and the materiality studies done for the organization and its stakeholders. Therefore, 6 Ambassador programs came into being wherein, each program was mapped to an SDG.

3 C Principles of SAP



Create Ambassadors

To develop change agents for embedding sustainability principles in their lifestyles



Collaborate with Stakeholders

To strengthen partnerships for all principles in line with SDG 17



Commitment for Volunteering (Volunteering for Good)

To encourage and drive collective ambassadorship within the society



**Health
Ambassador
Program**



**Energy
Ambassador
Program**



**Women Safety
Ambassador
Program**



**Road Safety
Ambassador
Program**



**Water
Ambassador
Program**



**Waste Management
Ambassador
Program**



contd...

According to the 3 C's of SAP, each of the ambassador programs started off by conducting awareness sessions for Dr. Reddy's employees, whereby each program manager then identified few employees who showed passion in their respective program and could contribute to the larger vision of the program.

Every program then underwent multiple changes basis their learnings from the few pilot awareness sessions that were undertaken. The details of each program will be talked about in the individual program report in the later part of this report.

Soon after SAP was founded the world was hit by the pandemic of COVID-19. The year 2020 was then utilized for scouting Learning and Training partners for various Ambassador Programs as per the need and objective of each program.

Below are the learning and training partners that support each SAP program:

- Women Safety Ambassador Program - Momentum India Pvt. Ltd.
- Energy Ambassador Program - Sustainplus Pvt. Ltd. and Turpinas Energy Pvt. Ltd.
- Water and Waste Ambassador Program - RuR GreenLife Pvt. Ltd.
- Road Safety Ambassador Program - Hubert Ebner India Pvt. Ltd.
- Health Ambassador Program - in-house experts.

The programs then started taking a standardized format and that is when formal governance was introduced with support of Fandoro Technologies Pvt. Ltd. into the program from Mar 2021, with support of Fandoro Technologies Pvt. Ltd. By April 2021, the governance process was approved and adopted.

THE CHANGE CULTIVATORS- SUSTAINABILITY AMBASSADORS

Each program will have its specific sustainability ambassadors named after the program, They will have dedicated outcomes to establish through specialized subjects or project designs which will be executed with support of the respective area program manager and who will be trained in the subject matter by our implementing Partners, Knowledge Partners, Impact and Endorsement Partners.



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INTRODUCTION

Health Ambassador Program directly impacts SDG3 to achieve a better and more sustainable future for all. SDG3 aims to ensure healthy lives and promote well-being for all at all ages. It has several targets and indicators related to reducing maternal and child mortality, ending epidemics, achieving universal health coverage, preventing and treating substance abuse, reducing environmental pollution and more.

As an organization in the health care sector, it becomes our responsibility to ensure health and well-being of our employees and nearby communities for both human development and productivity. By improving the health and well-being of our employees, customers, partners and communities, we can contribute to the global efforts to achieve SDG3 and other related goals. Implementing SDG3 can also help us reduce costs, risks and liabilities associated with poor health outcomes, enhance our reputation and social responsibility, and create a positive impact on society.

WHAT IS HEALTH AMBASSADOR PROGRAM AND ITS VISION?

The Health Ambassador Program aims at creating Health Ambassadors by training them to train others and thereby empowering them to become change makers (ambassadors), in order to improve overall health and well-being of our communities and pave the way for a healthier, more sustainable future.

PROGRAM OBJECTIVES

- The ambassador program will encourage employees to adopt healthy lifestyle.
- The program focuses on empowering employees who are passionate about health and wellbeing.
- To create a value driven community of healthy individuals who can align with Dr Reddy's Belief Good Health Can't Wait.
- To educate and spread awareness on health and wellbeing and prevention diseases.
- To collaborate with stakeholders like family, society, schools, and colleges, to spread awareness on health and wellbeing.





SELECTION PROCESS OF HEALTH AMBASSADORS

Selection of Health Ambassadors is a 4-step process

1

Preliminary Qualification:

There are 3 ways in which an employee can pre-qualify to become a Health Ambassador

- **from MHI Sites:**

- Anyone with improvement in MHI categories (Red to Amber or Red to green), winners of fitness scavenger hunt who sustain more than 80% weight loss after 1 year or anyone who could sustain in green category for more than a year.

- **from non-MHI Sites:**

- Employees with Biometric index green or with an improvement in Biometric index category Red to Green.

- **Self-nomination:**

- Volunteers' self-nominating themselves post induction session, with a green biometric index.

2

Awareness session:

The employees pre-qualifying would be invited for a 1.5 hr. awareness session followed by call to nominate themselves to become a "Health Ambassador" and to attend the Train the Trainer session.

3

Master Train the Trainer:

Employees will be further subjected to Health Ambassador "Train the Trainer Session" of 1-day conducted by the central program manager.

4

Certification:

Post training, they will be subjected to graded evaluated on their learning and educating skills. The health ambassador (HA) get categorized into L1 and L2 basis their scores. Both L1 and L2 categories get certified as HA.



IMPLEMENTATION TEAM

- Central Program Manager - Health and wellness
- MHI team
- OHC Doctors
- Site SHE head
- BU SHE Head
- Head SHE & Sustainability





ROLES AND RESPONSIBILITIES OF AN HEALTH AMBASSADOR

- The roles and responsibilities of an Health Ambassador are divided into 2 main categories as below:

1. Within the fence

- a. Be a buddy to a nominated member from respective site/department to motivate them to improve their biometric score.
- b. Support and facilitate planned Health & Wellness events, and health activities such as yoga, meditations, exercise, health talks, floor sessions, etc. to increase participation
- c. Work as extended arms of MHI coaches – (MHI Sites ONLY)
- d. Coordinate/head/collaborate awareness session.

2. Beyond the fence:

- a. Establish connect with community stake holders, like families of our employees, societies, schools, colleges and NGOs to spread awareness in the Society (In collaboration with site CSR, SHE, HR for facilitation)
- b. Plan health promotions & awareness sessions on basic good health and lifestyle practices and relevant talks on international health days like: World Health Day, World No Tobacco Day, International Day of Yoga, etc.

TRAINING MATERIAL

- The training material is a 2-hour module for within the fence awareness sessions.
- General awareness session modules and health topic specific awareness modules are - 30 min to 1 hour module

TRAINING CONTENTS

- Know your Health Status?
- General Health & Wellbeing
- Non-Communicable Diseases - causes, impact, and prevention.
- Nutrition & Importance of Physical activity
- Communicable diseases & prevention
- Seasonal diseases & Prevention
- Lifestyle diseases & Prevention
- Occupational Diseases & Prevention





REWARD AND RECOGNITION

Criteria:

- No. of awareness session conducted within the fence, beyond the fence.
- Category change from Red to Green or Amber to Green for MHI sites
- For Non-MHI sites improvement in Biometric Index category.

Rewards and Recognition:

- Lapel pins, Wel-done points, Gourmet Garden Gift baskets, Health Retreat will be awarded basis the programs performance criteria
- Success stories of the ambassadors will be shared centrally Quarterly.

TENURES:

Health Ambassador Tenure:

- Tenure of certified Health Ambassador shall be until the time the they retain or further improve in the MHI category.
- For non-MHI sites it applies to retaining or further improving in the Biometric Health Index of the ambassador

Training material Tenure:

- The frequency for reviewing the training material shall be 1 year. In case there is a major change to be made in the facts as per WHO or any other trusted site, it shall be done as and when required.

SDGS IN ALINGMENT WITH HEALTH AMBASSADOR PROGRAM

Direct alignment: Indirect alignment:





HOW DOES THIS PROGRAM HELP?



To have a physically and mentally healthy workforce



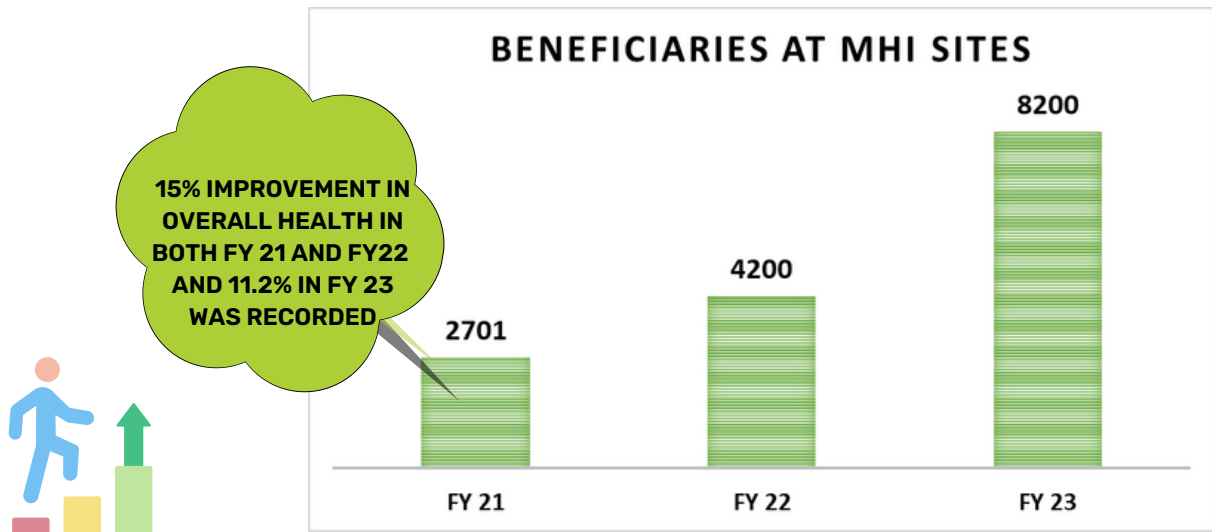
To create awareness on various health related topics among people in order to contribute to SDG 3



To create change makers of Health in the organisation to promote good health and well-being for Dr. Reddy's workforce, their families and community stakeholders

HEALTH AMBASSADOR PROGRAM JOURNEY FROM SEPT'2019

The Health Ambassador program has since its inception undergone multiple changes in its process for ways of on-boarding Health ambassadors, training health ambassadors and also framing the roles and responsibilities. In FY 21 and FY22, 102 Health Ambassadors were onboarded basis their improvements in MHI Health Category. In FY'23 a standard pathway for on-boarding, training and engaging health ambassadors was adopted by changing the process note. The program was extended to both MHI and non-MHI (My Health Index) sites.



HEALTH AMBASSADOR PROGRAM

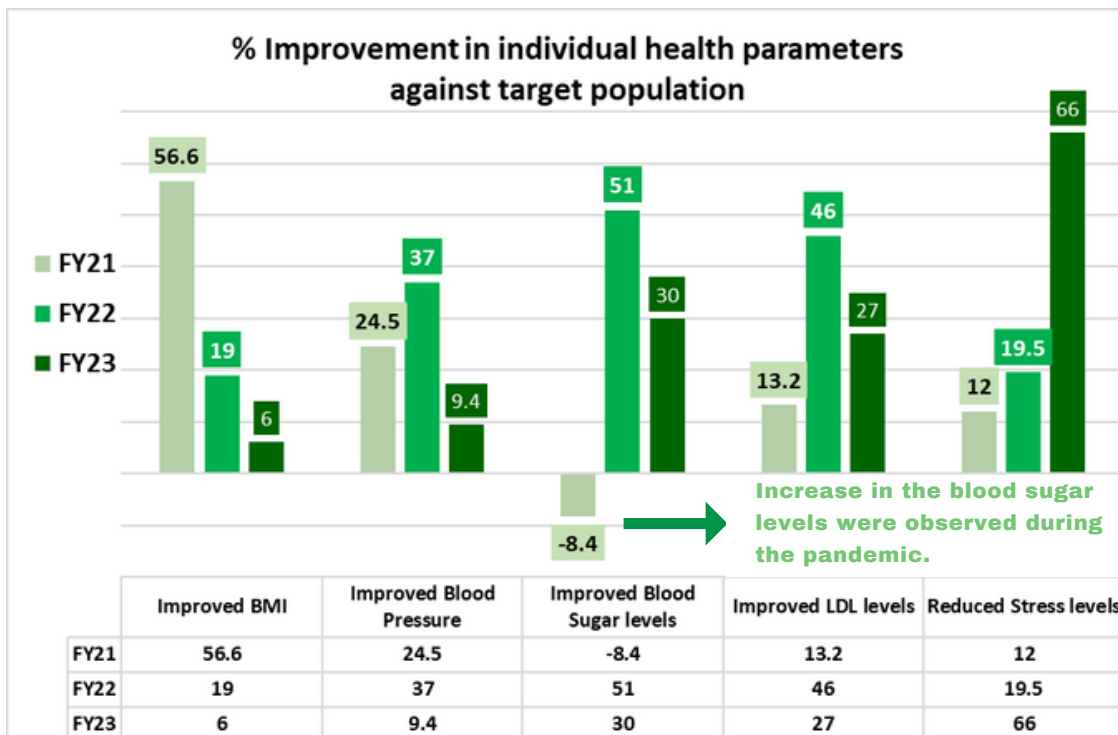
SDG 3



IMPACT OF HEALTH AMBASSADOR PROGRAM

The program measures the improvement in health status of an individual. There are major categories decided basis the LDL value, Body Mass Index, Blood pressure, HbA1C values, prevalence of stress and mental health issues and any other pre-existing health condition.

