

Taskforce on Nature-related Financial Disclosures (TNFD)

Report for Glenmark Pharmaceuticals Limited 2024-25



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About the Report

This Taskforce on Nature-related Financial Disclosures (TNFD) report marks a significant step for Glenmark Pharmaceuticals Limited (hereafter called Glenmark) as it aligns with the global initiative to incorporate nature-related considerations into its business strategy. It will be the first TNFD report in the pharmaceutical sector.

The TNFD recommendations, launched in September 2023, are structured around four key pillars: Governance, Strategy, Risk & Impact Management, and Metrics & Targets. These pillars guide organizations in identifying and managing nature-related Dependencies, Impacts, Risks, and Opportunities (DIRO). Glenmark employs the recommended Locate, Evaluate, Assess, and Prepare (LEAP) framework to assess its direct operations-manufacturing facilities and research and development centers.

In this report, Glenmark provides a transparent account of its nature-related Dependencies, Impacts, Risks, and Opportunities (DIRO) at all the business operations covered in this report. The company identifies site-specific opportunities to enhance biodiversity, which could be integrated into its biodiversity management planning. This proactive approach underscores Glenmark's commitment to sustainable environmental stewardship and resilience.

Glenmark is committed to transparency and accountability in addressing nature-related risks and opportunities, aligning its practices with the TNFD framework. By embedding these considerations into its business model, Glenmark not only aims to mitigate risks but also seeks to harness opportunities that contribute to preserving and enhancing natural ecosystems.

This report also outlines the metrics and targets Glenmark has adopted to measure progress in its nature-related initiatives. These goals are aligned with the company's broader commitment to creating 'A New Way for a New World,' utilizing its core strengths in innovation, research, and scientific knowledge. By doing so, Glenmark aspires to deliver promising solutions that significantly impact patients' lives and contribute to a sustainable future.

This report also outlines the metrics and targets Glenmark has adopted to measure progress in its nature-related initiatives.



Message from CMD

As Glenmark continues to grow and innovate in the pharmaceutical industry, we recognize the critical importance of understanding and managing our interactions with nature. Our commitment to sustainability is deeply rooted in our corporate values, and we are dedicated to integrating environmental stewardship into every aspect of our operations.

Glenmark values biodiversity and recognizes its crucial role in ensuring a sustainable future. The company actively promotes biodiversity conservation through sustainable land use practices, support for habitat restoration initiatives, and the implementation of measures to protect endangered species. By integrating biodiversity considerations into decision-making processes, Glenmark aims to preserve ecological balance and contribute to the conservation of biodiversity hotspots.

Through the report's comprehensive disclosure, Glenmark aims to enhance transparency regarding its interactions with natural ecosystems and biodiversity. In this inaugural TNFD report, Glenmark highlights the steps we are taking to mitigate environmental risks and capitalize on opportunities for sustainable growth. Our efforts include conducting biodiversity screenings, developing site-specific Biodiversity Management Plans for priority sites, and aligning our practices with global sustainability standards.

We believe a proactive approach to managing nature-related risks and dependencies is essential for long-term value creation and business resilience. I am proud of the progress we have made and remain confident in our ability to drive meaningful change. However, the journey towards nature is a collective effort that extends beyond Glenmark.

Glenmark is committed to integrating these findings into its sustainability strategy to drive continuous improvement. I urge you to join our transformative path toward a secure, innovative, and sustainable future. By working together, we can ensure that Glenmark will lead the way in environmental responsibility and sustainability.



Glenn Saldanha

Chairman & Managing Director

Biodiversity and Nature Conservation at Glenmark Pharmaceuticals Limited

Glenmark Pharmaceuticals Limited was established in 1977, as a research-led global integrated pharmaceutical company headquartered in Mumbai, India. The company excels in producing specialized products in therapeutic fields such as dermatology, respiratory care, and oncology.

Glenmark stands at the forefront of developing and marketing both branded and generic pharmaceutical formulations. With a presence in 4 continents, Glenmark is among the fastest growing companies in Indian Pharmaceutical Market. The company operates 11 advanced manufacturing facilities located across India, the United States, Argentina, and the Czech Republic, and

3 Research and Development Centers in India.

Glenmark has adopted its biodiversity policy, which focuses on conducting biodiversity screenings to assess operational impacts and associated risks. The policy includes conducting biodiversity assessments to develop site-specific Biodiversity Management Plans for priority locations. Glenmark is committed to collaborating with stakeholders, suppliers, and indigenous communities on biodiversity issues, ensuring no deforestation practices, and avoiding operations in critical habitats and ecologically sensitive areas. Through its Biodiversity Policy, the company has pledged to the following:

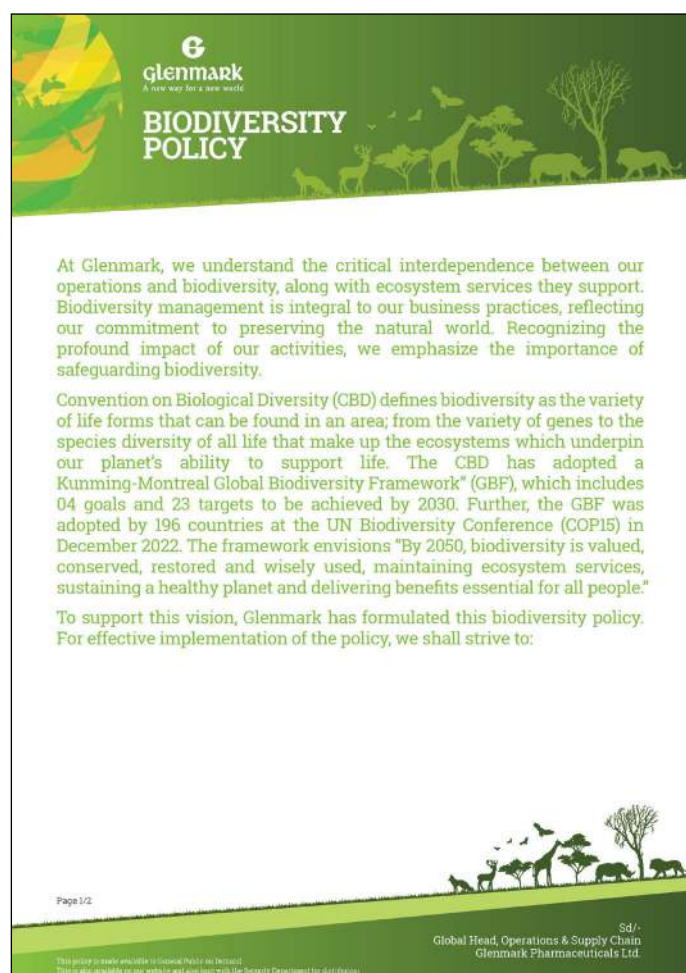


Figure 1: Biodiversity Policy of Glenmark Pharmaceuticals Limited

TNFD General Requirements

As per TNFD recommendations, the general requirements to decide the boundaries of this report are described below:

Materiality Applications

For this TNFD report, Glenmark has adopted the materiality definition set out by the Global Reporting Initiative (GRI) which states, "The organization priorities reporting on those topics that represent its most significant impacts on the economy, environment, and people, including impacts on their human rights." Accordingly, the nature-related dependencies, impact, risks, and opportunities arising from the company operations are assessed, evaluated, and strategically managed.

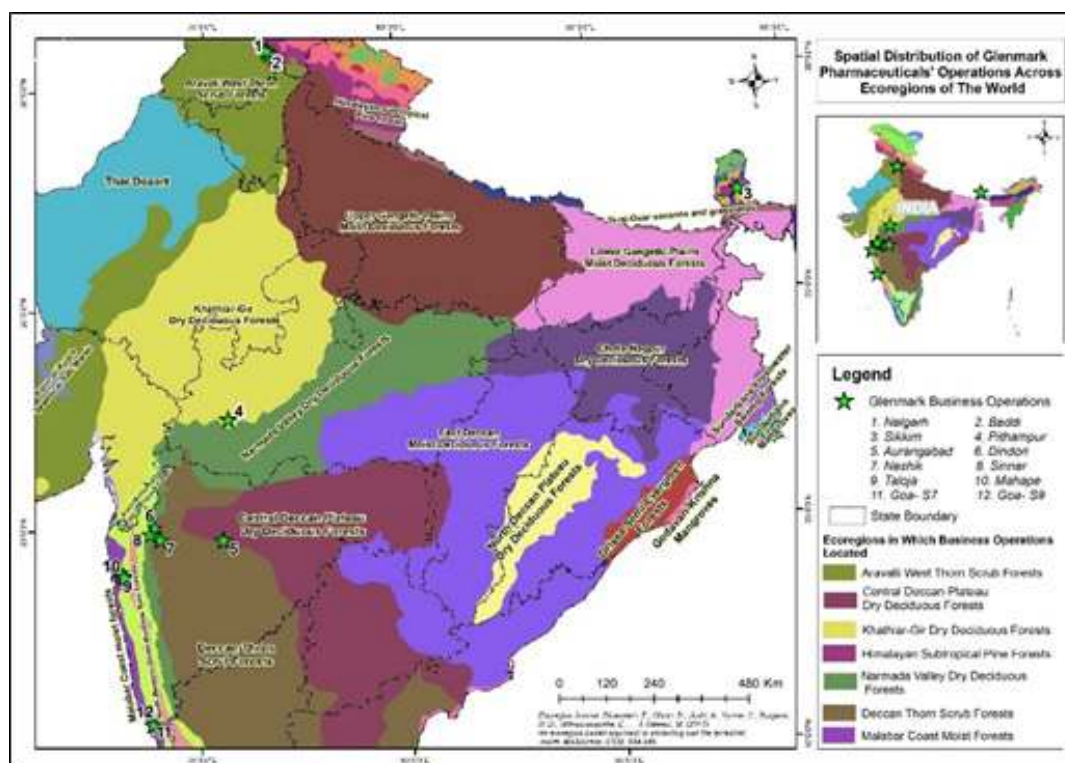
Scope of Disclosures

For this TNFD report, Glenmark has included 8 domestic manufacturing sites, 3 foreign manufacturing sites, and 3 domestic Research & Development Centers. The upstream and downstream value chains are not included at this stage but may be considered in future updates of the TNFD Report. Detailed information about these direct operations, including their locations and associated biome is presented in the table below.

