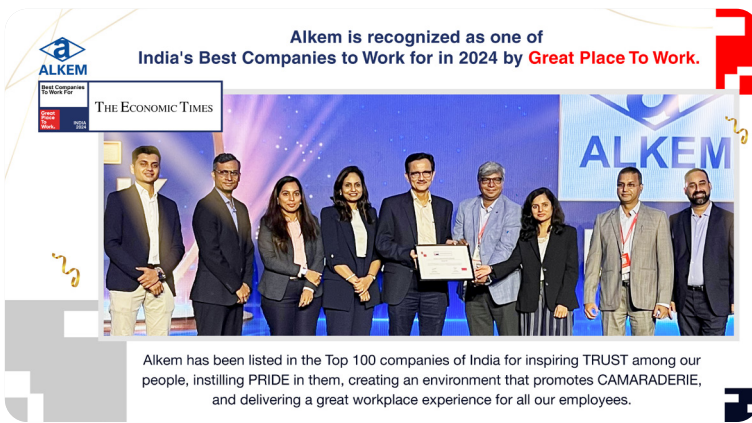


# Responsibilities Towards our People

Our remarkable fifty-year journey at Alkem stands as a testament to the dedication and hard work of our people. Their commitment to excellence has become the cornerstone of our achievements. As we navigate the ever-evolving business landscape, we recognize the pivotal role of our people in charting a path towards sustained growth and prosperity.



## Great Place to Work

Alkem has been certified as a Great Place To Work for the fourth time in India. Our engagement score for India was 84. For the first time, we conducted an employee engagement survey using the Great Place to Work model for all our overseas subsidiaries. Alkem has also been featured in India's Best Companies to Work For - Top 100 list across sectors for the second time. This achievement highlights our dedication to nurturing a positive and supportive workplace culture, reaffirming our commitment to creating an environment where everyone can excel.

## Learning and Development Initiatives

During the year, our Company continued its efforts to enhance the capabilities of its employees through a series of both regular and new programs aimed at boosting technical and behavioral skills. We employed a blend of classroom, experiential, and digital interventions to ensure continuous learning. In collaboration with esteemed training partners, we launched impactful signature training programs such as "Foundation for Career Success" for individual contributors, "Being an Effective People Manager" for first-time managers, and "SHinE – A Women Excellence Program".



Additionally, our Technical Training Academy, established two years ago, introduced various programs to enhance the skills of shopfloor employees in critical areas such as quality, production, safety, and engineering.



As part of our journey towards becoming an ESG-compliant organization, we initiated an ESG culture track. This involved training all department heads on key ESG concepts, identifying ESG champions, and empowering local HR teams to schedule training sessions for employees in their respective locations, facilitated by these champions.

## Enhancing our employee support

We have always prioritized the well-being of our employees. This year, we enhanced the coverage of term life insurance for all employees on the payroll of Alkem India. Aligning with market best practices, we increased the term life coverage to twice the Annual Fixed CTC of an employee or ₹15 lakhs, whichever is higher.

Further, we also provided a unique “Summer Kit” to our sales force, aimed at ensuring their comfort and efficiency during the summer months while carrying out their ground duties. This initiative was well-received and appreciated by all.

The ‘Alkemites Assistance Program’ has been launched to focus on employee wellbeing and assistance, available through a web application and mobile app exclusively for Alkemites and its immediate three family members to address personal and work challenges confidentially and free of charge, with access to professional counselors across various domains, as well as proactive programs to manage stress and maintain physical and mental health.



## Accolades rekindled

### Alkem Graces Forbes Cover Page

Alkem’s journey, featured on Forbes India’s November-December 2023 cover with a six-page spread, showcases its remarkable evolution from humble beginnings. The feature underscores Alkem’s significant contributions and stellar rise in the healthcare industry, solidifying its global prominence.



### Lifetime Achievement Award for Executive Chairman

Mr. B.N. Singh, Executive Chairman and Co-founder of Alkem, received the prestigious Lifetime Achievement Award from Hurun India. This accolade recognizes his exceptional contributions to the Pharmaceutical and Healthcare Industry, highlighting his visionary leadership and global healthcare advancements.



### APEX India Foundation CSR Excellence Award 2023





## Promoting gender diversity

We remain focused in our efforts to ensure that diversity, equity, and inclusion are integral to our organizational ethos, promoting a culture where every individual feels valued and empowered. Our values reflect a strong dedication to fostering an inclusive workplace culture. SHinE, our women excellence program, embodies our pledge to provide women at Alkem with the opportunities and support they need to thrive both personally and professionally. This initiative reaffirms our commitment to building a more inclusive and equitable workplace where everyone has the chance to succeed and flourish.



### Achievements

2.6%

Overall gender diversity in FY 2023-24

### Targets

5%

Overall gender diversity to be achieved by FY 2026-27

## Alkem's 50 Years Celebration

On the occasion of golden jubilee year, we celebrated with a series of events that brought together employees from across our global footprint. These commemorations not only highlighted our enduring spirit but also celebrated our collective achievements over the decades. The pinnacle of these festivities was a grand event held in Mumbai, attended by over two thousand current and former employees. Here, we showcased our remarkable journey, unveiling our new Credo - "Inspiring Healthier Lives", and debuting an uplifting Alkem Anthem that honored the contributions of our workforce.

Accompanying these celebrations was the launch of a coffee table book titled "Inspiring Healthier Life – The Alkem Way". This book serves as a testament to our evolution, capturing pivotal moments from our inception to present day. It chronicles the founding values that shaped our ethos, profiles key figures who played integral roles in our growth, and commemorates the significant milestones that have defined Alkem's journey in the pharmaceutical industry.