- Red being the category requiring immediate supervision of experts and needs improvement health parameters for a better health.
- Amber being the category requiring attention, which it not attended may eventually move to Red category.
- Green being the category which can be considered as health.



HEALTH AMBASSADOR PROGRAM INITIATIVES

The Health Ambassador Program maintains an annual activity Calendar, to create awareness on various topics during the year with support of its health ambassadors, MHI coaches, OHC doctors and external team of experts. Below are mentions of few such activities conducted on various World health days.

- World Hepatitis Day
- World Heart Day
- World breast feeding week
- World Mental Health Day
- World Diabetes Day
- Constipation awareness month
- Blood donation drive
- World cancer day
- World immunization day



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CONTD...

Every activity is planned and executed as per the monthly fitness calendar of the Health ambassador program.

1 Fitness sessions

Multiple fitness sessions are planned at various sites with support of experts, in order to engage and promote fitness among employees and contractual within the site:

The below fitness sessions have been conducted to create awareness:

- Yoga session
- Zumba session
- Tabata session



2 Mind Body and Soul Live Webinar

These live webinars were initiated to support the employee well-being and health during the COVID-19 pandemic lockdown.

These session continued for all the COVID-19 waves to support the employees working on-site, working from home and also quarantining at home due to COVID-19 infection or as a primary contact of the infected.

Expert psychologists, physiotherapists, dieticians conducted these sessions.



3 Miscellaneous activities:

Apart from creating awareness of various topics on occasions of World Health days, the program has been engaging employees and their family members through multiple activities organized from time-to-time.

The below are few activities conducted:

- 5K Run and Fun family event
- World Yoga Day camp across sites
- CII Marathon
- Multi-millet Shake Awareness and Tasting Kiosk across Hyderabad cluster
- **82 Mailers** on various health topics have been circulated from time-to-time.





CONTD...

④ Fitness Scavenger Hunt (FSH)

It's a fitness competition run at all MHI sites, to improve the MHI coaches counselling effectiveness and improve employee's health and well-being in a fun-filled way. It started as 'Loose big to win big' which later was termed as "Fitness Scavenger Hunt" (FSH).

Employees are engaged in various tasks and challenges as given by the Dietician, Physiotherapist and the Happiness coach at site.



Every activity is mapped with scores which then results in an individual winner and a group winner at the end of the competition.

This hunt is usually planned for 3-6 months span. 6 Fitness Scavenger hunts have been conducted since FY-21



HEALTH AMBASSADOR PROGRAM SUMMARY



HEALTH AMBASSADOR PROGRAM WAYFORD...

- The program will increase its outreach across India by reaching out to various schools and colleges.
- The program aims at creating awareness and fitness session all year around
- The program is also planning to conduct a Sustainability Campaign every quarter focusing of different health topics.





INTRODUCTION

As per UN Women - The United Nations Entity for Gender Equality and the Empowerment of Women, an estimated 736 million women (almost 1 in 3 globally) experience some kind of violence at least once in their lifetime. UN Women also states that girls are more vulnerable to psychological bullying. However, less than 40% of these women seek help. As a socially responsible organisation, we have chosen to contribute to make a positive change in this direction. This change calls for changing the mindsets and working on grass-root level by improving awareness of women and children on various women safety and empowerment related topics.

In continuation of our efforts towards safe, sustainable and inclusive ways of living, Dr. Reddy's is working towards spreading awareness among schools, college girls and other women on topics around 'Women Safety'.

Certified Women Safety Ambassadors (WSAs) of Dr. Reddy's will embark on this mission of spreading awareness and making women acquainted with self defence as well as mental preparedness.

WHAT IS WSA PROGRAM AND ITS VISION?

The WSA Program aims at creating Women Safety Ambassadors by training them to train others and thereby empowering them to become change makers (ambassadors), in order to create an ecosystem of strong and independent women, who believe that their safety is their own to safeguard.

PROGRAM OBJECTIVES

Short term goals:

- The WSA program is designed to train the employees and contractual women of Dr. Reddy's
- To create Women Safety Ambassadors and thereby to empower them to become change makers (ambassadors).
- To collaborate with community stake holders, like families of our employees, societies, schools and colleges, to spread awareness.

Long term goals:

- To create an ecosystem of strong and independent women, who believe that their safety is their own to safeguard.
- To shift the safety paradigm from physical preparedness to mental preparedness
- To contribute to the SDG5 goal and make a positive change in the area of Gender Equality for the nation.





SELECTION PROCESS OF WOMEN SAFETY AMBASSADORS

Selection of WSAs is a 4-step process

1

Awareness building session:

A 2 hour awareness session shall be conducted for all for women participants only by certified Women Ambassador as scheduled by Central Programme Manager with support of Site SHE heads.

2

Identification of ambassadors from Step 1:

Basis the enthusiasm and passion shown by women (employees only) the trainer (certified LI Women Safety Ambassador along with the Central Program manager) nominates the women as potential WSA's. Upon selection, the nominated women get felicitated by giving a participation cum nomination certificate.

3

Master Train the Trainer:

An overview of the ambassador program is given and roles & responsibilities of certified Women ambassadors are communicated. Post alignment with the expectations of the role of a WSA and alignment of their L+1's, the interested ones are sent for a 2 day Train the trainer/TTT (master trainer) program.

4

Certification:

A comprehensive assessment test is conducted for knowledge assessment, soft skills and self-defence skills assessment at the end of the master trainer programme. And categorized into 3 levels basis the scoring on score of 150 as L1, L2 and L3. Only L1 and L2 women get certified as Women Safety Ambassadors.



IMPLEMENTATION TEAM

- Central Program Manager - Women Safety
- Site SHE head
- BU SHE Head
- Head SHE and Sustainability





ROLES AND RESPONSIBILITIES OF A WSA

- Each of the certified Women Safety ambassador at the site has to conduct awareness sessions to employees and contractors within the fence.
- Only LI WSAs are allowed to train for beyond the fence trainings.
- WSAs shall attend at least 2 monthly governance calls every quarter as scheduled by Central Program Manager.
- The WSAs shall update the site spoc and the Central program manager on the trainings conducted – no. of awareness sessions, no. of women trained, success stories, feedbacks, support required, etc.

TRAINING MATERIAL

Audience specific training material

- The training material is different for different age groups and audiences
- For women within the fence - 2 hour module
- Refresher training module for women with the fence - 30 mins module
- For women beyond the fence - 1.5 hour module
- For school children (13-18years) - 1.5 hour training module

The training material is made available in three languages English, Hindi and Telugu. Ambassadors preferring to speak in vernacular languages can refer to the language specific training material.

TRAINING CONTENTS

- Understanding yourself: Self-Assessment of capability and confidence level. Recap of topics discussed in previous training.
- Mental Toughness: Basics of personal safety, Crime Prevention Triangle. Increase your level of inner and perceived confidence so you don't look like a victim.
- Root-cause Analysis of Incidents (Case-studies).
- Power of Mind: Understanding the importance of body language and tactfulness. Learn how to avoid conflict escalation.
- Child Safety: AT Home, At School and during travel
- Sexual Assault / Assault: Definition of Sexual Assault, Harassment, Domestic Violence. Case Studies
- POCSO (Protection Of Children Against Sexual Offence): To ensure the healthy physical, emotional, intellectual and social development of the child. It defines different forms of sexual abuse.
- Travel and Hotel Safety
- Cyber safety, its types and tips
- Self-defense tools and Personal safety apps
- Self-defense Techniques: Learn basic fighting drills you can practice at home. Learn how the distance works in fighting and how to use it to your advantage.





REWARD AND RECOGNITION

Criteria:

- Conducting awareness sessions to employees & stakeholders over and above the requirement specified in the guidance document
- Ambassador who is coming up with initiatives to increase the reach of women through various other means. This has to be selected by Site SHE head in consultation with Central Program Manager.

Rewards and Recognition:

- Quarterly recognition mailers to be circulated for top 2 Women Ambassadors as per their Quarterly contribution to the program
- Success stories of the ambassadors will be shared centrally Quarterly.
- Reward and recognition shall be based on company policy & procedures
- Annually Top 5 best performing ambassadors will be certified centrally as per the leader board scores.

TENURES:

WSA Tenure:

- Tenure of certified WSA shall be 2 years from the date of the Train the Trainer session. Post this she may continue if she wished to continue if she is a part of the Dr. Reddy's
- If a WSA is not active at all for a period of 3 months on a continuous basis, she will lose the title of ambassadorship.
- If a WSA is not attending governance call for 6 months, the ambassador will lose the ambassadorship.

Training material Tenure:

- The frequency for reviewing the training material shall be 1 year. In case there is a major change to be made in the facts, can be done as and when required.



SDGS IN ALIGNMENT WITH WSA PROGRAM

Direct alignment:

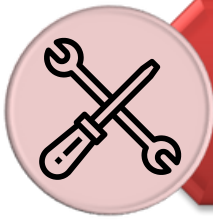


Indirect alignment:





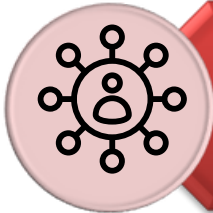
HOW DOES THIS TRAINING HELP?



To equip and enhance skills of women/children to **PROTECT** them from unsafe conditions



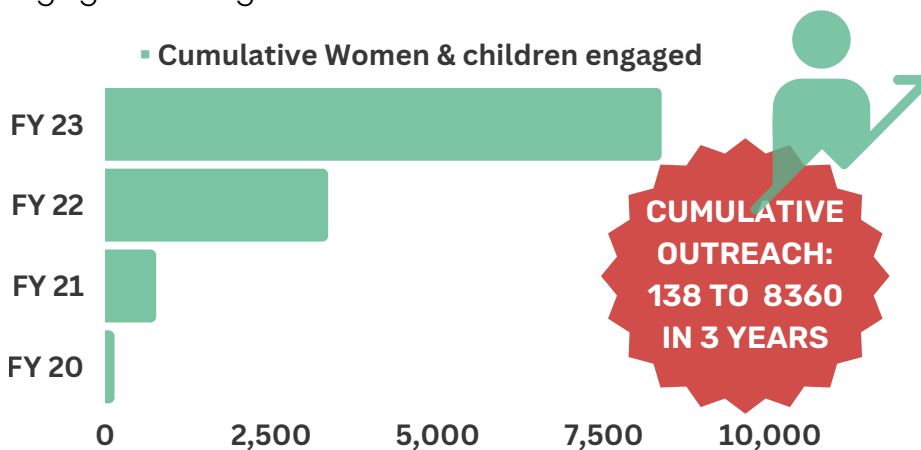
To be aware of **BASIC SELF DEFENCE** techniques so that women/children are better prepared to address any physical risk



Be a **WOMEN SAFETY AMBASSADOR** and spread the knowledge with other women/children and empower them in personal safety and Self defence

WSA JOURNEY FROM DEC'2019

The WSAs train all the women employees and contractual every year. The WSAs have ventured out into nearby schools and colleges to spread awareness and hence in the FY22 and FY23, there is a steep increase in the women engaged through these sessions.