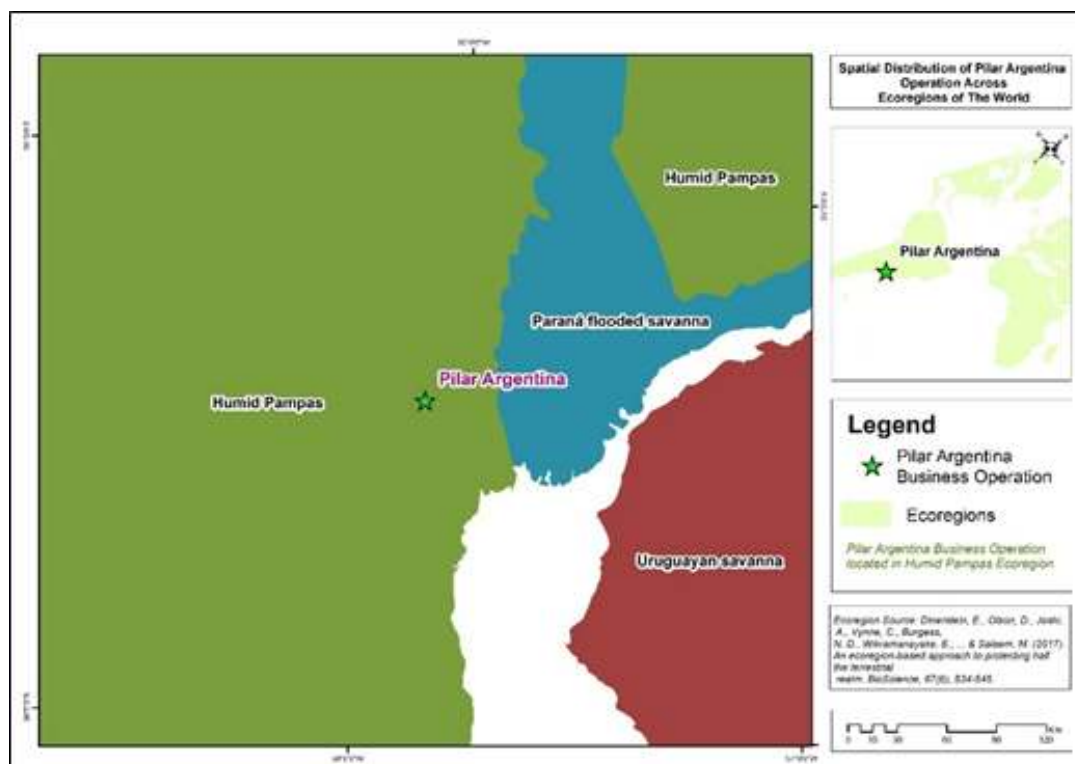
Table 1: List of Glenmark Pharmaceuticals Limited operational units along with locations and IUCN Biomes Typology

Plant Name	Location	IUCN Biomes Typology	Operations
Goa Main and Goa Hormone	India	Tropical & Subtropical Moist Broadleaf Forests	Formulation/ Manufacturing Facilities
Indore	India	Tropical & Subtropical Dry Broadleaf Forests	
Baddi	India	Tropical & Subtropical Coniferous Forests	
Nalagarh	India	Deserts & Xeric Shrublands	
Nashik	India	Tropical & Subtropical Dry Broadleaf Forests	
Sikkim	India	Tropical & Subtropical Coniferous Forests	
Chhatrapati Sambhajnagar	India	Tropical & Subtropical Dry Broadleaf Forests	
Dindori	India	Tropical & Subtropical Dry Broadleaf Forests	
Monroe	USA	Temperate Broadleaf & Mixed Forests	
Pilar	Argentina	Temperate Grasslands, Savannas & Shrublands	
Vysoke Myto	Czech Republic	Temperate Broadleaf & Mixed Forests	
Sinnar	India	Deserts & Xeric Shrublands	Research & Development Centres
Mahape	India	Tropical & Subtropical Moist Broadleaf Forests	
Taloja	India	Tropical & Subtropical Moist Broadleaf Forests	

The map below illustrates the locations of the plants covered in this TNFD report, with each plant positioned within its respective biogeographic zone.

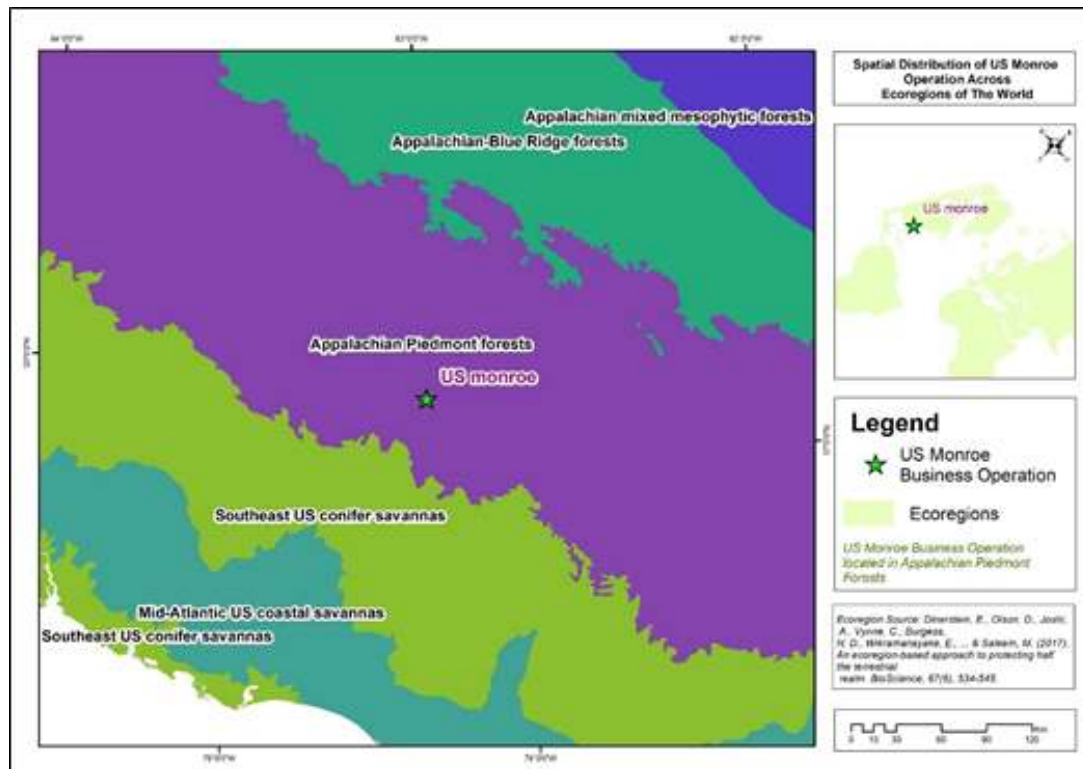


Map 1: Spatial Distribution of Glenmark Pharmaceuticals' Operations Across Ecoregions

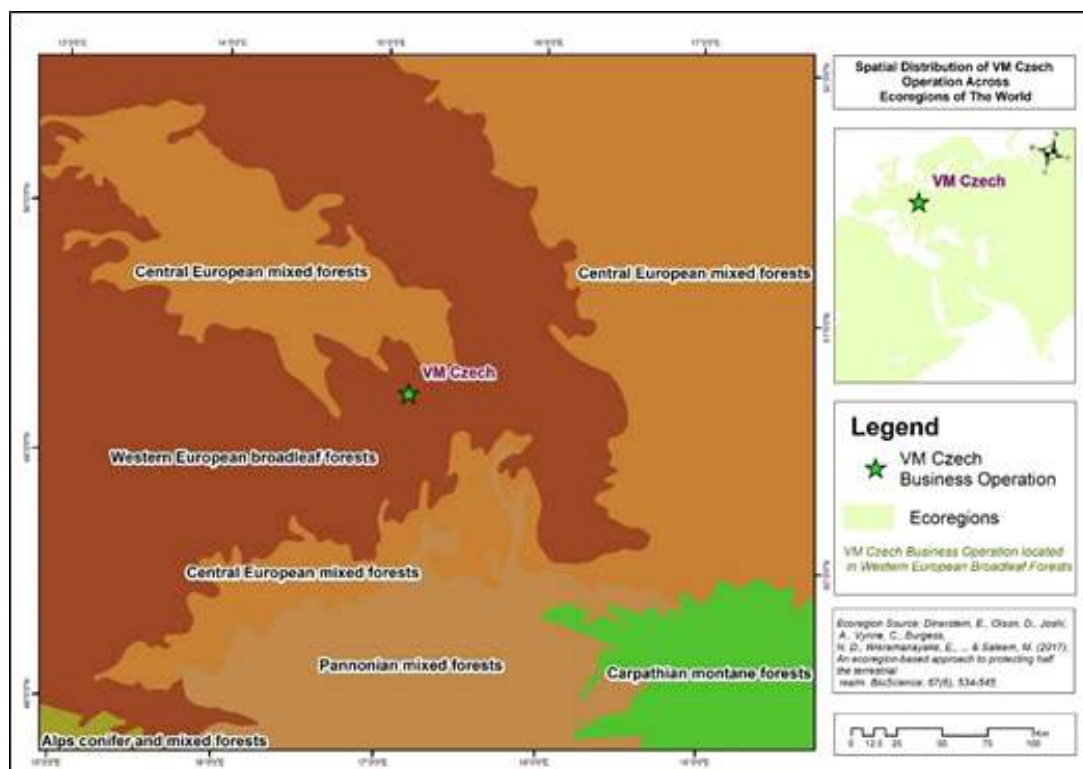


Map 2: Spatial Distribution of Pilar Argentina Operation Across Ecoregions

*The Map is not drawn to scale and is for visual representation only.