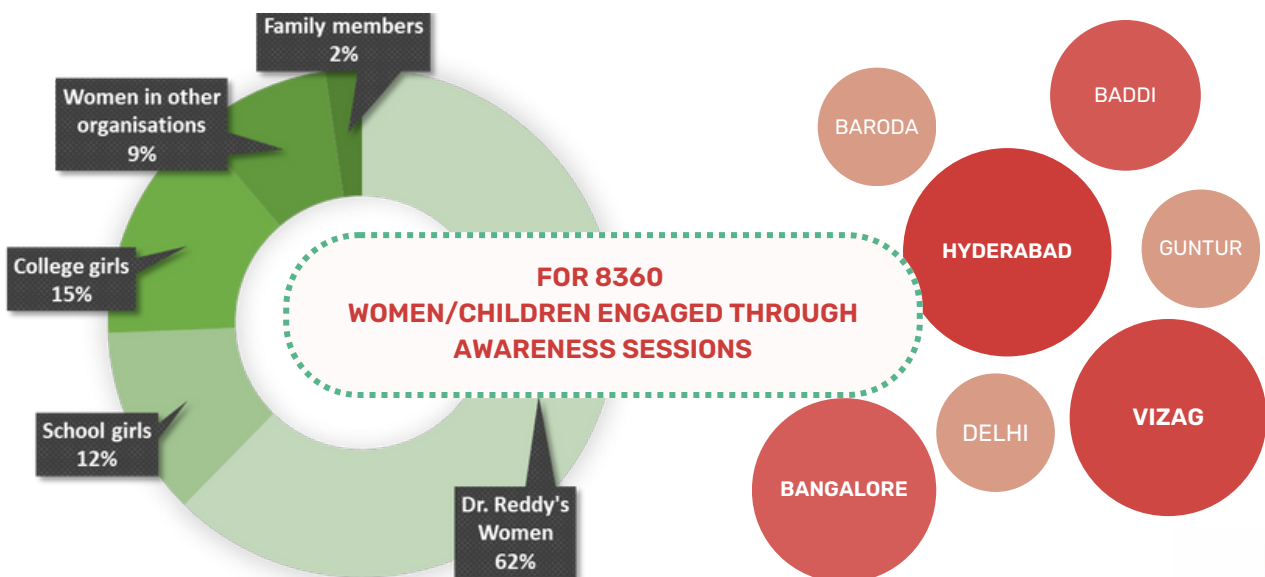
EFFECTIVENESS OF AWARENESS SESSIONS

- When the program started there was no standard mechanism in check to understand the effectiveness of the session but the post aids with comments that were pasted on the whiteboard post every session
- In FY23 hard copies of pre and post assessments were shared wherever possible to get a feedback and check the effectiveness
- In the end of FY23 online links are shared for checking the effectiveness of the session



OUTREACH OF THE WSA PROGRAM

- The WSA sessions are conducted for all our women employees and contractual at all Dr. Reddy's sites in India, depending on the trainees availability, with support of site SHE team.
- The WSA sessions are conducted in schools and colleges which are close to our work location (Hyderabad, Baddi, Vizag, Bangalore, etc).
- If any WSA intends to perform conduct the session for her acquaintances in any other organization, school of her children or her Almeter, she is free to do so.





WSA INITIATIVES

The program began with few set goals and targets which the WSAs have to continue to achieve. The WSAs themselves came up with few initiatives which then helped give a lot of limelight to the program. All these initiatives are mentioned below:

1 Fire Side Chat:

It is an initiative where the WSAs identify and invite influential women leaders to engage in a short talk session on women safety and women empowerment and understand their views on it.

Its majorly a live online session, wherein the

The program has by far invited below women:

- Archana Bhaskar (CHRO Dr. Reddy's)
- Swati Lakra (IPS Officer, Women Safety Wing, Hyderabad)
- Vanitha Datla (Vice Chairperson & Managing Director, ELICO Ltd.)
- Richa Verma (IAS Officer, Nalagarh, Himachal Pradesh)
- Madhvi Bhagat (Financial planner and co-founder of Calibrant classes)



2 Communication Mailers and Videos:

It is an initiative where the WSAs identify Topics of women safety and awareness that can be shared in the form of e-mailers.

The content for circulation is created by the WSAs themselves.

Below are few topics on which communication content has been created:

- Travel safety (3 e-mailers), Domestic Violence (4 e-mailers), Need for financial planning (2 e-mailers)



5 Videos have been shot recording the experience of women post attending the awareness session





WSA INITIATIVES CONTD...

3 Financial Planning:

The need of empowering more and more women with respect to financial planning has paved way to this initiative. The session was attended by men too.

The steps taken:

- 1 dedicated Fire Side Chat was arranged for addressing women on the need of financial planning, few case studies were also considered to promote early investing and inculcate the power of compounding.
- 8 awareness sessions were organized to spread the need of financial planning



4 Awards:

By virtue of the work done by WSAs, the program has been recognized at 2 public forums for its initiatives towards SDG5 and women empowerment.

Below are few 2 awards:

- Recognized by Society of Cyberabad Security Council (SCSC), Hyderabad
- Recognized by Police department, Baddi



WSA PROGRAM SUMMARY



WSA PROGRAM WAYFORD...

- The program will increase its outreach across India by reaching out to various schools and colleges.
- The program aims at creating awareness and trainings around financial planning starting with Dr. Reddy's women and also empowering women to file their own taxes.
- The program also aims at reaching out to the female hospital staff to create awareness





INTRODUCTION

Access to clean and safe water is a fundamental human right that is critical for the survival, health, and wellbeing of people and ecosystems. However, the availability of freshwater resources is increasingly under pressure due to population growth, urbanization, climate change, and unsustainable water management practices. As a result, the United Nations has recognized the need for sustainable water management practices and has included it in the Sustainable Development Goals (SDGs).

Water savings and conservation awareness are essential for achieving SDG 6 and ensuring the availability and sustainable management of water resources. India, one of the fastest-growing economies in the world, faces significant challenges in managing its water resources. India has only 4% of the world's freshwater resources but is home to 18% of the world's population. According to the NITI Aayog report, India is facing the worst water crisis in its history, with over 600 million people facing high to extreme water stress, and around 200,000 people dying annually due to inadequate access to safe water. The UN and India data shows urgency and importance of adopting water-saving and conservation measures. Therefore, policy-makers, stakeholders, and the public need to work together to promote sustainable water management practices and create a culture of water conservation. By doing so, we can ensure a sustainable and equitable future for all.

WHAT IS WATER AMBASSADOR (WA) PROGRAM AND ITS VISION?

The WA program aims at creating Water Ambassadors by empowering them to become change makers (ambassadors) and enabling them to identify opportunities on water management, conduct water leak audits and train Dr. Reddy's workforce and community stakeholders in order to cascade the concepts of water management and sustainability.

PROGRAM OBJECTIVES

Short term goals:

- The WA program is designed to train the workforce of Dr. Reddy's both employees and contractual.
- To create Water Ambassadors and thereby to empower them to become change makers.
- To collaborate with community stake holders, like schools and colleges to spread awareness.
- To identify and implement water saving or effective water management projects for the organization.

Long term goals:

- To make all units of Dr. Reddy's water positive
- To suggest water management ideas to community stakeholders
- To influence the societies in the community to consider reduce, recycle and reuse concepts of water.





SELECTION PROCESS OF WATER AMBASSADORS

Selection of WAs is a 4-step process

1

Nominations:

- Nominations received from Site SHE Teams
- Self-nominations from new joiners post induction session

2

Awareness Building Session and confirmation from nominees:

A 2 hour awareness session is conducted for all the nominated employees where the objective of the program, overview of the ambassador program and roles & responsibilities of the certified ambassadors are discussed.

Criteria for proceeding to Step 3:

A final confirmation on willingness to continue to be part of the ambassador program is sought from the participants. The participants are shortlisted based on their interaction level during the session, score level (>7) in the quiz conducted at the end of the session.

3

Train the Trainer session:

The respective BU SHE Heads after alignment with their respective L+I's and interested employees will send the employees for 2 day train the trainer (TTT) program.

4

Certification:

At the end of TTT, assessment will be carried out for their knowledge, soft skills and their participation level during the activities. Based on their performance the employees are categorized into L1, L2 and L3 categories. L1 and L2 scorers then get certified as Water Ambassadors.



IMPLEMENTATION TEAM

- Central Program Manager - Water
- Engineering team
- Site SHE head
- BU SHE Head
- Head SHE and Sustainability





ROLES AND RESPONSIBILITIES OF A WATER AMBASSADOR

- Each of the certified Water ambassador at the site has to conduct awareness sessions to employees and contractors within the fence.
- The WA shall perform water leak audits at site and ensure closure.
- The WA shall identify and implement water saving projects at site with support of Engineering team.
- The WA shall also conduct water management related awareness sessions for community stakeholders

TRAINING MATERIAL

Audience specific training material

- For session to screen water ambassador nominees - 2 hour module
- For awareness session with the fence - 30 mins module
- For awareness session to college and communities - 1 hour module
- For awareness session to schools - 1 hour module

TRAINING CONTENTS

Topics covered in TTT sessions:

- Concept of water neutrality
- Concept of Water footprint
- Concept of water saving economics
- Water flow measurement technique and calculation
- Water saving technologies.
- Case studies for water management and calculations
- How to perform water-leak audits

Topics covered in all awareness session:

- Water cycle
- Concept of water stress
- Earth water availability and its use
- What is SDG 6?
- Water Resource scenario of India
- Drivers of Water conservation
- Water conservation opportunities within Dr. Reddy's and in daily life scenarios
- Rainwater harvesting strategies.
- Water shed management projects of Dr. Reddy's.





REWARD AND RECOGNITION

Criteria:

- Conducting awareness sessions to employees & stakeholders over and above the requirement specified in the guidance document.
- Ambassador who is coming up with initiatives of water saving projects and supporting in implementation. This has to be selected by Site SHE head in consultation with Central Program Manager.

Rewards and Recognition:

- Monthly recognition of best performing water ambassadors as per leaderboard criteria
- Success stories of the ambassadors will be shared centrally Quarterly.
- Reward and recognition shall be based on company policy & procedures
- Annual certification of WA at World Water Day Celebration.

TENURES:

WA Tenure:

- Once trained the WA may continue to serve as an ambassador till his/her tenure in Dr. Reddy's
- If a WA is not active at all for a period of 3 months on a continuous basis, she will lose the title of ambassadorship.
- If a WA is not attending governance call for 6 months, the ambassador will lose the ambassadorship.

Training material Tenure:

- The frequency for reviewing the training material shall be 1 year. In case there is a major change to be made in the facts, can be done as and when required.

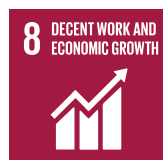


SDGS IN ALIGNMENT WITH WATER AMBASSADOR PROGRAM

Direct alignment:



Indirect alignment:





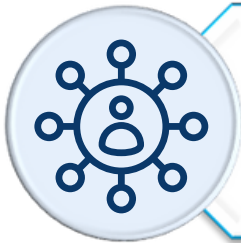
HOW DOES THIS PROGRAM HELP?



To reduce, recycle and reuse water wherever possible by identifying and implementing Water saving projects



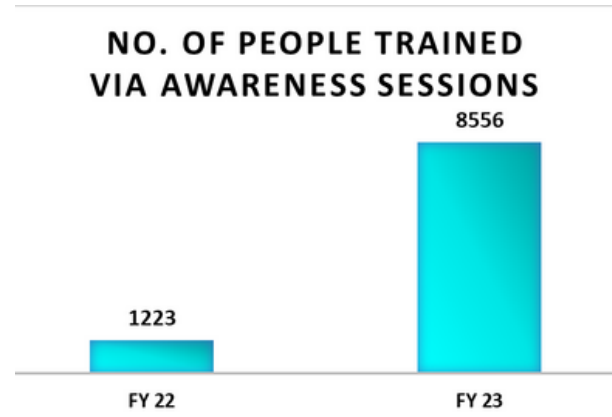
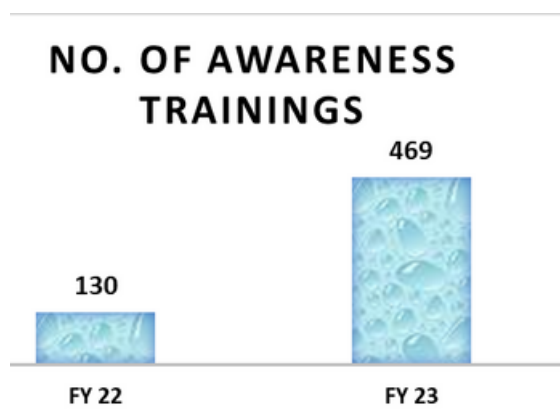
To generate monetary savings for the organization



To create change makers of Water Ambassadors and spread the knowledge with the others for efficient water management

WATER AMBASSADOR PROGRAM JOURNEY

- The Water Ambassador Program started with creating awareness on water conservation among the employees and contractors within the fence.
- As the program grew, the program utilized the support of various water ambassadors into performing water leak audits at site and water conservation (reduction, reuse, recycle) projects at site.
- Below are few data points showing the progress of the program.