Map 3: Spatial Distribution of US Monroe Operation Across Ecoregions



Map 4: Spatial Distribution of VM Czech Operation Across Ecoregions

*The Map is not drawn to scale and is for visual representation only.

Table 2: Ecoregion zones of Glenmark Pharmaceuticals' Business Operations

Plant Name	Locations	Ecoregion
Goa Main and Goa Hormone	India	Malabar Coast Moist Forest
Indore	India	Khathiar-Gir Dry Deciduous Forest
Baddi	India	Arawali West Thorn Scrub Forest
Nalagarh	India	Arawali West Thorn Scrub Forest
Nashik	India	Deccan Thron Scrub Forest
Sikkim	India	Himalayan Sub-Tropical Pine Forest
Chhatrapati Sambhajinagar	India	Central Deccan Plateau Dry Deciduous Forest
Dindori	India	Deccan Thron Scrub Forest
Monroe	USA	Appalachian Piedmont Forest
Pilar	Argentina	Humid Pampus
Vysoke Myto	Czech Republic	Western European Broadleaf Forest
Sinnar	India	Deccan Thron Scrub Forest
Mahape	India	Malabar Coast Moist Forest
Taloja	India	Malabar Coast Moist Forest

The Time Horizons

This TNFD report considers three-time horizons (Short, Medium, and Long term) for planning, implementing, and reporting on nature-related issues. The description of three-time horizons is provided below.

To implement the Biodiversity Policy, Glenmark has conducted Biodiversity Screening for all sites in scope to evaluate operational impact and associated risks. As part of the Risk Assessment, Glenmark has conducted a site proximity analysis to evaluate the risks associated

with the location of Glenmark's business operations in ecologically significant areas. Further, Glenmark shall develop site-specific Biodiversity Management Plans for priority sites.

Presently, Glenmark is developing a site-specific Biodiversity Management Plan for Sikkim operations. The Biodiversity Management Plan shall identify the short-term, medium term, and long-term action plans for conservation of biodiversity and ecosystem services at their operational sites.

Table 3: Time Horizons

Time Horizons	Years	Description
Short	0-1 year	The nature-related initiatives that can be started and completed within a span of 1 year are considered under this "Short" i.e. undertaking the biodiversity sensitivity screening and preparing a site-specific Biodiversity Management Plan.
Medium	5-10 year	The nature-related initiatives that take time to plan and can be completed in span of 5-10 years are considered under this "Medium" i.e. Undertaking plantation on degraded lands, development of wetlands, etc.
Long	10-15 year	The nature-related initiatives that take time to plan and can be completed in span of more than 10 years are considered under this "Long" i.e. undertaking Ecosystem and Habitat Restoration, NbS-based carbon offset projects, etc.

Engagement with local communities, and affected stakeholders

Glenmark is in the early stages of development and is continuously expanding. As part of its growth strategy, Glenmark has prioritized biodiversity as a key component of its progress. The company has enhanced its initiatives through a biodiversity policy, community engagement, biodiversity assessments, and identifying priority sites.

Glenmark conducted an Ecosystem Services Review (ESR) survey with every site in scope to understand the dependency and impact of the business operations and employees on the ecosystem services. A community-based ESR survey was also conducted to draw community perception on ecosystem services. Additionally, a rapid biodiversity assessment was carried out to identify flora and fauna for the Glenmark Sikkim site. Based on the primary data on biodiversity and ecosystem services review, a Biodiversity Management Plan was also developed for the Glenmark Sikkim site. The community engagement approach helps protect the environment and addresses community concerns and opinions while achieving business goals. It also improves management practices and builds fair, cooperative relationships between the company and local communities.

Glenmark recognizes the potential adverse impacts that its manufacturing and business operations may have on surrounding biodiversity, particularly in ecologically significant areas. Some of the company's manufacturing sites, such as those in Mahape, Nashik, and Sikkim, Czech Republic are located near Protected and Key Biodiversity

Areas, which are crucial for conserving various species. The company understands that its operations can lead to habitat destruction and disturbances to local wildlife, posing risks to its reputation and stakeholder trust, as well as potential legal and regulatory liabilities if these issues are not effectively managed.

To mitigate these biodiversity risks, Glenmark has conducted site proximity analyses across its business operations to assess potential biodiversity-related impacts. This analysis serves as a preliminary screening to understand the nature risks associated with each site. Additionally, Glenmark is actively evaluating the dependency and impact of its operations on ecosystem services—provisioning, regulating, cultural, and supporting services. This evaluation aids in understanding local communities' perception, trends, and patterns of various ecosystem services in the area thus providing scope for intervention and improvement during biodiversity management planning.

Glenmark is also undertaking site-level impact analysis and developing risk mitigation plans. Based on evaluation, the most sensitive sites have been chosen as priority sites and Biodiversity Management Plans are being developed for the same. These efforts aim to minimize the environmental footprint and safeguard biodiversity. By integrating these comprehensive assessments and strategies, Glenmark is committed to maintaining high standards of environmental stewardship and ensuring the long-term sustainability of its operations.



Governance

Board's Oversight

Throughout the year, the Board of Glenmark has instituted a specialized ESG committee. The primary goal of this committee is-

1. Facilitation of Senior Management Involvement:

The committee has been established to ensure effective and continuous engagement of senior management in ESG matters.

2. Recognition of ESG Risks and Opportunities:

It focuses on identifying and addressing emerging ESG risks and opportunities within the organization.

3. Long-term Perspective in Decision-Making:

The key focus of the committee is to integrate a long-term perspective into business decision-making processes.

4. Adoption of a Holistic Risk Management

Approach: The committee aims to adopt a comprehensive approach to risk management, considering all relevant factors.

5. Promotion of Sustainable Practices:

The committee encourages the incorporation of sustainable practices across the company's operations and strategies.

The Board offers leadership, strategic direction, and impartial, independent oversight to Glenmark's management, fulfilling its fiduciary duties. This oversight ensures that management operates with high ethical standards, transparency, and thorough disclosure. Additionally, the Board consistently evaluates the company's governance, risk, and compliance structures, along with business plans and organizational frameworks, to ensure they meet the highest global benchmarks.

Management Oversight

Glenmark's ESG governance framework is overseen by the ESG Committee, which is chaired by the Chairman and Managing Director (CMD). Nature risk is included under the topics of ESG Governance framework. The Chairman regularly reviews the company's decarbonization and climate initiatives, including strategy, targets, and quarterly performance metrics. The President of Operations and Supply Chain monitors monthly progress on climate-related initiatives, ensuring effective implementation and management towards established targets.

The ESG Committee evaluates the progress of the ESG strategy, emphasizing goals and targets that benefit the economy, environment, and society. Regular updates on all ESG-related activities are provided to Glenmark's Executive Leadership team at least three times a year, ensuring senior-level oversight and accountability.

Human Rights and Engagement with Local Communities and Stakeholders

As a global entity, Glenmark acknowledges the extensive impact of its operations on diverse communities and stakeholders. The company is committed to upholding core human rights principles across all business practices, irrespective of location. Glenmark's Human Rights Policy exemplifies its dedication to eradicating discrimination, child labor, and forced labor throughout the value chain.

This policy aligns with the Universal Declaration of Human Rights, the International Labor Organization (ILO) standards, and the United Nations Guiding Principles on Business and Human Rights. Glenmark upholds a strict non-discriminatory policy, opposing all forms of discrimination based on caste, religion, disability, gender, sexual orientation, race, color, ancestry, marital status, political beliefs, or union affiliations.

Glenmark is dedicated to making a significant positive impact in the communities it serves, prioritizing ethical and sustainable operations with a focus on uplifting underprivileged segments of society. The company's Corporate Social Responsibility (CSR) initiatives are aligned with



Figure 2: Governance Structure of Glenmark

key areas, including health, livelihood and skill-building, education, sports promotion, disaster relief, and access to healthcare and water. Guided by a comprehensive CSR Policy, Glenmark operates within a strategic framework designed to drive lasting positive change. The Vision and CSR Focus Areas of Glenmark are provided below:



Glenmark's Vision:

Enriching lives to create a healthier and happier world.



CSR Focus Areas:

Maternal and child health: To focus on child health and reduce infant and child mortality.

Sustainable livelihood and promotion of education: To empower communities by generating livelihood and skill development opportunities, and provide support to overcome barriers in the advancement of education.

Access to healthcare and water: To provide access through medicine donation, health initiatives and identify opportunities to replenish water through water harvesting and conservation projects.

Promotion of sports: To promote aquatic sports, and place India on the global map.

Disaster Relief: To provide disaster relief to affected areas.



The LEAP Approach

The Taskforce on Nature-related Financial Disclosures (TNFD) has developed the LEAP approach, which stands for Locate, Evaluate, Assess, and Prepare. The LEAP framework guides companies in identifying and mapping their interactions with nature (Locate), evaluating dependencies and impacts (Evaluate), assessing the material risks and opportunities (Assess), and preparing to respond and report on these findings (Prepare). By adopting the LEAP approach, organizations can benefit from a more comprehensive understanding of how their

operations affect and depend on natural ecosystems. This can lead to more informed decision-making, improved risk management, and enhanced resilience against nature-related financial risks. Additionally, it supports companies in meeting emerging regulatory requirements and stakeholder expectations for transparency and accountability in environmental impacts. The table below provides how Glenmark's approach aligns with the LEAP approach recommended by TNFD.

Table 4: Key parameters to be covered under each phase of LEAP approach along with Glenmark's approach

	LEAP indicators	Glenmark Pharmaceuticals Limited's Approach
Locate	L1. Span of the Business Operation & Value Chain	Direct Operations- Glenmark's Operation Units (15).
	L2. Dependency & Impact Screening	Incorporating ENCORE tool ratings into our evaluation methods ensures a robust, data-driven approach to understanding and managing our ecological dependencies and impacts. This methodology enables us to systematically assess and address the environmental factors that influence our operations, fostering transparency and sustainability in our practices.
	L3. Interface with Nature	To better understand how our business operations interact with nature, we have systematically mapped their spatial distribution across different biomes using the IUCN Biome Typology. Additionally, we delineated biogeographic zones to further analyze the spatial distribution of business operations within these zones.
	L4. Interface with Sensitive Locations	A proximity analysis was conducted to examine the interaction between business operations and sensitive locations. A 10 km buffer zone was delineated to assess the interaction of each business to ecologically sensitive areas.
Evaluate	E1. Identification of environmental assets and ecosystem services	Ecosystem services mapping and review were conducted at Glenmark's each direct operational site to identify the valuable environmental assets and ecosystem services.
	E2. Identification of dependencies and impacts (Business Sectors)	ENCORE tool along with WWF Biodiversity Risk Filter were used for identification of dependencies and impacts at business sector level i.e. Pharmaceuticals.
	E3. Dependency Analysis (size and scale)	The Ecosystem Services Review tool, developed by the World Resources Institute (WRI), was employed to assess the dependencies and impacts of the Glenmark Sikkim site on ecosystem services. This tool identifies and ranks the extent and scale of both dependencies and impacts.
	E4. Impact Materiality Assessment	The company has identified the impacts on its operations, employees, and local communities as significant for identifying risks and opportunities.
Assess	A1. Risk and Opportunity identification	The risks and opportunities related to impacts and dependencies have been identified for all sites. However, the company has not taken critical suppliers into account.
	A2. Adjustment of Existing risk mitigation and risk and opportunity management	Glenmark has recently adopted a comprehensive Biodiversity Policy applicable to all its operations. The company is also considering preparation of site-specific Biodiversity Management Plans for its priority sites (sites which have proximity to key biodiversity areas) to mitigate risks and corresponding actions.
	A3. Risk and opportunity measurement and prioritization	The risk and opportunity identified by LEAP assessment shall be integrated in the site-specific biodiversity management plans of priority sites. The Biodiversity Management Plan shall have the prioritization of risks and corresponding actions.
	A4. Risk and Opportunity materiality assessment	The company has identified all risks related to medium and high impact, as well as dependency, as significant risks and opportunities.

P1. Strategy and resource allocation	The risk and opportunity management strategies, along with resource allocations, will be included in the Sikkim's operation Biodiversity Management Plan.
P2. Target Setting and Performance management	The company has adopted targets for 2025, 2027, and 2030 for 3 Nature Realms: Water, Land & Atmosphere respectively. Also, Glenmark has adopted the TNFD core global disclosure indicators and metrics for reporting and monitoring the company's performance.
P3. Reporting	The company has included the assessment results in the 'Strategy' and 'Metrics & Targets' sections of the TNFD report.
P4. Presentation	The company shall continue to present disclose nature-related risks and opportunities using TNFD recommendation in coming years as well.

Glenmark's Business Sector level Nature-related Issues:

The company has utilized TNFD recommended tools such as the WWF Biodiversity Risk Filter and Exploring Natural Capital Opportunities, Risks, and Exposure (ENCORE) to screen the Dependencies, Impacts, Risks, and Opportunities (DIRO) of the pharmaceutical sector. The GIS platform has also been employed to understand the site sensitivity and proximity of business operations to important biodiversity areas. Additionally, dependencies, impacts, and risks for each business operation have been assessed using the Biodiversity Risk Filter.

Glenmark's Site level Nature-related Issues:

To understand the site-level scale of impact and dependencies, the company has followed the World Resources Institute's (WRI) Corporate Ecosystem Services Review guidelines. This approach aims to identify and evaluate the company's activities' dependencies and impacts across various ecosystem service categories, including Provisioning (such as food, water, and raw materials), Regulating (such as climate regulation and water purification), and Cultural (such as recreation and spiritual enrichment). These guidelines also help the company filter potential risks and opportunities arising from ecosystem changes.

Nature-related Dependencies and Impacts of Glenmark Pharmaceuticals Limited

Glenmark Pharmaceuticals Limited Business Sector Level

ENCORE Tool:

The ENCORE tool serves as a resource for companies to investigate their relationships with the natural world, enabling them to begin recognizing how they rely on and impact the environment. This tool assists in identifying the direct potential dependencies and impacts that businesses may have on various components of ecosystems and their services, such as provisioning, regulating, maintenance, and cultural services. Additionally, it evaluates various pressures, including environmental disturbances, water consumption, and greenhouse gas (GHG) emissions.

In the current analysis, the company utilized this tool to explore the Pharmaceutical Sector's potential dependencies and impacts on ecosystem services. A summary of the findings is provided below:

*Table 5: Potential Dependency of Glenmark Pharmaceuticals Limited on Selected Ecosystem Services
[A screening result of ENCORE tool]*

Ecosystem Services		Level of Dependency
Cultural services	Education, scientific and research service	Very High
Provisioning services	Genetic material services	High
	Water supply	High
Regulating and maintenance services	Global climate regulation	Very Low
	Local climate regulation services	Very Low
	Air filtration services	Very Low
	Soil sediment retention services	Medium
	Solid waste remediation	Very Low
	Water purification services	Very High
	Water flow regulation services	High
	Flood mitigation services	Medium
	Storm mitigation services	Medium
Other regulating and maintenance service	Dilution by atmosphere and ecosystem	Very Low

*Table 6: Potential Impact of Glenmark Pharmaceuticals Limited on Selected Ecosystem Services
[A screening result of ENCORE tool]*

Pressures	Level of Impact
Disturbances (noise, light)	Medium
Emissions of GHG	Medium
Emissions of non-GHG air pollutants	Medium
Generation and release of solid waste	Medium
Area of land use	Very Low
Emissions of toxic pollutants to water and soil	Medium
Volume of waste use	Medium

Biodiversity Risk Filter:

The Biodiversity Risk Filter developed by the World Wildlife Fund (WWF) serves as a comprehensive tool for navigating nature-related challenges. It is structured to guide users through stages of Inform, Explore, Assess, and Respond, providing valuable insights into the direct dependencies and impacts associated with various industrial sectors. These insights are organized according to specific dependency and impact indicators, allowing for a detailed analysis. The tool's 'Explore Module' and 'Assess Module' are particularly useful in examining physical and transition risks, along with their subcategories and relevant indicators.

In this study, the company used the 'Inform Module' to analyze the primary Dependencies and Impacts of the Pharmaceutical Sector. The resulting data on dependencies and impacts have been gathered and summarized below for further clarification.

*Table 7: Potential Dependency of Glenmark Pharmaceuticals Limited
[A screening result of Biodiversity Risk Filter]*

Dependency Category	Biodiversity Risk Filter Indicators	Dependency Level
Provisioning Services	Water Scarcity	High
	Forest Productivity and Distance to Markets	Not Applicable
	Limited Wild Flora & Fauna Availability	Medium
	Limited Marine Fish Availability	Not Applicable
Regulating & Supporting Services - Enabling	Soil Condition	Not Applicable
	Water Condition	Medium
	Air Condition	Very Low
	Ecosystem Condition	Not Applicable
	Pollination	Not Applicable
Regulating & Supporting Services - Enabling	Landslides	High
	Fire Hazard	Medium
	Plant/Forest/Aquatic Pests and Diseases	High
	Herbicide Resistance	Not Applicable
	Extreme Heat	Medium
	Tropical Cyclones	High
Cultural Services	Tourism Attractiveness	Not Applicable
Additional Reputational Factors	Media Scrutiny	Very Low
	Political Situation	Low
	Sites of International Interest	Low
	Risk Preparation	Low

*Table 8: Potential Impact of Glenmark Pharmaceuticals Limited
[A screening result of Biodiversity Risk Filter]*

Impact Category	Biodiversity Risk Filter Indicators	Impact Level
Pressures on Biodiversity	Land, Freshwater and Sea Use Change	Very Low
	Tree Cover Loss	Very Low
	Invasives	Not Applicable
	Pollution	Very high
Regulating & Supporting Services - Enabling	Protected/Conserved Areas	Medium
	Key Biodiversity Areas	Low
	Other Important Delineated Areas	Low
	Ecosystem Condition	Low
	Range Rarity	Very Low
Regulating & Supporting Services - Enabling	Indigenous Peoples (IPs); Local Communities (LCs) Lands and Territories	Medium
	Resource Scarcity: Food - Water - Air	Very Low
	Labor/Human Rights	Low
	Financial Inequality	Low

Glenmark Pharmaceuticals Limited Site Level

Through Ecosystem Services Review: Dependencies and impacts were outlined through ENCORE and the Biodiversity Risk Filter, offering only a sectoral perspective. To clearly define these dependencies and impacts, a primary or site-specific study is essential. To address this gap, Glenmark conducted an Ecosystem Services Review across all its business operations.