LIST OF WATER SAVING PROJECTS AND SAVING IN FY 22

Business Unit	Name of Water Ambassador	Project Name	Actual water saving in FY 22 (KL)
FTO-2	Ramakrishna	Replacing RO Tanker water for Boiler feed through softening alternate water or PW plant rejects	447
FTO-3	Krishna Kanniah	Route excess treated sewage, after meeting gardening water demand, as feed to ETP-RO units to enhance the quantity of ETP-RO Permeate	1018
FTO-6	Umang Kumar Yadav	Reducing Freshwater consumption for Boiler through recycled water use	730
	Umang Kumar Yadav	Domestic water usage Optimization through installation of water efficient fixtures	264
FTO-8	Chander	Cooling Tower makeup using additional sources & ETP-RO Permeate and increasing CoC from 5 to 7	4115
PU1	Krishna Chaitanya	Auto blow down system for cooling towers. Installation of efficient fixtures iii) Reuse of Condensate and blow down water for flushing	4200
PU2	Venkateswarlu Lingala	Reducing freshwater for Cooling Tower make-up by utilizing condensate and installing auto blow down system	1250
CTO-1	G.Ramakrishna	Increasing the condensate recovery from the plant to eliminate freshwater consumption in boiler	1040
		Rain water harvesting and dual plumbing	1267
CTO-2	Ravindra Mohite	Route B-Block & E-Block PW system rejects to "Reject RO" instead of Manjeera water tank	1469
CTO-3	Suresh Kolichina	Segregation of Non process effluent mix up from rain water/seepage	698
CT05	Vinod Kanneganti	Domestic water optimization through installation of water efficient fixtures and dishwasher in canteen	867
CTO-SEZ	Gowri sankar Rao	Discontinue use of Salt injection and slow rinse water from softener regeneration	110
		Total Water savings (KL)	17475





LIST OF WATER SAVING PROJECTS & WATER SAVINGS IN FY 23

Sr. No.	Plant	Names of Water Ambassadors	Project Name	Actual water saving in FY 23 (KL)
1	FTO-12	Rajesh	RO rejected water to irrigate the garden	1947
2		Rajesh	RO rejected water going to washroom	233
3		Rajesh	RO rejected water going to softner tank	1456
4		Rajesh	RO rejected water going to Boiler	286
5		Rajesh	RO rejected water going to cooling tower	430
6		Rajesh	RO rejected water to fill Fire hydrant storage tank	103
7	CTO-SEZ	Dilip Kumar	Steam condensate diverted to boiler feed	360
8		Thulasi	1st & 3rd floor AHU condensate diverted to cooling tower	180
9		Thualsi	Water (WFI) Plant rejects diverted to cooling tower make ups	480
10		Dilip	Steam traps wastage condensate water recovered and pumping to boiler feed tank	8100
11	CTO V	Vinod Kanneganti	Overflow protection system for CT in CTO-5	480
12	Biologics	Ranga Chaitanya	Recirculation of feed water to autoclave vaccum pumps	60
13	FTO-2	Ramakrishna	Change control for reduction in flushing water	157.5
14	FTO-2	Ramakrishna	Change control for reduction in elimination of Type B cleaning	12.8
15	FTO SEZ Pu-01	Krishna Chaitanya	MGF back wash water to domestic usage and scrubbers	1750
16	FTO-11	Pavan kalyan	Use of WFI and WTP plant rejects to cooling tower	1800
17	FTO-11	Pavan kalyan	Non-Onco expansion AHU condensate water connecting to cooling tower	300
18	FTO-11	Pavan kalyan	Water meters/ Losses	90
19	APSL-Hyderabad	Deepak	Replacement of softner	204
			Total water savings	18429.3





EFFECTIVENESS OF AWARENESS SESSIONS

- The projects implemented resulted in savings to the organization.
- Along with that the water leak audits, too resulted into savings which were calculated as potential savings.



➔ Total water saved - **35904 KL**

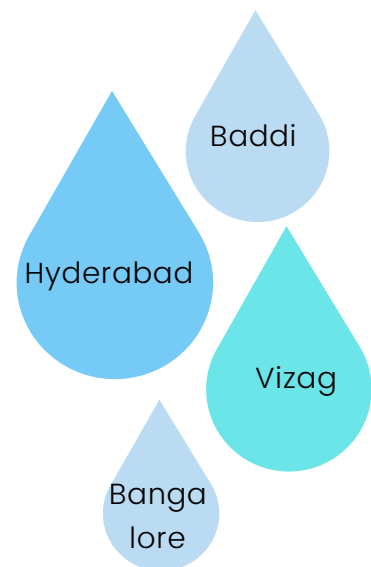
➔ Monetary savings - ₹ **391.506 Cr**



OUTREACH OF THE WATER AMBASSADOR PROGRAM

- The awareness sessions were conducted for Dr. Reddy's workforce and schools and colleges near by
- About **2175 people were covered in the beyond the fence sessions**
- All the trainings were spread across all the 4 locations of Dr. Reddy's units - Hyderabad, Vizag, Badi, Bangalore.

7604 people were engaged in awareness sessions throughout Dr. Reddy's sites





WATER AMBASSADOR PROGRAM INITIATIVES

Apart from Awareness trainings being conducted for people, the water ambassadors are also involved in few other activities throughout the year as below:

1 Water leak audits

It is an initiative wherein the WAs identify water leakages within their sites by visiting a particular area as per schedule and report it internally to their site teams for closure and immediate actions.

Since the time of leakage and the severity cannot be mapped 100% to calculate the loss, a potential savings is projected.



2 World Water Day celebration:

The water ambassador program collaborates with Confederation of Indian Industry (CII) to celebrate World Water Day in the organization along with colleges in the locality.

Below are the events planned:

- Quiz competition
- Poster competition
- Certification of new batches of water ambassadors
- Rewards for best performing Water Ambassadors



WATER AMBASSADOR PROGRAM SUMMARY



WATER AMBASSADOR PROGRAM WAYFORD...

- The program will increase its outreach across India by reaching out to various schools and colleges.
- The program also looks forward for making the organization water positive.





INTRODUCTION

The Energy Ambassador Program of Dr. Reddy's is a sustainability initiative aimed at promoting energy conservation and efficiency within the organization. The program aligns with the objectives of the Sustainable Development Goals (SDGs) 7 and 13, which call for the increased use of renewable energy sources and the reduction of carbon emissions.

SDG 7 aims to ensure access to affordable, reliable, sustainable, and modern energy for all. According to the International Energy Agency (IEA), India is the third-largest energy consumer in the world after China and the United States. India's energy consumption is expected to continue to grow rapidly in the coming years as the country's population and economy continue to expand.

SDG 13 calls for urgent action to combat climate change and its impacts. According to the IEA, global carbon dioxide emissions from energy use reached a record high of 33.1 gigatons in 2019. To achieve the goals of SDG 13 and limit global warming, it is essential to reduce carbon emissions and transition to renewable energy sources.

By training employees to become energy ambassadors and implementing energy-saving initiatives, Dr. Reddy's can reduce its carbon footprint and contribute to India's efforts to transition to a more sustainable energy future.

WHAT IS ENERGY AMBASSADOR PROGRAM AND ITS VISION?

Energy Ambassador Program aims at creating Champions of Change in energy management throughout Dr. Reddy's who will benefit the organization and create an impact on the communities by providing environmentally friendly and socially sustainable solutions that will bring scalable impact across geographies towards energy management.

PROGRAM OBJECTIVES

Short term goals:

- The EA program is designed to train the employees and contractual of Dr. Reddy's on basics of energy management and tips that they can practice in their daily lives to conserve energy.
- To create EA and thereby to empower them to become change makers (ambassadors).
- To implement Energy saving projects within the organization energy in order to reduce energy consumption.

Long term goals:

- To collaborate with community stake holders, like societies, schools and colleges, to spread awareness and promote energy saving lifestyles.
- To create an energy conserving environmentally friendly ecosystem.





SELECTION PROCESS OF ENERGY AMBASSADORS

Selection of WSAs is a 4-step process

1

Awareness building session:

A 2.5 hrs. awareness session shall be conducted for all self-nominated employees from the respective sites on Energy management either by Central Program Manager or Certified Energy Ambassador or an external expert.

2

Identification of ambassadors from Step 1:

Based on passion, capability & capacity ambassadors shall be chosen from the awareness sessions for Master Trainer programme on energy management.

3

Train the Trainer session:

Trainer development session shall be conducted for 3 days to build subject matter expertise on energy management and also to conduct awareness & capacity-building sessions to employees.

2 types of Ambassadors are created at the end of TTT:

- Energy Ambassador (EA) from Engineering Services Department (ESD EA)
- Energy Ambassador from Non-Engineering teams (non-ESD EA)

4

Certification:

The master trained ambassador shall be marked as certified energy ambassador and shall become responsible for implementation of energy ambassador as per this guidance document.



IMPLEMENTATION TEAM

- Central Program Manager - Energy
- Lead Operational Excellence
- Finance Team
- Site ESD Head
- Site SHE Head
- BU SHE Head
- Head SHE and Sustainability





ROLES AND RESPONSIBILITIES OF AN ENERGY AMBASSADOR

- Role of ESG Energy Ambassadors.
- EA shall either individually or forming a group among ambassadors has to identify the opportunities at site or the facility on reduction/optimization of energy consumption and prepare a proposal for approval of the initiative and implementation.
- Each of the certified EA at the site has to conduct awareness sessions to employees. (Awareness session's duration should not be less than 30 minutes).
- To conduct sessions beyond the fence as directed by the Program Manager
- In addition to the above: The ESD EA can suggest Energy saving projects for the organization and the ESD and non-ESD EA can both work together in implementation of the projects at site.

TRAINING MATERIAL

Audience specific training modules have been created:

- The training material for Engineering team within the fence - includes multiple modules focusing on different equipment in the industry along with the scope of energy reduction opportunities.
- The training material for general public (within and beyond the fence): - mainly introduces the EA program and various tips which one can practice and incorporate in their daily lives.

TRAINING CONTENTS

- ESD training content covers specialized focused modules of below topics pertaining to Energy Conservation:
 - Air conditioning
 - Compressed air systems
 - Pumps
 - Cooling towers
 - Lighting
 - Motor driven system
 - Fans and Blowers
 - GreenCo rating system
 - IGBC rating system
 - Green House Gases (GHG)
 - Science Based Targets initiatives (SBTi)
- Non-ESD training content covers
 - Affordable and Clean energy
 - Climate change
 - SBTi
 - Green House Gas (GHG) effects
 - GHG solutions
 - EA Program Initiatives





REWARD AND RECOGNITION

Criteria:

- Conducting awareness sessions to employees & stakeholders over and above the requirement specified in the guidance document.
- Ambassador who is bringing up best energy reduction initiative or innovative solutions in energy management of the site. This has to be selected by Site SHE Head in consultation with Central Program Manager.

Rewards and Recognition:

- Monthly recognition of best performing EA in both ESD and non-ESD category
- Success stories of the ambassadors will be shared centrally Quarterly.
- Reward and recognition shall be based on company policy & procedures.
- Annual event for certification of ESD and non-ESD ambassadors for those who clear the Train-the-trainer session.

TENURES:

EA Tenure:

- Tenure of a certified EA shall be 2 years from the date of the Train the Trainer session. Post which the EA may continue if he/she wishes to continue if they are a part of the Dr. Reddy's.

Training material Tenure:

- The frequency for reviewing the training material shall be 1 year. In case there is a major change to be made in the facts, can be done as and when required.



SDGS IN ALIGNMENT WITH WATER AMBASSADOR PROGRAM

Direct alignment:



Indirect alignment:





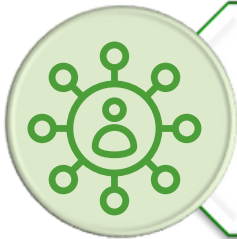
HOW DOES THIS PROGRAM HELP?



To reduce energy consumption in the organization by identifying and implementing Energy saving projects



To generate monetary savings for the organization



To create change makers of Energy Conservation and spread the knowledge with the others to reduce overall Energy consumption in the community

JOURNEY OF EAP SINCE FY'22

- From April to Dec 2021 -Energy Audits were performed with support of experts from third party called Sustainplus across Dr. Reddy's sites of Hyderabad, Vizag and Baddi.
- Multiple recommendations with respect to on-going processes and equipment's were suggested by the experts with the below potential savings.
 - Potential Energy savings - 82,95,227 KWh
 - Potential Scope I and Scope II emissions reductions - 6,553 MT CO₂e
- The Energy recommendations were then evaluated for its practicality at various sites. by virtue of which few recommendations were dropped out while few were taken ahead for implementation.
- The actual savings incurred from the EAP are much higher than the potential savings as proposed during the Energy Audits.
- With support of the ESD-EA, new energy conservation projects were recommended which got implemented at various sites post the Site Head and Finance teams approval (in FY22 - 38 projects were implemented and FY'23 - 55 projects were implemented).





LIST OF ALL ENERGY CONSERAVTION PROJECTS

- Below are list of Energy reduction projects implemented at various sites with support of Energy Ambassadors.
- The below table gives a detailed list of projects along with the energy saved in terms of cost (in crores), energy (in kWh) and GHF emission reduction (MTCO2/MWh)

S. No.	Unit	Energy Ambassad or Name	Idea Name	Idea category	Benefit Accrual Start Month	Total Savings in FY23 (in INR crores)	Total savings in FY23 (in kWh)	GHG Emission Reduction MTCO2/M Wh
1	CTO-1	Sivababu	Interconnection of I Block and L block cooling towers	Power & Fuel	Oct'22	0.06000	71,428.57	50.357
2			Steam condensate recovery improvement from 60% to 70%	Fuel	Nov'21	0.12000	1,42,857.14	100.714
3			HPAI Microbiology lab shifting from L-Block to main Microbiology area (QC Lab)-So, that HPAI Microbiology Lab AHU stopped and new facility can be managed with existing AHU only.	Power & Fuel	Dec'21	0.12000	1,42,857.14	100.714
4			Inter connection of General brine(-3 to -5 degc) & Special brine(-8 to -10 degc) lines and supplying special brine across the site.So that General brine chiller stopped.	Power & Fuel	Dec'21	0.47000	5,59,523.81	394.464
5	CTO-1	M Rama Chandraiah	Brine & Cooling tower existing multiple opearating pumps replacement with single pump with right head and flow.	Power & Fuel	Sep'21	0.36000	4,28,571.43	302.143
6			I & SRS cooling towers interconnection and stopping "I" block cooling towers (SRS & Central utility cooling tower interconnected and stopped SRS cooling tower. While execution plan is changed.)	Power & Fuel	Sep'21	0.56000	6,66,666.67	470.000
7			Central utility,L block & I block Sub PCC power factor can be increased from 0.85 to 0.95 by installing additional capacitors	Power & Fuel	Nov'21	0.12000	1,42,857.14	100.714
8			N2 plants replacement with Energy saving technology(Parker Nitrosource-which uses low compressed air : from 3.5:1 to 3:1)	Power & Fuel	July'22	0.24000	2,85,714.29	201.429



ENERGY AMBASSADOR PROGRAM

SDG 7



CONTD...