The Ecosystem Services Review process generally entails collecting information on the ecosystem services used or affected by the company's operations within a 10 km radius. This involves assessment of the provisioning, regulating, and cultural services that contribute to the company's activities. Additionally, the review offered insights into potential risks and opportunities linked to these dependencies and impacts.

Furthermore, to assist with analysis and decision-making, Glenmark organized dependencies into three levels: Low, Medium, and High, according to the degree of reliance on ecosystem services. Impacts were similarly categorized as Low, Medium, and High to indicate the magnitude of the effects of the company's operations on these services. These classifications help prioritize areas for action and mitigation, enabling Glenmark to effectively manage its environmental risks while fostering sustainability and responsible resource management.

The results of these categorizations are presented in table below:

Table 9: Dependencies of Glenmark Pharmaceuticals Limited Business Operations on Provisioning Ecosystem Services

Glenmark Pharmaceuticals Provisioning Ecosystem Services														
Business Operations	Crops	Livestock	Capture fisheries	Aquaculture	Wild foods	Timber & other wood fibres	Fibers & resins	Animal skins	Sand	Ornamental resources	Biomass fuel	Freshwater	Genetic Resources	Biochemicals, natural medicines, and pharmaceuticals
Goa	H	M	L	L	L	L	L	L	L	L	L	H	L	L
Indore	M	L	L	L	L	L	L	L	L	L	L	M	L	L
Baddi	M	L	L	L	L	L	L	L	L	L	H	H	L	L
Chhatrapati Sambhajnagar	L	L	L	H	L	L	L	L	L	L	L	H	L	L
Nalagarh	H	L	L	L	L	L	L	L	L	L	L	H	L	L
Nashik	H	H	L	L	L	L	L	L	L	L	L	H	L	L
Sikkim	L	H	L	L	L	L	L	L	L	L	L	H	L	L
Dindori	L	L	L	L	L	L	L	L	L	L	L	M	L	L
Pilar	L	L	L	L	L	L	L	L	L	L	L	H	L	L
Vysoke Myto	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Monroe	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Sinnar	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Mahape	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Taloja	L	L	L	L	L	L	L	L	L	L	L	L	L	L

L: Low, M: Medium, H: High

Table 10: Dependencies of Glenmark Pharmaceuticals Business Operations on Regulating & Cultural Ecosystem Services

Business Operations	Regulating Ecosystem Services											Cultural Ecosystem Services			
	Maintenance of air quality	Global climate regulation	Regional/local climate regulation	Regulation of water timing and flows	Erosion control	Water purification and waste treatment	Disease mitigation	Maintenance of soil quality	Pest mitigation	Pollination	Natural hazard mitigation	Recreation & ecotourism	Ethical & spiritual values	Educational and inspirational values	Habitat
Goa	L	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Indore	L	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Baddi	L	L	L	L	L	L	L	L	H	L	H	L	L	L	L
Chhatrapati Sambhajnagar	L	L	L	L	L	L	L	L	L	L	H	L	L	L	L
Nalagarh	L	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Nashik	L	L	L	L	L	L	L	L	H	L	L	L	L	L	L
Sikkim	L	L	L	H	H	L	L	L	H	L	H	L	L	L	L
Dindori	L	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Pilar	L	L	L	L	L	L	H	L	L	L	L	L	L	L	L
Vysoke Myto	L	L	L	L	L	L	L	L	L	L	H	L	L	L	L
Monroe	L	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Sinnar	L	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Mahape	L	L	L	L	L	L	L	L	L	L	L	L	H	L	L
Taloja	L	L	L	L	L	L	L	L	L	L	L	L	L	L	L

Table 11: Impacts of Glenmark Pharmaceuticals Limited Business Operations on Provisioning Ecosystem Services

Business Operations	Provisioning Ecosystem Services													
	Crops	Livestock	Capture fisheries	Aquaculture	Wild foods	Timber & other wood fibers	Fibers and resins	Animal skins	Sand	Ornamental resources	Biomass fuel	Freshwater	Genetic resources	Biochemicals, natural medicines, and pharmaceuticals
Goa	L	L	L	L	L	L	L	L	L	L	L	M-	L	L
Indore	H+	L	L	L	L	L	L	L	L	L	L	H+	L	L
Baddi	L	L	L	L	L	L	L	L	L	L	H+	L	L	L
Chhatrapati Sambhajnagar	H+	L	L	L	L	L	L	L	L	L	L	H+	L	L
Nalagarh	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Nashik	H-	L	L	L	L	L	L	L	L	L	L	H-	L	L
Sikkim	L	H-	L	L	L	L	L	L	L	L	L	H-	L	L
Dindori	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Pilar	L	L	L	L	L	L	L	L	L	L	L	M-	L	L
Vysoke Myto	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Monroe	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Sinnar	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Mahape	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Taloja	L	L	L	L	L	L	L	L	L	L	L	H+	L	L

L: Low, M-: Medium Negative, M+: Medium Positive, H-: High Negative, H+: High Positive

Table 12: Impacts of Glenmark Pharmaceuticals Limited Business Operations on Regulating & Cultural Ecosystem Services

Business Operations	Regulating Ecosystem Services											Cultural Ecosystem Services		
	Maintenance of air quality	Global climate regulation	Regional/local climate regulation	Regulation of water timing and flows	Erosion control	Water purification and waste treatment	Disease mitigation	Maintenance of soil quality	Pest mitigation	Pollination	Natural hazard mitigation	Recreation & ecotourism	Ethical & spiritual values	Educational and inspirational values
Goa	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Indore	L	L	L	H+	L	L	L	L	L	L	L	L	L	L
Baddi	L	L	H+	L	L	L	L	L	M-	L	L	L	L	L
Chhatrapati Sambhajinagar	H+	L	H+	L	L	L	L	L	L	L	L	L	L	L
Nalagarh	H+	L	H+	L	L	L	L	L	L	L	L	L	L	L
Nashik	H+	L	H+	L	L	L	L	L	L	L	L	L	H+	L
Sikkim	H+	H+	M+	L	H+	L	L	L	M+	L	L	H+	H+	L
Dindori	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Pilar	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Vysoke Myto	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Monroe	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Sinnar	H+	L	H+	L	L	L	L	L	L	L	L	H+	L	L
Mahape	H+	L	L	L	L	L	L	L	L	L	L	L	L	L
Taloja	H+	L	H+	L	L	L	L	L	L	L	L	L	L	L

L: Low, M-: Medium Negative, M+: Medium Positive, H-: High Negative, H+: High Positive

Dependencies and Impacts at the operation level are mapped through the Ecosystem Services Review. The compiled site-wise Dependency-Impact (DI) assessments for each site are presented below, highlighting areas of high dependency and significant impacts



Table 13: Summary of Sites with Dependencies and Impacts on Ecosystem Services
(Assessed through Ecosystem Services Review)

Business Operations	Category	Indicators	Dependency	Impact
Goa	Provisioning	Crops	H	L
		Livestock	M	L
		Freshwater	H	M-
Indore	Provisioning	Crops	M	H+
		Freshwater	M	H+
Baddi	Provisioning	Crops	M	L
		Biomass fuel	H	H+
		Freshwater	H	L
	Regulating	Regional/ local climate regulation	L	H+
		Pest mitigation	H	M-
		Natural hazard mitigation	H	L
Chhatrapati Sambhajinagar	Provisioning	Crops	L	H+
		Aquaculture	H	L
		Freshwater	H	H+
	Regulating	Maintenance of air quality	L	H+
		Regional/local climate regulation	L	H+
		Natural hazard mitigation	H	L
Nalagarh	Provisioning	Crops	H	L
		Freshwater	H	L
	Regulating	Regional/ local climate regulation	L	H+
		Natural hazard mitigation	L	H+
Nashik	Provisioning	Crops	H	H-
		Livestock	H	L
		Freshwater	H	H-
	Regulating	Maintenance of air quality	L	H+
		Regional/ local climate regulation	L	H+
		Pest mitigation	H	L
	Cultural	Ethical and spiritual value	L	H+
Sikkim	Provisioning	Livestock	H	H-
		Freshwater	H	H-
	Regulating	Maintenance of air quality	L	H+
		Global climate regulation	L	H+
		Regional/ local climate regulation	L	M+
		Regulation of water timing and flows	H	L
		Erosion control	H	H+
		Pest mitigation	H	M+
		Natural hazard mitigation	H	L
	Cultural	Ethical and spiritual value	L	H+
Dindori	Provisioning	Freshwater	M	L
Pilar	Provisioning	Freshwater	H	M-
	Regulating	Disease mitigation	H	L
Vysoke Myto	Regulating	Natural hazard mitigation	H	L
Sinnar	Regulating	Maintenance of air quality	L	H+
		Regional/ local climate regulation	L	H+
	Cultural	Recreation and ecotourism	L	H+
Mahape	Regulating	Maintenance of air quality	L	H+
Taloja	Regulating	Maintenance of air quality	L	H+
		Regional/local climate regulation	L	H+

L: Low, M-: Medium Negative, M+: Medium Positive, H-: High Negative, H+: High Positive

Descriptive Summary: Dependencies and Impacts on Ecosystem Services

Based on the analysis, the most relevant dependencies and impacts on ecosystem services for sites is provided below:

Goa: This site shows a high dependency on crops and freshwater, with a medium dependency on livestock. The impact on these resources is generally low, except for a medium negative impact on freshwater. This suggests that while the site relies heavily on these resources, its operations are managed to minimize adverse effects.

Indore: The site has a medium dependency on crops and freshwater, but the impact is high positive, indicating that the operations might be enhancing or benefiting from these resources. This could be due to effective management practices that improve resource availability or quality.

Baddi: There is a high dependency on biomass fuel and freshwater, with a medium dependency on crops. The impact on biomass fuel is high positive, suggesting beneficial interactions, while the impact on freshwater is low, indicating minimal adverse effects.