	Unit	Ambassador Name	Energy saving Idea	Idea category	Benefit Start Month	Total Savings FY23 (in INR crores)	Total savings FY23 (in kWh)	GHG Emission Reduction MTC O2/MWh
9	FTO-3	I Srinivasraju	HVAC High side by implementing IOT(Forge)	Power & Fuel	Jan'22	0.22841	2,71,919.05	191.703
10			450 TR Chiller	Power & Fuel	Dec'21	0.22873	2,72,296.43	191.969
11			FRP fan with aerodynamic fan & EE4 motors	Power & Fuel	July'22	0.02247	26,755.24	18.862
12	FTO-3	T. Raju	Shutting down the RM-1 dispensing Hold area /Foot Print	Power & Fuel	Jan'22	0.09648	1,14,861.07	80.977
13			Shutting down the PM storage area (WF 24)/Foot print	Power & Fuel	April'22	0.02176	25,901.79	18.261
14			Honeywell forge-IOT Enabled(Low side)	Power & Fuel	Jan'22	0.21371	2,54,419.64	179.366
15			EC blowers Phase 5	Power & Fuel	July'21	0.11030	1,31,305.95	92.571
16			Non inverter AC units replacement with DC inverter units	Power & Fuel	July'21	0.03488	41,518.21	29.270
17			VFD installation in ETP area CT pumps & Blowers	Power & Fuel	Nov'22	0.00342	5,433.33	3.831
18	FTO-6	Amalin	Purified water storage & distribution system sanitization frequency increase from 15 days to 30 days	Power & Fuel	Jan'22	0.01489	23,641.27	16.667
19			Replacement of old chillers with Energy Efficient chiller	Power & Fuel	Aug'22	0.24641	3,91,131.50	275.748
20			Existing chiller integration with new cooling towers	Power & Fuel	Sep'21-Sep'22	0.24864	3,94,666.67	278.240
21			CHWP operation optimization	Power & Fuel	Sep'21-Sep'22	0.07223	1,14,651.59	80.829
22			Temporary reduction of contract demand (CD) from 2000 KVA to 1500 KVA	Power & Fuel	Nov'22	0.09000	-	0.000
23	FTO-8	Vivek	Replacement of old chillers with Energy Efficient chiller	Power & Fuel		0.24136	3,83,108.75	270.092
24			PCC room DX unit replace with chilled water line	Power & Fuel		0.01958	31,077.22	21.909
25			SFR 12.67 increased to 13.1 KG/KG	Power & Fuel		0.05842	92,723.81	65.370



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ENERGY AMBASSADOR PROGRAM

SDG 7



CONTD...

	Unit	Ambassador Name	Idea Name	Idea category	Benefit Start Month	Total Savings FY23 (in INR crores)	Total savings FY23 (in kWh)	GHG Emission Reduction MTC O2/M Wh
26	FTO-2	N Sudhakar	Replacement of Energy Efficient Chiller 800 TR - Power&Fuel (implemented in FY22)	Power & Fuel	Sep-21	0.08000	95,238.10	67.143
27			Purchase of new Energy Efficient Air compressor 1200 cfm	Power & Fuel	Oct-22	0.09000	1,07,142.86	75.536
28			Purchase of new Energy Efferent Boiler 3 TPH	Power & Fuel	Oct-22	0.03000	35,714.29	25.179
29			Energy Efficiency Blowers for STP (implemented in FY22)	Power & Fuel	Sep-21	0.05000	59,523.81	41.964
30			Replacement of Energy Efficient Chiller 800 TR - AMC (implemented in FY22)	Power & Fuel	Jun'21	0.10000	1,19,047.62	83.929
31			Energy Audit savings for Entire Plant (Air receiver installation, air compressor set point reduction - air dryer installation implemented in FY22)	Power & Fuel	Feb'22	0.12000	1,42,857.14	100.714
32			CAMC Relaxation for chiller (one month- May'22)	Power & Fuel	May'22	0.00100	1,190.48	0.839
33			Steam Elimination to Admin for PSG	Power & Fuel	Aug'22	0.08000	95,238.10	67.143
34			M1 Renovation fuel	Power & Fuel	Sep'22	0.15000	1,78,571.43	125.893
35	FTO-2	Tamilvanan	Filter cleaning frequency revision for HVAC non critical equipment (Currently monthly and proposal quarterly)	Power & Fuel	Apr'22	0.00900	10,714.29	7.554
36			Heat pump optimization (with line modification)	Power & Fuel	Oct'21	0.07000	83,333.33	58.750
37			AHU shutdown for non operational area Revised (where ever it is not required)	Power & Fuel	May'21	0.08000	95,238.10	67.143
38			Steam / Heater Elimination by installing hot water coils in AHU Cum Dehumidifier (to maintain RH 40 to 60% which will cover maximum products)	Power & Fuel	May'22	0.22200	2,64,285.71	186.321
39			Optimization of Chilled water flow for heat pump (by installing the VFD)	Power & Fuel	May'22	0.01100	13,095.24	9.232



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ENERGY AMBASSADOR PROGRAM

SDG 7



CONTD...

	Unit	Ambassador Name	Idea Name	Idea category	Benefit Start Month	Total Savings FY23 (in INR crores)	Total savings FY23 (in kWh)	GHG Emission Reduction MTC O2/MWh ion
40	CTO-2	Vitthal	Articmaster for Trane chillers - 2 No's	Power & Fuel	FY 22	0.06521	79,140.00	55.794
41			Air Compressor - Air Flow Control system (ControlAir™ IFC) & Intelligent Compressor Control (ControlAir™ ICC) - Godrej Compressed Air Solutions, Savings - 10%	Power & Fuel	FY 22	0.04057	49,234.00	34.710
42			Cooling Tower Fans - Auto On/Off with Temperature controller	Power & Fuel	FY 22	0.05677	68,895.00	48.571
43			E-Block RT Pump stoppage	Power & Fuel	FY 22	0.02181	26,467.00	18.659
44			MEE Pump-01 Impeller Change (Pumps Optimisation)	Power & Fuel	FY 22	0.00648	7,866.00	5.546
45			Segregation and recycle of RT water and recirculate back to CT @ E-Block	Power & Fuel	Aug'22	0.02003	24,310.00	17.139
46			Improvement of Boiler Combustion by Giving Air	Power & Fuel	Aug'22	0.26431	3,20,766.00	226.140
47	CTO-2	Ashok	CFL lights replacement with LED Retrofit	Power & Fuel	FY 22	0.03449	41,856.00	29.508
48			Chilled Water Pumps installed with VFD & Flow Optimization	Power & Fuel	FY 22	0.01753	21,275.00	14.999
49			SRS Chiller - Temperature Controller Installed with Auto On/off Facility (And also interlock with Chiller Primary pump & CT Pump)	Power & Fuel	FY 22	0.05731	69,556.00	49.037
50			8 TPH - Coal Handling Plant Blower Speed Optimisation by VFD	Power & Fuel	FY 22	0.00546	6,624.00	4.670
51			Maneera Water Pump Auto On/off	Power & Fuel	FY 22	0.02171	26,352.00	18.578
52			J-Block, HVAC, Cooling coil Replacement	Power & Fuel	FY 22	0.07993	97,002.00	68.386
53			AHU's VFD Speed optimization	Power & Fuel	April'22	0.05113	62,047.00	43.743
54			QC Dehumidifier - Electrical Heater to Steam conversion	Power & Fuel	April'22	0.13777	1,67,200.00	117.876
55			400 KVA MD Reduction - Savings	Power & Fuel	July'22	0.13680	-	0.000
56	Biologics	Vikas Srinivasu	Installation of Occupancy Sensor	Power & Fuel	Dec'22 - March'23	0.01695	20,172.96	14.222
57			AHU- non-operational due to inactivity	Power & Fuel	Dec'22 - March'23	0.05738	68,310.00	48.159
58			Installation of New ACs	Power & Fuel	Dec'22 - March'23	0.00726	8,640.00	6.091



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SAP PROGRESS REPORT 2023

ENERGY AMBASSADOR PROGRAM

SDG 7



CONTD...

	Unit	Ambassador Name	Idea Name	Idea category	Benefit Start Month	Total Savings FY23 (in INR crores)	Total savings FY23 (in kWh)	GHG Emission Reduction MTC O2/M Wh
59	IPD O	Murali Krishna	Adequate reactive Power compensation	Power & Fuel	July'22	0.00487	5,793.21	4.084
60			Improvement of COP of chiller optimisation	Power & Fuel	July'22	0.00232	2,766.70	1.951
61			Reduction in Delta P of ZR 90 VSD air compressor	Power & Fuel	July'22	0.00017	199.73	0.141
62	FTO -7	Kurit Srinivas	Auto tube cleaning system for new 1200TR chiller	Power & Fuel	June'22	0.20000	2,91,970.80	205.839
63			VFD installatiion for briquette boiler FD fan	Power & Fuel	Nov'22	0.00506	7,382.19	5.204
64			Bucket elevator interlocking with crusher at briquette boiler	Power & Fuel	April'22	0.01966	28,694.89	20.230
65			EC axial fans for new 1200TR cooling tower	Power & Fuel	April'22	0.16917	2,46,961.02	174.108
66			PSG & MCDP condensate shall be collected into boiler feed water tank	Power & Fuel	Nov'22	0.06612	96,528.93	68.053
67			IOT(Internet of things) enabling systeme for high side	Power & Fuel	Jan'23	0.09000	1,31,386.86	92.628
68			Energy efficieent chiller installation	Power & Fuel	Nov'21	0.47338	6,91,068.61	487.203
69			SBR installation for cooling towers	Power & Fuel	Nov'21	0.10397	1,51,784.00	107.008
70	Absolute pressure change in facility	Power & Fuel	May'22	0.04141	60,456.14	42.622		
71	CTO - SEZ	Ramkoti	Idle VFDs installed in HVAC Primary Pumps i.e., PU01 & PU03 and maintained flow @ 40 Hz.	Power & Fuel	Feb'22	0.12000	1,75,182.48	123.504
72			Idle VFD installed in WTP Raw Water Pump and maintained flow @ 42 Hz.	Power & Fuel	Feb'22	0.02400	35,036.50	24.701
73			Idle VFD installed in Cooling Tower Main Pumps and maintained flow @ 43 Hz.	Power & Fuel	Feb'22	0.24000	3,50,364.96	247.007
74			Temperature Controller installed in CT004 Fan to maintain the temperature @ 25 Degree Centigrade	Power & Fuel	Feb'22	0.12000	1,75,182.48	123.504



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SAP PROGRESS REPORT 2023

ENERGY AMBASSADOR PROGRAM

SDG 7



CONTD...