Chhatrapati Sambhajinagar: This site shows a high dependency on aquaculture and freshwater, with a low dependency on crops. The impact on freshwater is high positive, which might reflect sustainable practices that enhance water quality or availability.

Nalagarh: The site has a high dependency on crops and freshwater, with low impacts on both. This indicates a balance between resource use and conservation, possibly due to efficient management strategies.

Comparison of business-level impact & dependency with site-level

During a comparative study of business level and site-level impacts and dependencies, there is a marked variation between dependencies and impacts across various ecosystem services. While sectoral level dependencies ranged from medium to high for services such as freshwater, genetic resources, natural hazard mitigation, pest and disease mitigation which reflected at site level too – the corresponding impacts were found ranging from low, medium and high (with positive impact for many sites).

These positive impacts found above are attributed to Glenmark's proactive environmental management strategies. This has been achieved through an effective water management approach, including governmental

Nashik: There is a high dependency on crops, livestock, and freshwater, with high negative impacts on crops and freshwater. This suggests potential challenges in resource management, possibly requiring improved sustainability practices.

Sikkim: The site shows high dependency on livestock and freshwater, with high negative impacts on both. This indicates significant challenges in managing these resources sustainably, necessitating strategic interventions to mitigate adverse effects.

Dindori: The site has a medium dependency on freshwater with a low impact, suggesting effective management practices that minimize negative effects.

Pilar: There is a high dependency on freshwater with a medium negative impact, indicating some challenges in resource management that may need addressing.

Vysoke Myto: The site shows a high dependency on natural hazard mitigation with a low impact, suggesting effective strategies in place to manage these risks.

Sinnar: The site has low dependency on air quality maintenance and climate regulation, with high positive impacts, indicating beneficial practices that enhance these environmental aspects.

Mahape and Taloja: Both sites show low dependency on air quality maintenance and climate regulation, with high positive impacts, reflecting successful environmental management practices.

water supplies, no or limited groundwater extraction, and robust pest control measures. The company avoids using genetically modified products and has not experienced significant natural calamities, reflecting strong operational resilience. These practices align with global sustainability goals, demonstrating Glenmark's commitment to reducing its environmental footprint and enhancing its sustainability performance.

The comparative analysis provides insights for the company to take actions on high dependency areas in order to future proof its operations while reducing its environmental footprint.

Table 14: Site-specific Physical and Transition Risk based on the Ecosystem Services Review

Business Operations	Indicators	Dependency	Impact	Physical Risk	Transition Risk
Goa	Crops	H	L	The facility is highly reliant on vegetables and agricultural products sourced from the local market within a 10 km radius. Any disruption in the local agricultural supply chain, such as adverse weather conditions, pest infestations, or other environmental factors, could impact the availability of these products. This dependency poses a significant physical risk to the facility's operations, particularly for the canteen services that cater to approximately 300 employees. Acute Risk: Nil Chronic Risk: If local farmers face challenges such as soil degradation, water scarcity, or reduced crop yields, this could impact the long-term availability of vegetables and agricultural products.	Policy Risk: Changes in agricultural policies, such as new regulations on pesticide usage, water usage, or land use, could impact the local agricultural market. Given the facility's reliance on local crops, any policy changes could pose a transition risk by affecting the supply chain. Market Risk: Fluctuations in market prices for vegetables and agricultural products could also pose a transition risk. If prices increase significantly, it could impact the cost of operations for the canteen services. Reputational Risk: Any negative perceptions or publicity about the facility's impact on local agriculture or failure to support local farmers could damage its reputation. Additionally, issues with food supply or quality could lead to dissatisfaction among employees, potentially affecting the facility's reputation as an employer. However, currently, no negative perceptions have been observed.
	Freshwater	H	M-	The facility relies on groundwater as the sole source of freshwater for its operations, with no surface water being used. The plant consumes 450 KLD of groundwater daily, and the area is categorized as "safe" by the Central Ground Water Authority (CGWA) with a groundwater depth of 50 feet. Despite the current categorization, the high dependency on groundwater poses a significant physical risk, especially if there are changes in groundwater availability or quality. Acute Risk: The Rooftop Rainwater Harvesting system, Sewage Treatment Plant (STP), Effluent Treatment Plant (ETP), and the use of recycled water in the facility significantly mitigate any potential risks. Therefore, such risks can be considered negligible. Chronic Risk: Long-term reliance on groundwater, with consumption exceeding recharge rates, risks depletion, increased costs, and operational disruptions. Sustainable water management practices are essential to mitigate this risk.	Policy Risk: Changes in environmental regulations or water management policies could impact the facility's ability to extract and use groundwater. Stricter regulations aimed at conserving groundwater resources or promoting water sustainability may require the company to invest in additional water conservation technologies or face penalties for non-compliance. This poses a transition risk as the facility may need to adapt to new regulatory requirements. Market Risk: Potential changes in water pricing from the Water Resource Department (WRD) could affect operational costs. Reputational Risk: Negative perceptions about the facility's water usage could damage its reputation. Additionally, failure to engage in Corporate Social Responsibility (CSR) activities related to water conservation could affect stakeholder trust and community relations. However, currently, no negative perceptions have been observed.
Indore	Crops	M	H+	The facility is less reliant on vegetables and agricultural products sourced from the local market outside a 10 km radius. To support this ecosystem service the company is assisting farmers in the creation of water reservoirs, ponds and rejuvenating the wetlands under its Corporate Social Responsibility. This initiative has led to a doubling of crop yields, mitigating both acute and chronic risks. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in agricultural policies, such as new regulations on pesticide use, water usage, or land use, could impact the local agricultural market. Given the facility's reliance on local crops, any policy changes could pose a transition risk by affecting the supply chain.

Baddi	Freshwater	M	H+	The facility utilizes surface water from the Adyovik Kendra Vikas Nigam (AKVN) as its freshwater source for operations. Additionally, the facility has a No Objection Certificate (NOC) from the Central Ground Water Authority (CGWA) to use groundwater for a maximum of 10 days as a second source. The facility has implemented a Rooftop Rainwater Harvesting system, STP, and ETP, ensuring no wastewater is discharged into local water bodies. Additionally, the creation of water reservoirs and the rejuvenation wetland have significantly improved local water management. These initiatives have not only mitigated physical risks but also positively impacted the area by enhancing water availability, supporting local agriculture, and contributing to the overall sustainability of the region. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in water management policies or market conditions could impact the facility's water sourcing. The facility's initiatives in water management and support for local water resources may mitigate some of these risks.
	Biomass fuel	H	H+	The facility is highly reliant on grid-based electricity and diesel-based DG set as a backup. This dependence poses risks such as fuel supply disruptions, environmental impacts, higher operational costs, and maintenance challenges. To mitigate these effects, the facility has undertaken plantation and seedball spreading initiatives as part of its Corporate Social Responsibility efforts. Acute Risk: Sudden disruptions in the supply of diesel fuel due to geopolitical events or natural disasters could affect the site's ability to generate power using diesel generator sets. However, this impact could be considered negligible. Chronic Risk: Long-term use of diesel generators contributes to air pollution and greenhouse gas emissions, which can have cumulative negative effects on the environment. This risk underscores the need for transitioning to cleaner energy sources over time.	Policy Risk: Changes in energy policies or regulations, such as stricter emissions standards or fuel taxes, could impact the cost and availability of diesel fuel. This could necessitate investments in cleaner energy alternatives or more efficient technologies.
	Freshwater	H	L	The facility primarily relies on groundwater for its operations and lacks a cost-effective alternative source of water, making it highly dependent on this freshwater resource. This reliance poses a physical risk for the company. Acute Risk: Sudden disruptions in groundwater availability due to natural disasters or contamination events could impact the site's water supply. Chronic Risk: Long-term over-extraction of groundwater can lead to environmental degradation, such as reduced water levels in nearby wells and negative impacts on local ecosystems. This underscores the need for sustainable water management practices.	Policy Risk: Changes in water usage regulations or stricter enforcement of groundwater extraction limits could impact the site's water availability. Compliance with new regulations may require additional investments in water-saving technologies or alternative water sources. Reputational Risk: Negative perceptions regarding the facility's groundwater usage could harm its reputation. Furthermore, the facility is not involved in any pond or lake rejuvenation activities, which undermines community trust. However, currently, no negative perceptions have been observed.

	Regional/ local climate regulation	L	H+	The facility site has installed Air Pollution Control (APC) devices on stacks to manage emissions effectively, ensuring that emissions from operations are within regulatory limits. This reduces the risk of non-compliance with air quality standards and minimizes the impact on local air quality. The site's proactive approach to emissions management and extensive CSR activities, such as planting 15,000 plants and additional trees in local community areas, help mitigate the adverse effects of air pollution. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in environmental regulations, such as stricter emission limits or new air quality standards, could impact the site's operations. However, the existing APC devices and regular monitoring practices position the site well to adapt to such changes with minimal additional investment.
	Pest mitigation	H	M-	The facility relies heavily on chemical-based fumigation to manage pests such as mosquitoes and flies. This reliance poses a physical risk for the company. Acute Risk: Nil Chronic Risk: The continuous use of chemical pesticides can lead to long-term environmental degradation, including soil and water contamination and harm to non-target species. This chronic risk can affect the sustainability of local ecosystems and biodiversity.	Policy Risk: Changes in regulations regarding the use of chemical pesticides could impact the site's pest control practices. Stricter regulations or bans on certain chemicals may require the site to find alternative pest control methods, which could involve additional costs and operational adjustments. Reputational Risk: The use of chemical pesticides presents environmental and health risks, which could result in reputational damage due to concerns from local communities. However, no negative issues have been reported at this time.
	Natural hazard mitigation	H	L	The facility poses an immediate risk of operational disruptions due to flooding. This includes potential hindrances to commuting and transportation, which could affect the site's operational efficiency. However, the absence of severe events like landslides, runoff, or flash floods mitigates this risk to some extent. Acute Risk: Nil Chronic Risk: Over time, the risk of gradual environmental degradation or increased flood frequency due to climate change could pose a challenge, necessitating continuous monitoring and adaptive management strategies.	Policy Risk: Potential changes in environmental regulations or flood management policies could impact the site's operations. The need to comply with new regulations may require additional investments in flood management infrastructure. Technology Risk: The adoption of new flood management technologies may be necessary, which could involve significant costs and require specialized training for staff.
Chhatrapati Sambhajnagar	Crops	L	H+	The facility is highly reliant on vegetables and agricultural products sourced from the local market within a 10 km radius. This reliance poses a physical risk for the company. To support this ecosystem service, the company has undertaken a CSR activity called Jal Kawach, which is a water management initiative aimed at collecting rainwater for groundwater recharge. This initiative has had a significant positive impact on the nearby villages. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in agricultural policies, such as new regulations on pesticide use, water usage, or land use, could impact the local agricultural market. Given the facility's reliance on local crops, any policy changes could pose a transition risk by affecting the supply chain.

	Aquaculture	H	L	The facility relies heavily on private ponds for irrigation and aquaculture, highlighting the local population's dependence on this practice for their livelihoods. With such a situation, following risks were identified: Acute Risk: Given the reliance on aquaculture, sudden disruptions like water contamination, fish diseases, or extreme weather could significantly impact local livelihoods. Chronic Risk: Over time, the main physical risk associated with the company may stem from unsustainable aquaculture practices, especially since it is not engaging in any corporate social responsibility (CSR) activities. Ongoing challenges such as managing water quality, maintaining pond infrastructure, and adapting to the impacts of climate change are essential for ensuring long-term viability.	Policy Risk: Changes in environmental regulations or policies related to water usage and aquaculture could impact the community. Compliance with new regulations may require additional investments in sustainable aquaculture practices and infrastructure.
	Freshwater	H	H+	The facility primarily relies on water from the Maharashtra Industrial Development Corporation (MIDC) and supplements this with tanker water during the lean period in May. Further, facility has NOC to use dug well. This reliance poses a physical risk for the company. The facility has implemented effective water management practices that include a rooftop rainwater harvesting system with a capacity of 40 kiloliters (KL), capable of harvesting 28,000 KL annually. It also features a Zero Liquid Discharge (ZLD) system and separate Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) systems. These measures enhance water conservation, promote reuse, and support ecological balance. Acute Risk: Nil Chronic Risk: Over time, the main physical risk may relate to the sustainability of water sources. Ongoing challenges such as declining groundwater levels, changes in rainfall patterns due to climate change, and potential over-reliance on MIDC (Maharashtra Industrial Development Corporation) and tanker water could pose long-term risks.	Policy Risk: Changes in water usage regulations or policies related to industrial water consumption could impact the facility. Compliance with new regulations may require additional investments in sustainable water management practices and infrastructure.
	Maintenance of air quality and Regional/local climate regulation	L	H+	The facility has air quality monitoring in place with ambient air and stack monitoring being regularly conducted. However, any sudden deterioration in air quality due to external factors (e.g., industrial pollution from nearby facilities) could temporarily affect the facility's operations and employee health. The facility has taken several measures to enhance air quality. These efforts include regular monitoring of ambient air and stack emissions, plantation drives on the premises, and a seedball initiative that promotes afforestation and increases green cover. Together, these actions contribute to better air quality and support environmental sustainability. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in air quality regulations or policies related to industrial emissions could impact the facility. Compliance with new regulations may require additional investments in air quality monitoring and control technologies.

	Natural hazard mitigation	H	L	The facility faces an immediate risk of disruptions due to drought and occasional water shortages during the lean season, which are alleviated by water delivered by tankers. These issues could hinder operational shutdowns, ultimately affecting the site's operational efficiency. Acute Risk: Nil Chronic Risk: Prolonged drought conditions could lead to a depletion of groundwater levels, making dugwell water less reliable. Additionally, the availability and cost of tanker water could fluctuate, posing a long-term risk to the facility's water supply.	Policy Risk: Changes in water usage regulations or policies related to drought management could impact the facility. New regulations may impose restrictions on groundwater extraction or tanker water usage, requiring the facility to seek alternative water sources or invest in new water management technologies. Technology Risk: The facility may need to adopt new technologies to improve water efficiency and reduce dependency on external water sources. This could involve significant costs and require specialized training for staff.
Nalagarh	Crops	H	L	The facility is highly reliant on vegetables and agricultural products sourced from the local market within a 10 km radius. This reliance poses a physical risk for the company. Acute Risk: Nil Chronic Risk: If local farmers face challenges such as soil degradation, water scarcity, or reduced crop yields, this could impact the long-term availability of vegetables and agricultural products	Policy Risk: Changes in agricultural policies, such as new regulations on pesticide use, water usage, or land use, could impact the local agricultural market. Given the facility's reliance on local crops, any policy changes could pose a transition risk by affecting the supply chain. Market Risk: Fluctuations in market prices for vegetables and agricultural products could also pose a transition risk. If prices increase significantly, it could impact the cost of operations for the canteen services. Reputational Risk: Any negative perceptions or publicity about the facility's impact on local agriculture or failure to support local farmers could damage its reputation. Additionally, issues with food supply or quality could lead to dissatisfaction among employees, potentially affecting the facility's reputation as an employer. However, currently, no negative perceptions have been observed.
	Freshwater	H	L	The facility primarily relies on groundwater for its operations and lacks a cost-effective alternative source of water, making it highly dependent on this freshwater resource. This reliance poses a physical risk for the company. The facility has two water harvesting plant with capacity of 20KL each. Further, the plant reuses water for gardening purpose. Acute Risk: Sudden disruptions in groundwater availability due to natural disasters or contamination events could impact the site's water supply. Chronic Risk: Long-term over-extraction of groundwater can lead to environmental degradation, such as reduced water levels in nearby wells and negative impacts on local ecosystems. This underscores the need for sustainable water management practices.	Policy Risk: Changes in water usage regulations or stricter enforcement of groundwater extraction limits could impact the site's water availability. Compliance with new regulations may require additional investments in water-saving technologies or alternative water sources. Reputational Risk: Negative perceptions regarding the facility's groundwater usage could harm its reputation. Furthermore, the facility is not involved in any pond or lake rejuvenation activities, which undermines community trust. However, currently, no negative perceptions have been observed.
	Regional/ local climate regulation	L	H+	The facility has implemented several measures to improve air quality. These initiatives include planting fruit trees, such as guava and pomegranate, near local schools and colleges. Additionally, the facility has dispersed 7,000 seed balls. Such efforts indicate a highly positive impact. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in air quality regulations or policies related to industrial emissions could impact the facility. Compliance with new regulations may require additional investments in air quality monitoring and control technologies.

Nashik	Crops	H	H-	The facility is highly reliant on vegetables and agricultural products sourced from the local market within a 10 km radius. With such a situation, the following risks were identified. Acute Risk: Nil Chronic Risk: Over time, the chronic risk includes the sustainability of local agricultural practices. Prolonged drought conditions can lead to a decline in agricultural productivity, making it challenging to maintain a consistent supply of necessary food products.	Policy Risk: Changes in agricultural policies or water usage regulations could impact the local markets and the facility's supply chain. New regulations may impose restrictions on water usage for agriculture, leading to reduced crop yields and higher dependency on external suppliers. Reputational Risk: Any negative perceptions or publicity about the facility's impact on local agriculture or failure to support local farmers could damage its reputation. Additionally, issues with food supply or quality could lead to dissatisfaction among employees, potentially affecting the facility's reputation as an employer. However, currently, no negative perceptions have been observed.
	Livestock	H	L	The facility is highly reliant on Livestock sourced from the local market within a 10 km radius. With such a situation, the following risks were identified. Acute Risk: Nil Chronic Risk: Over time, the chronic risk includes the sustainability of local livestock markets. Factors such as long-term changes in livestock health or market dynamics could affect the availability and cost of livestock for employees.	Policy Risk: Changes in livestock-related policies or regulations could impact local markets. New regulations on livestock health, market operations, or environmental concerns could affect the supply and cost of livestock.
	Freshwater	H	H-	The facility primarily depends on water from the Gangapur Dam through a pipeline maintained by MIDC, which is its sole source of water. This reliance presents a physical risk for the company. Installed a zero liquid discharge unit at the plant to improve wastewater treatment and recycling capabilities. Acute Risk: Potential disruptions in water supply from the Gangapur Dam due to factors such as, infrastructure failures, or unexpected water scarcity events. This could lead to immediate operational delays and production halts until alternative water sources are secured. Chronic Risk: Over time, the chronic risk includes the sustainability of water supply from the Gangapur Dam. Prolonged drought conditions or increased water demand from other users could lead to a gradual depletion of water resources, making it challenging to maintain a consistent water supply for the facility.	Policy Risk: Changes in water usage regulations or environmental policies could impact the facility's ability to source water from the Gangapur Dam. Stricter regulations aimed at conserving water resources or promoting water sustainability may require the facility to invest in additional water conservation technologies or face penalties for non-compliance. Technology Risk: The facility may need to adopt new technologies to enhance water conservation and ensure a stable water supply. This could involve significant costs and require specialized training for facility staff. Reputational Risk: The facility's reliance on a single water source during periods of water scarcity could lead to community concerns about water usage and sustainability. Negative publicity related to water scarcity issues or environmental impacts could damage the facility's reputation, affecting customer loyalty, employee morale, and investor confidence. However, no negative issues have been reported at this time.
	Maintenance of air quality and Regional/ local climate regulation	L	H+	The facility has air quality monitoring in place with ambient air and emissions are under permissible limits. However, any sudden deterioration in air quality due to external factors (e.g., industrial pollution from nearby facilities) could temporarily affect the facility's operations and employee health. The facility has taken several measures to enhance air quality. These efforts include the use of biofuel made from waste seeds and the planting of 300 trees in collaboration with the forest department to further enhance the positive impact on air quality. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in air quality regulations or policies related to industrial emissions could impact the facility. Compliance with new regulations may require additional investments in air quality monitoring and control technologies.