	Unit	Ambassador Name	Idea Name	Idea category	Benefit Start Month	Total Savings FY23 (in INR crores)	Total savings FY23 (in kWh)	GHG Emission Reduction MTCO 2/MWh
75	CTO-5	Hemakumar	EC plus FLP Blowers in AHU System	Power & Fuel	Jan'22	0.27	394160.6	277.8832
76	CTO-6	Vijay	Stopping of FG CHW System (100 TR) by interconnecting the Chilled water systems of PB 12 & FG	Power & Fuel	Apr'22	0.01568	22,892.85	16.139
77			PB15 Utility area - 220 TR VFD Chiller Interconnection to PB 15 & PB 16 HVAC Areas	Power & Fuel	Apr'22	0.05022	73,317.81	51.689
78			PB15 Utility area - New Process Cooling tower Interconnection to PB 15 & PB 16 Process Areas	Power & Fuel	Apr'22	0.01572	22,953.43	16.182
79			PB15 Utility area - New Utility Cooling tower Interconnection to PB 15 & PB 16 Utility Equipments	Power & Fuel	Apr'22	0.02195	32,049.05	22.595
80			Air & N2 Leak study - 2 % on Power consumption of the Air Compressor	Power & Fuel	June'22	0.00486	7,094.60	5.002
81			VFD installation for PA fan in Cogen plant	Power & Fuel	July'21	0.00048	704.23	0.496
82			EC plus FLP Blowers in AHU System	Power & Fuel	June'21	0.13461	1,96,504.96	138.536
83			Oil additives for HVAC Chillers to increase Heat transfer and reduce the friction for 02 No's of HVAC Trane Chillers	Power & Fuel	June'21	0.00202	2,955.18	2.083
84			Energy efficient epoxy glass FRP fans for cooling towers	Power & Fuel	Nov'21	0.00763	11,134.01	7.849
85			Artic master for Air Cooled Chillers - 01 No	Power & Fuel	Oct'21	0.00316	4,614.45	3.253
86			Stopping of Air Cooled Chilled water system of MB Lab area(140 TR Capacity) by interconnecting Existing Water cooled Chilled System located in PB10 Utility area(140 TR)	Power & Fuel	Sep'22	0.04656	67,966.57	47.916
87			Stopping of Air Cooled Chilled water system of PB4 area(70 TR Capacity) by interconnecting Existing Water cooled Chilled System located in PB 7 Utility area(210TR)	Power & Fuel	Sep'22	0.01690	24,675.33	17.396
88			Stopping of Air Cooled Chilled water system of PB7 area(70 TR Capacity) by interconnecting Existing Water cooled Chilled System located in PB 7 Utility area(210TR)	Power & Fuel	Oct'22	0.01553	22,665.69	15.979
89			Cooling towers integration of PB 19 Cooling towers thereby stopping One Pump and One CT Fan	Power & Fuel	Oct'22	0.01336	19,508.03	13.753
90			PB12 Brine compressor system replacement from York to KC (KW / TR reduction from 2.25 to 1.8)	Power & Fuel	Feb'23	0.00302	4,414.60	3.112
91	CTO-5	Abhilash	Power generation with Steam turbine	Power & Fuel	Jan'23	0.03079	36,649.00	25.838
92			High capacity RT pump installation at M-block CT to Stop existing 3 small cap pumps	Power & Fuel	Oct'22	0.27805	3,31,016.00	233.366
93			Low efficient 100 TR Chiller condensor replacement with high efficient Condensor	Power & Fuel	July'22	0.03948	47,000.00	33.135

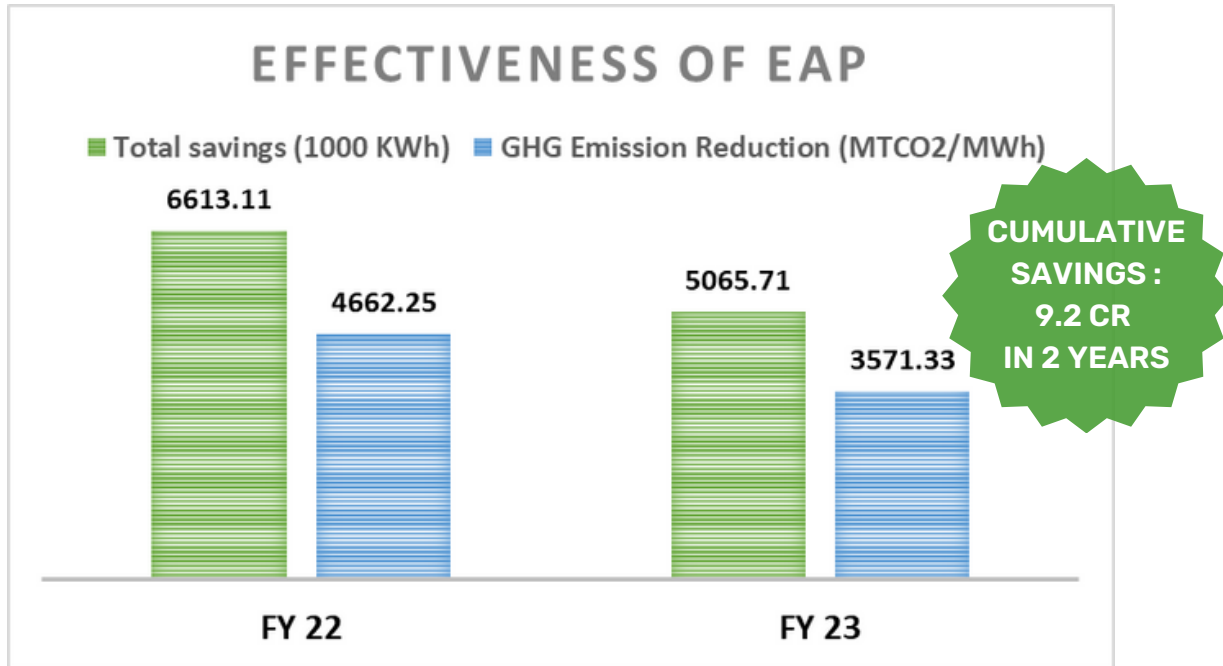


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EFFECTIVENESS OF ENERGY AMBASSADOR PROGRAM

- The program started identifying and implementing energy saving projects from FY'22, with support of the Energy Ambassadors on sites.
- Few Energy saving projects were implemented across the different Dr. Reddy's sites cross-unit learnings basis the success of the projects.



OUTREACH OF THE AWARENESS SESSIONS OF EAP

- The awareness sessions were initially conducted by ESD-EA to their engineering folks within the site.
- Hence, the non-engineering team had to be developed to deliver non-technical content for a layman understanding of Energy conservation.
- Therefore, the Non-ESD EA were trained and certified and awareness sessions were then given to all the departments of Dr. Reddy's

2294 people were engaged in awareness sessions throughout Dr. Reddy's sites

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CELEBRATION OF NATIONAL ENERGY CONSERVATION DAY 2022

- National Energy Conservation Day was celebrated on the 14th December.
- The objective to celebrate this day was to drive mass awareness about the importance of **energy efficiency and conservation**.
- Following the same theme, at Dr. Reddy's awareness sessions were conducted across sites by the energy ambassadors under Energy Ambassador Program.
- A guest Lecture was also organized on Energy Efficiency delivered by CII GBC's associate followed by recognizing the contribution of the existing Energy Ambassadors and felicitating the newly certified Ambassadors.



EA PROGRAM SUMMARY



EA PROGRAM WAYFORD...

- The program will increase its outreach across India by reaching out to various schools and colleges.
- The program aims at identifying projects with energy savings for the organization.
- The program also intends to carryout cross-functional learnings and project implementation at different units wherever applicable.





INTRODUCTION

In India, road accidents are a significant cause of mortality and morbidity, with over 150,000 people dying annually. The National Crime Records Bureau (NCRB) reported that in 2019, there were 449,002 road accidents, resulting in 151,113 deaths and 451,361 injuries. The majority of road accidents in India are caused by human error, such as speeding, reckless driving, and drunk driving. In addition, inadequate infrastructure, poor road design, and inadequate enforcement of traffic laws contribute to the high number of accidents.

The need for road safety awareness aligns with SDG 11, which aims to make cities and human settlements safe, resilient, and sustainable. Specifically, target 11.2 of SDG 11 aims to provide access to safe, affordable, accessible, and sustainable transport systems for all, with particular attention to the needs of those in vulnerable situations.

Improving road safety awareness is an essential step towards achieving SDG 11. By promoting safe driving practices, enforcing traffic laws, and promoting road safety measures, road accidents can be reduced, and transport systems can be made safer and more sustainable. Improving road safety awareness can also help to reduce the number of deaths and injuries on the roads, particularly in low- and middle-income countries.

WHAT IS RSA PROGRAM AND ITS VISION?

The RSA Program aims at creating Road Safety Ambassadors (RSAs) by training them with an aim to create Champions of Change in road safety of 4-wheeler and 2-wheeler riders/drivers, in order to create a safe road ecosystem and thereby impacting the community. The RSAs will also be spreading awareness in the community to improve the traffic discipline in the city.

PROGRAM OBJECTIVES

Short term goals:

- To train the all 4W and 2W using employees of Dr. Reddy's on road safety by defensive driver trainings.
- To create Road safety ambassadors
- To train all contractual workers, bus drivers or any other vehicle users on the Defensive drivers trainings.
- To collaborate with community stake holders, like colleges and schools to spread awareness.

Long term goals:

- To create an ecosystem of good road discipline atleast in the areas of RSAs
- To reduce the Road accidents of Dr. Reddy's to zero
- To spread awareness on Road Safety aspects using social media platforms to improve outreach of the program



SELECTION PROCESS OF ROAD SAFETY AMBASSADORS

Selection of RSAs is done in 4-steps:

1

Nominations:

- **Nominations received from Site Teams:**

- The Program Manager shall write an email to site SHE Heads and Divisional Heads asking to nominate employees as RSAs from their respective sites

- **Self-nomination:**

It can be done in 3 ways:

- From Induction Sessions - Self-nomination of newly joined employees from the induction sessions
- From ESG awareness sessions - Self-nominations of existing employees from ESG awareness sessions
- LMS (Learning Management Systems) / online modules: Self-nominations from once the self-learning sustainability modules are introduced on Learning Management System (LMS)

2

Awareness Building Session:

An awareness session shall be conducted for all nominated employees from the respective sites and divisions on road safety either by Lead Program Manager or Certified Road Safety Ambassador or an external expert

3

Train the Trainer session:

For all the selected employees post their confirmation, a trainer development session shall be conducted for 2.5 days (2 days of classroom training and 5 hours of practical demo) to build subject matter expertise on road safety and also to conduct awareness & capacity-building sessions to other employees and community stakeholders.

4

Certification:

A comprehensive assessment test is conducted at the end of the master trainer program. The master trained ambassador shall be marked as certified Road Safety Ambassador after successfully completing the test.



IMPLEMENTATION TEAM

- Central Program Manager - Road Safety
- Site SHE Heads (Dr. Reddy's sites)
- Divisional Heads (GGI sites)
- BU SHE Head
- Head SHE and Sustainability





ROLES AND RESPONSIBILITIES OF A RSA

- The RSA must conduct DDT sessions for user employees of 4Wand 2W. The session attendance must be recorded and made available during audits.
- The RSAs, during road safety week celebrations, shall organize competitions at their sites, in coordination with site SHE team, and recognize the drivers who are most compliant to safety practices in order to encourage them.
- Post the DDT, RSAs shall provide DDT pass to qualifying drivers. The Ambassadors shall maintain driver training and feedback records and send updates to the Program Manager.
- The RSAs shall complete DDT training of all drivers.
- The RSAs shall conduct surprise checks once in 02 months and highlight to concerned stakeholders about non-qualifying drivers and/or vehicles.

TRAINING MATERIAL

Audience specific training material

- The training material is different for different age groups and audiences
- For within the fence DDT sessions - 3 hour module
- For school children - 1 hour module
- For college students- 2 hour module

TRAINING CONTENTS

- Accident statistics on Indian Roads
- Driver/Rider behavior
- Post accident losses and hassle
- Traffic control devices and management
- Types and causes of accident
- Driving techniques
- Preventing collision between vehicles
- Reaction and stopping distance
- riving difficulties
- Maintenance of vehicle
- parking of vehicle
- Road Rage
- Tackling hazardous situation
- Handling hazardous material
- Handling emergency situation
- Stress fatigue and driving ergonomics.
- GPS and route risks
- Post accident actions
- Basic first aid and fire safety





REWARD AND RECOGNITION

Criteria:

- Best RSA shall be nominated by Site SHE Heads and Divisional Heads every quarter based on the number of DDT sessions conducted and number of people trained.
- Conducting awareness sessions for stakeholders over and above the requirement specified in the guidance document.

Rewards and Recognition:

- Reward and recognition shall be based on company policy & procedures.
- Success stories of the ambassadors will be shared centrally Quarterly.
- RSAs will be certified at an annual Road Safety event by a prominent personality.

TENURES:

RSA Tenure:

- Tenure of certified RSA shall be 2 years from the date of the Train the Trainer session. If an ambassador is not active at all for a period of 3 months on a continuous basis, he / she will lose the title of ambassadorship.
- In case any of the certified Road Safety Ambassador leaves the organization site SHE Head / Divisional Head (GG India) has to intimate to Lead Program Manager to develop alternate ambassador through the process as described in the guidance document

Training material Tenure:

- The frequency for reviewing the training material shall be 1 year by program manager.



SDGS IN ALIGNMENT WITH WATER AMBASSADOR PROGRAM

Direct alignment:



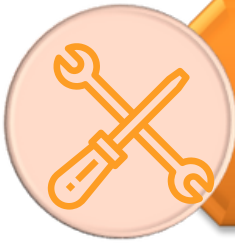
Indirect alignment:



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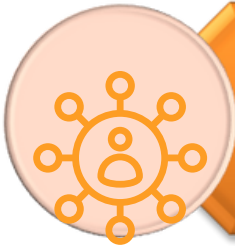
HOW DOES THIS TRAINING HELP?



To equip and enhance skills of 2W riders and 4W drivers by training them with defensive driver skills to ensure they are safe on roads

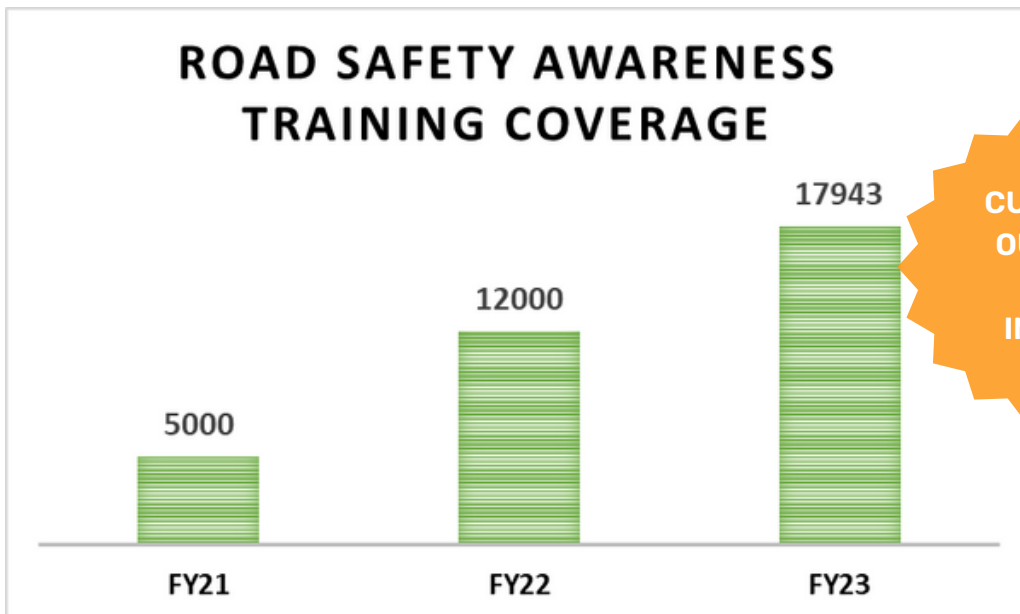


To make Dr. Reddy's workforce and community stakeholders of the Road Safety Rules and Regulations



To create change makers for ROAD SAFETY and spread the knowledge with other to improve Road discipline in the community

RSA JOURNEY FROM APR'2020

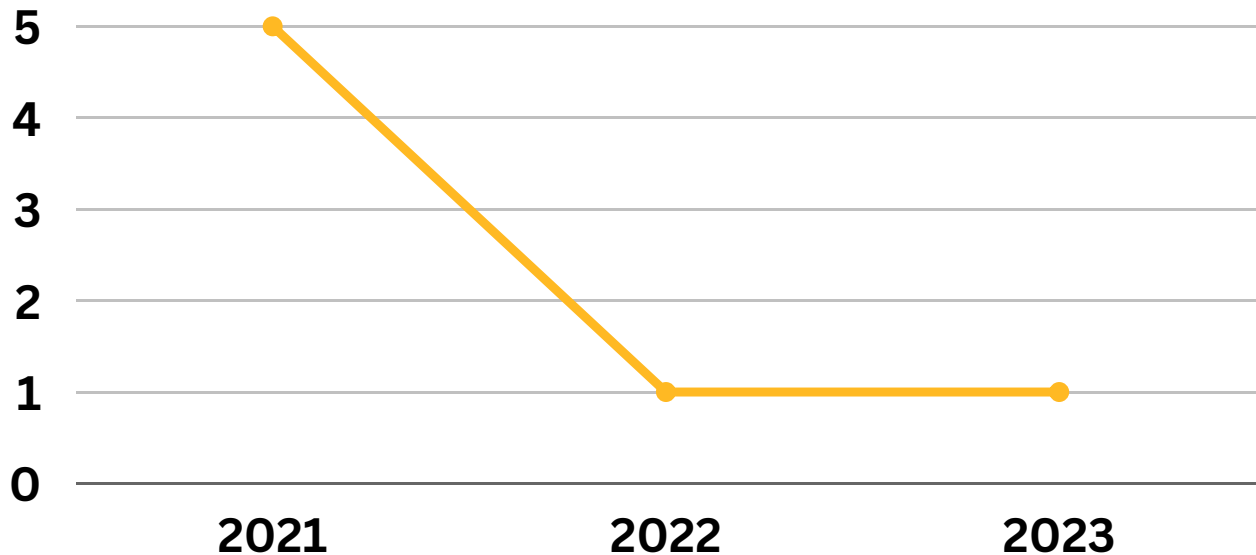




EFFECTIVENESS OF AWARENESS SESSIONS

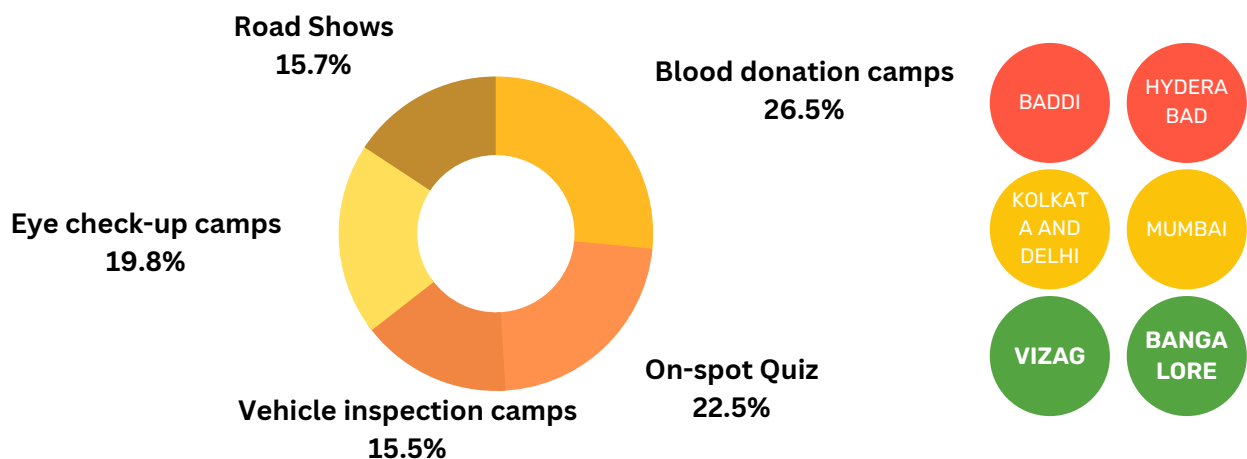
- The awareness among the employees on Defensive drivers trainings has caused a significant impact of Fatal Road Safety accidents.

Fatal Road accidents of Dr. Reddy's



OUTREACH OF THE RSA PROGRAM

- The RSA program has been able to engage people by conducting various activities not limited to defensive drivers' trainings and awareness sessions.
- The has spread across the country by virtue of the various initiatives the program has undertaken.



1784
PEOPLE WERE ENGAGED
IN OTHER INITIATIVES OF RSA PROGRAM





RSA INITIATIVES

The RSA initiatives mainly get executed during the Road Safety Month, every year with support of RSAs and guided by the program manager. The brief summary of each of the RSA initiatives are as mentioned below:

1 Vehicle inspection camps:

RSAs conducted vehicle inspection drives at 6 locations of Dr. Reddy's to ensure that employee vehicles were in good working condition and met the safety standards set by the government.

An expert then checked for defects in the vehicle's brakes, tires, lights, and other hardware's that could pose a threat to the driver's safety and that of other road users.

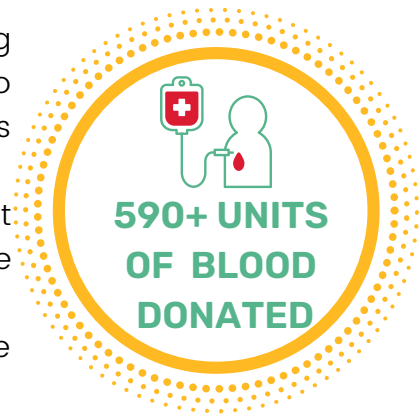


2 Blood Donation Camps:

Through this initiative, the program aims at promoting the importance of road safety and encourage people to donate blood to help those in need, as road accidents lead to major blood loss.

The program organized a blood donation camp at seven different locations, with the support of the site SHE teams.

The blood donated during the camp will help save many lives in need of urgent blood transfusions.



3 Eye check-up camps:

Drivers need to have a good and healthy eyesight. Hence, it's very important for any driver to undergo a regular eyesight check-up. Therefore, all employee bus drivers, forklift drivers and dedicated transporters were benefited by this camp.

67 spectacles were distributed for those needed correction in their eyesight basis the eye check-up camp results.





RSA INITIATIVES CONTD...

4 Road Shows

The RSAs organized roadshows for our sales force, who spend most of their time on the road as a part of their job. The roadshows were conducted in Kolkata, Mumbai, Delhi and Hyderabad.

The primary objective of these roadshows was to acknowledge and felicitate the efforts of our RSAs who have been working tirelessly to create awareness about road safety through fundamental training and also to highlight encourage others to follow in their footsteps. Each roadshow concluded with a road rally that echoed the message of "Safe Drive, Saves Life."



5 On-spot quiz

on-spot quiz to spread awareness of Road safety signages & Regulations. These were aimed at educating employees about the various aspects of road safety, including the importance of wearing seatbelts, obeying traffic rules, avoiding distracted driving, and maintaining vehicles in good condition.



RSA PROGRAM SUMMARY



RSA PROGRAM WAYFORD...

- The program will increase its outreach across India by reaching out to various schools and colleges.
- The program aims to achieve Zero fatality for our employees and contractors.
- The program also intends to do a huge social media drive on spreading communication around Road Safety.





INTRODUCTION

The generation of waste is an inevitable by-product of human activities, and it poses significant challenges to the environment, public health, and sustainable development.

India, one of the fastest-growing economies in the world, faces significant challenges in managing its waste. India generates around 62 million tonnes of waste annually, of which only 43 million tonnes is collected and processed. The remaining waste is either dumped in landfills or left to rot in open spaces, leading to environmental degradation, air and water pollution, and public health hazards.

Given the critical importance of waste management for sustainable development, the need for waste management awareness cannot be overstated. Waste management awareness can help to promote sustainable waste management practices, reduce waste generation, and improve waste segregation and disposal. In addition, waste management awareness can also create economic opportunities and contribute to the creation of green jobs. Sustainable waste management practices, such as waste segregation, recycling, and composting, can create a value chain of waste management, generate revenue, and create job opportunities in waste collection, transportation, and processing.

WHAT IS WMA PROGRAM AND ITS VISION?

The WMA ambassador program is designed to train the employees of Dr. Reddy's on waste management and thereby to empowering them to identify opportunities on waste management and to become change makers (ambassadors) to spread the awareness to cascade the concepts of sustainability to Dr. Reddy's workforce and community stakeholders.

PROGRAM OBJECTIVES

Short term goals:

- The WMA program is designed to train the employees and contractual of Dr. Reddy's
- To create Waste Management Ambassadors and thereby to empower them to become change makers (ambassadors).
- To identify and implement Waste management projects for the organization.
- To collaborate with community stake holders like schools and colleges, to spread awareness.

Long term goals:

- To inculcate the culture of reduce waste generation and promote recycle and reuse among Dr. Reddy's professionals.
- To suggest and support nearby communities to manage their waste effectively.





SELECTION PROCESS OF WMA

Selection of WMAs is a 4-step process:

1

Awareness building session:

A 2-hour awareness session shall be conducted for all nominated employees from the respective sites on waste management either by Lead Program Manager or Certified Waste Management Ambassador or external expertise.

2

Identification of ambassadors from Step 1:

Based on passion, capability & capacity displayed by the attendees, in step 1, they shall be chosen for Train the Trainer (TTT) on Waste Management. Employees will be groomed to think efficiently and lead effectively.

3

Train the Trainer session:

For all the selected employees, a trainer development session shall be conducted for 2 days to build subject matter expertise on waste management and also to conduct awareness & capacity-building sessions to other employees.

4

Certification:

A comprehensive assessment test is conducted at the end of the master trainer program. The master trained ambassador shall be marked as certified Waste Management Ambassador after successfully completing the test.

IMPLEMENTATION TEAM

- Central Program Manager - Waste
- Site SHE Head
- BU SHE Head
- Head SHE and Sustainability





ROLES AND RESPONSIBILITIES OF WMA

- WMA shall either individually or forming a group among ambassadors has to identify the opportunities at site or the facility on reducing waste generation and prepare a proposal for approval of the initiative and implementation.
- Each of the certified WMA at the site has to conduct awareness sessions to employees. (Awareness session's duration should not be less than 30 minutes).
- To conduct sessions beyond the fence as directed by the Program Manager
- In addition to the above: The ESD EA can suggest Energy saving projects for the organization and the ESD and non-ESD EA can both work together in implementation of the projects at site.
- WMA shall support the on-site initiatives related to Waste Management such as dry waste recycling and sustainability lifestyle stalls.

TRAINING MATERIAL

Audience specific training modules have been created:

- The training material for Awareness session for selection of WMA - 2 hour
- The training module for conducting awareness session within the fence - 30 min.
- The training module for conducting awareness session beyond the fence- 1 hour.

TRAINING CONTENTS

Topics covered in TTT:

- Concept of carbon footprint and overshoot days
- Waste segregation at source
- Global warming
- Centralized vs Decentralized waste management
- Wet waste to compost
- e-waste
- Plastic waste management and laws
- How to perform Waste audits?



Topics covered in awareness session (30 mins):

- the 5 R's of Zero waste
- Single use alternatives
- India's Waste management challenges
- Waste generation in Pharmaceutical Industry
- Linear vs circular economy
- Solid waste management practices
- Consumption and hazardous waste intensity
- Success stories of WMAs





REWARD AND RECOGNITION

Criteria:

- Conducting awareness sessions to employees & stakeholders over and above the requirement specified in the guidance document.
- Ambassador who is bringing up waste reduction initiative or innovative solutions which get approval for implementation at sites.

Rewards and Recognition:

- Rewards shall be given based on the targets achieved, which will be monitored through the Monthly Tracker based on the below points system.
- Success stories of the ambassadors will be shared centrally Quarterly.
- Lapel pin, Shout-out on email + Eco-friendly gift, Low waste gift basket: food & lifestyle, WMA Champion Prize + Tree planted on their name + Gift voucher.

TENURES:

WMA Tenure:

- Tenure of a certified WMA shall be 2 years from the date of the Train the Trainer session. Post which the WMA may continue if he/she wishes to continue if they are a part of the Dr. Reddy's.
- If an ambassador is not active at all for 3 months, he / she will lose the title of ambassadorship.

Training material Tenure:

- The frequency for reviewing the training material shall be 1 year. In case there is a major change to be made in the facts, can be done as and when required.

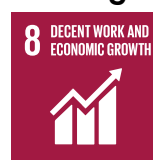


SDGS IN ALIGNMENT WITH WATER AMBASSADOR PROGRAM

Direct alignment:

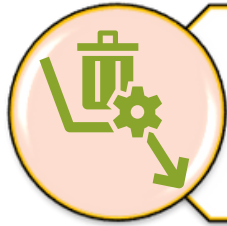


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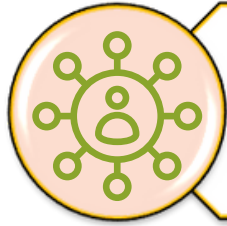




HOW DOES THIS PROGRAM HELP?



To identify and implement waste reduction projects at sites



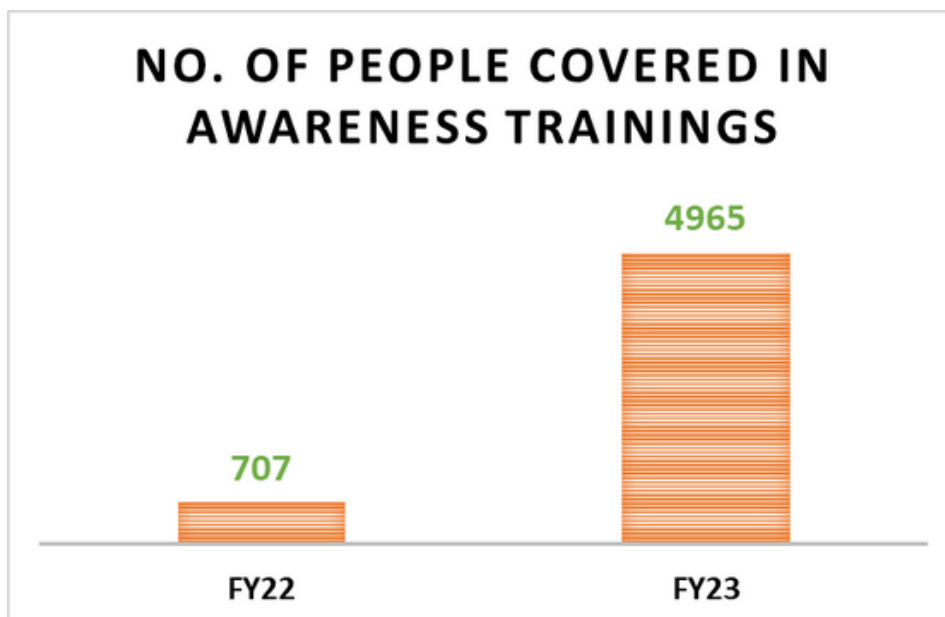
To create change makers of Waste Management and spread the knowledge with the others for efficient waste management



To strive to inculcate the principles of 5 R's (refuse, reduce, recycle, reuse and rot) in daily lives of people

JOURNEY OF WMA PROGRAM SINCE FY'22

- The Waste management ambassador program trainings have taken a considerable leap in FY 23 due to a more focused approach on Waste management ambassador roles and involvement in the cluster based monthly governance calls.





EFFECTIVENESS OF WMA PROGRAM INITIATIVES

WMA PROGRAM INITIATIVES

The WMAs have been engaged in supporting few activities at site, which are planned by the central program manager.

1 Sustainability Lifestyle Stalls

These are the stalls installed at various location of Dr. Reddy's units, which display a lot of sustainable lifestyle alternatives to daily use items like jute bags, toys, natural dyed cotton fabric, etc.

Few eco-friendly sustainable vendors who support in this venture - Wildberry Organics, Kindora Toys, Millet Bank, Karachi Bakery, Sana Vegan



2 Waste Collection drives:

Waste collection drives were carried out at various locations of Dr. Reddy's which were supported by the WMAs. Its a pilot project ran under the Sustainability Accelerator Program. It created awareness about solid waste management, to bring about a behavioral change.



750 kgs

OF CO2 EMISSIONS SAVED BY RECYCLING PAPER, PLASTIC AND E-WASTE



28 kL

OF WATER SAVED BY RECYCLING



560 L

ENERGY EQUIVALENT OF FUEL WERE SAVED IN PROCESS OF RECYCLING



2 TONNES OF WASTE MATERIAL COLLECTED (INCLUDING E-WASTE, WITH 8 WASTE COLLECTION DRIVES



- 1109 KG OF CLOTHES DONATED
- 434 KG OF PAPER WASTE RECYCLED

- 376 KG OF PLASTIC WASTE RECYCLED
- 247 UNITS OF ELECTRIC IETMS DIVERTED





OUTREACH OF THE AWARENESS SESSIONS OF WMA PROGRAM

- The awareness sessions were initially conducted by the WMA within the fence.
- The WMA have reached out to schools and communities for creating awareness on waste management related topics.

4685 people were engaged in awareness sessions throughout Dr. Reddy's sites

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WMA PROGRAM SUMMARY



WMA PROGRAM WAYFORD...

- The program will increase its outreach across India by reaching out to various schools and colleges.
- The program is aiming at taking support of WMAs in identifying and implementing waste reduction projects at site.
- The program is also looking forward to engaging WMAs in Waste management audits at site.



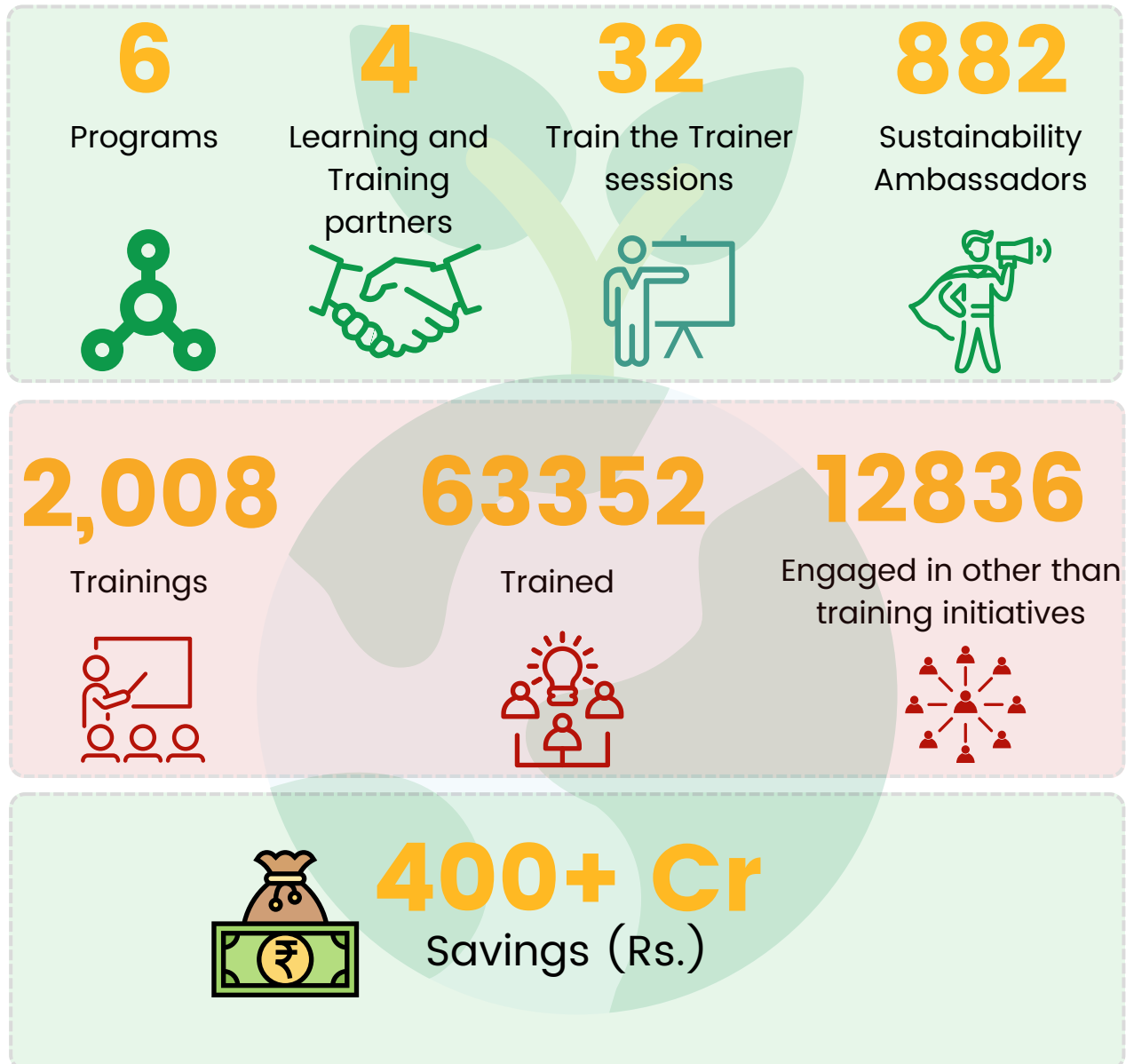
List of Abbreviations

- SAP – Sustainability Ambassador Program
- HAP – Health Ambassador Program
- WSA – Women Safety Ambassador
- WAP – Water Ambassador Program
- WA – Water Ambassador
- EAP – Energy Ambassador Program
- EA – Energy Ambassador
- RSA – Road Safety Ambassador
- WMA – Waste Management Ambassador
- DDT – Defensive Drivers Training
- 2W – 2- Wheeler
- 4W – 4-Wheeler
- ESD – Engineering Services Department

CONCLUSION

The SAP has come a long way since its inception in 2019. The pandemic of COVID did impact the growth of the program initially. But the program picked over the years with support of program managers and the learning and training partner's.

Overall SAP Summary from FY20 to FY23



76,188 people engaged through the SAP programs from Dec'19 to Mar'23



Acknowledgements

We would like to express our sincere gratitude to the program managers of all 6 SAP programs namely Dr. Raini Gupta, Madhuri Damaraju, Twinkle Manglani, Droni Pancholi, Prathyusha Parakala and Bonita Borges for their passion in running these programs and invaluable support in the preparation of this report.

Their expertise and promptness in providing data were instrumental in the success of this project. Their dedication to making a sustainable impact of SDGs in our communities has been inspiring, and we are honored to have had the opportunity to work with them.

We would also like to extend our thanks to the Program guides Piyush Puri, Mukul Bhuchar, Manabendra Ghosh, Ravi Chandra Chikatimala and Dr. Shreedhar for their constant guidance in leading these programs. Their insights and perspectives were critical in shaping the content of this report. Finally, we would like to acknowledge the support, guidance of Mr. Thakur Pherwani for trusting in Fandoro Technologies and entrusting the governance to us. Kudos to you for this beautiful creation and thank-you for giving us this opportunity to contribute to a more sustainable and bright future.

**We thank you for your continued support
in our efforts to contribute to the SDGs**

Contact

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