	Pest mitigation	H	L	The facility has a high dependency on pest control measures, particularly due to pharmaceutical regulations that mandate pest control in the building periphery. Acute Risk: The acute risk is minimal as pest control measures are standard practice and are implemented to prevent immediate pest-related issues. Chronic Risk: The chronic risk is also low, provided that pest control measures are consistently applied and monitored to prevent long-term pest infestations.	Policy Risk: There is a moderate policy risk due to the reliance on compliance with pharmaceutical regulations. Any changes in these regulations could necessitate adjustments in pest control practices.
	Ethical and spiritual value	L	H+	The facility is located within 10 km of the Godavari Dam. During the Kumbh Mela, many people visit the area. However, few employees commute from there, resulting in a lower dependency on cultural ecosystem services. Additionally, the facility provided a medical aid stall at Kumbh Mela 2015. Acute Risk: Nil Chronic Risk: Nil	Reputational Risk: The company's reputation could be jeopardized by concerns or criticisms regarding its effects on the Dam, Kumbh Mela, and the surrounding cultural environment. To reduce reputational risks and uphold a positive corporate image, it is essential to respectfully manage cultural sites, support community initiatives aimed at their preservation, and communicate openly about conservation efforts. As of now, there have been no reported negative issues.
Sikkim	Livestock	H	H-	The facility is highly reliant on Livestock sourced from the local market within a 10 km radius. With such a situation, the following risks were identified. Acute Risk: Nil Chronic Risk: Over time, the chronic risk includes the sustainability of local livestock markets. Factors such as long-term changes in livestock health or market dynamics could affect the availability and cost of livestock for employees.	Policy Risk: Changes in livestock-related policies or regulations could impact local markets. New regulations on livestock health, market operations, or environmental concerns could affect the supply and cost of livestock.
	Freshwater	H	H-	The facility relies primarily on spring water sourced from Rani Khola, located 8-10 km from the plant. Additionally, the water supply is intermittent, which poses a physical risk to the company. ZLD has been installed which is actually leading to reduction in total water intake. Acute Risk: During periods of water scarcity, particularly in the lean season when the site has to call for tankers to meet its water needs. This can lead to immediate disruptions in operations and increased costs. Chronic Risk: Over the long term, the chronic risk is high due to the ongoing dependency on an inconsistent water supply. The reliance on spring water and the lack of borewells or alternative sources make the site vulnerable to prolonged periods of water scarcity.	Policy Risk: Changes in water management policies or regulations could further impact the facility's ability to secure a reliable water supply. The payment of Water Cess to the forest department and the potential implementation of the Jal Jeevan Mission could introduce additional costs or requirements. Technology Risk: The need for new technologies to enhance water conservation and management is high. Implementing advanced water recycling and conservation technologies could mitigate some of the risks associated with water scarcity. Reputational Risk: The facility's reliance on a single water source during periods of water scarcity could lead to community concerns about water usage and sustainability. Negative publicity regarding water scarcity or environmental impacts could harm the facility's reputation, thereby affecting customer loyalty, employee morale, and investor confidence. Currently, no negative issues have been reported.



	Maintenance of air quality and Global climate regulation	L	H+	The facility has air quality monitoring in place with ambient air and emissions are under permissible limits. However, any sudden deterioration in air quality due to external factors (e.g., industrial pollution from nearby facilities) could temporarily affect the facility's operations and employee health. The facility has implemented several measures to improve air quality. These efforts include the planting of 101 trees on World Environment Day, with 50 of those planted on-site. Furthermore, the plant has maintained over 80% of its green belt, demonstrating a significant positive impact on the environment. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in air quality regulations or policies related to industrial emissions could impact the facility. Compliance with new regulations may require additional investments in air quality monitoring and control technologies.
	Regulation of water timing and flows	L	H+	The facility relies primarily on spring water sourced from Rani Khola, located 8-10 km from the plant. Additionally, the water supply is intermittent, which poses a physical risk to the company. Acute Risk: During periods of water scarcity, particularly in the lean season when the site has to call for tankers to meet its water needs. This can lead to immediate disruptions in operations and increased costs. Chronic Risk: Over the long term, the chronic risk is high due to the ongoing dependency on an inconsistent water supply. The reliance on spring water and the lack of borewells or alternative sources make the site vulnerable to prolonged periods of water scarcity	Policy Risk: Changes in water management policies or regulations could further impact the site's ability to secure a reliable water supply. The payment of water cess to the forest department and the potential implementation of the Jal Jeevan Mission could introduce additional costs or requirements. Technology Risk: The need for new technologies to enhance water conservation and management is high. Implementing advanced water recycling and conservation technologies could mitigate some of the risks associated with water scarcity. Reputational Risk: The facility's reliance on a single water source during periods of water scarcity could lead to community concerns about water usage and sustainability. Negative publicity related to water scarcity issues or environmental impacts could damage the facility's reputation, affecting customer loyalty, employee morale, and investor confidence. Currently, no negative issues have been reported.
	Erosion control	H	L	The site emphasizes effective erosion control to ensure operational stability and sustainability. Extensive green belt maintenance covers over 80% of the area, and geotechnology, such as soil-filled sacks with seeds, enhances these efforts. These measures significantly reduce erosion, promote sustainable land management, and minimize environmental impacts. Additionally, high-altitude forests play a crucial role in preventing erosion. Acute Risk: The risk is minimal due to the highly effective erosion control measures in place. Chronic Risk: Over the long term, the chronic risk remains low as long as the green belt is maintained and geotechnology measures are regularly updated and monitored. Continuous maintenance and replanting efforts are essential to sustain the positive impact.	Policy Risk: There is a potential policy risk if new regulations are introduced that affect land use or erosion control practices. Compliance with such regulations could require additional investments or operational adjustments.

	Pest mitigation	H	H+	The facility relies on effective pest control measures as part of its Good Manufacturing Practice (GMP). In Sikkim, an organic state, it uses organic products like Airaroch and Airaomosq. During the monsoon season (July to September), pest control occurs three times a week, while in summer, it is twice a week. These measures have a moderate positive impact and align with the state's organic practices, helping to maintain ecological balance. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: There is a potential policy risk if new regulations are introduced that affect the use of organic pest control products or GMP requirements. Compliance with such regulations could require additional investments or operational adjustments.
	Natural hazard mitigation	H	M+	The Sikkim site relies heavily on natural hazard mitigation due to frequent cloud bursts and earthquakes. While measures like mock drills and earthquake-proof buildings improve preparedness, the overall impact is assessed as low, and significant risks remain. Acute Risk: The acute risk is moderate due to the immediate threat posed by natural hazards like cloud bursts and earthquakes. The regular mock drills and earthquake-proof buildings help mitigate these risks but cannot eliminate them entirely. Chronic Risk: Over the long term, the chronic risk remains moderate to high due to the persistent nature of natural hazards in the region. Continuous efforts in improving infrastructure and preparedness are necessary to manage these risks effectively.	Policy Risk: There is a potential policy risk if new regulations are introduced that require additional measures for natural hazard mitigation. Compliance with such regulations could necessitate further investments in infrastructure and safety protocols. Reputational Risk: The site's proactive measures, such as collaboration with the forest department to increase and improve forest cover, contribute positively to its reputation. However, any failure to effectively manage natural hazards could lead to negative perceptions and loss of trust among stakeholders. Currently, no such negative issues have been reported.
	Ethical and spiritual value	H	L	The site has a low dependency on ethical and spiritual values for its operations. However, the plant's initiatives positively impact these values by supporting the Lepcha tribe and local festivals like Tendong Lho Rumfaat and Pang Lhabso, as well as funding awareness camps that enhance the cultural and spiritual well-being of the community. Acute Risk: Nil Chronic Risk: Nil	Reputational Risk: The site's proactive support for the Lepcha tribe and local festivals significantly enhances its reputation. Any reduction in support or failure to engage effectively with the community could lead to negative perceptions and loss of trust among stakeholders. Currently, no negative issues have been reported.
Pillar	Freshwater	H	M-	The facility primarily relies on groundwater for its operations and lacks a cost-effective alternative source of water, making it highly dependent on this freshwater resource. This reliance poses a physical risk for the company. Acute Risk: Nil Chronic Risk: Long-term over-extraction of groundwater can lead to environmental degradation, such as reduced water levels in nearby wells and negative impacts on local ecosystems. This underscores the need for sustainable water management practices.	Policy Risk: Changes in water usage regulations or stricter enforcement of groundwater extraction limits could impact the site's water availability. Compliance with new regulations may require additional investments in water-saving technologies or alternative water sources. Reputational Risk: Negative perceptions regarding the facility's groundwater usage could harm its reputation. Furthermore, the facility is not involved in any pond or lake rejuvenation activities, which undermines community trust. However, no negative issues have been reported at this time.

	Disease mitigation	H	L	The site relies heavily on disease mitigation due to the prevalence of diseases like Dengue, which rise with water accumulation during the rainy season and hot weather. However, the effectiveness of these measures is low. Although there are vaccines available and an annual voluntary vaccination program for flu and other rainy season diseases, they do not fully mitigate the spread of Dengue. Acute Risk: The acute risk is moderate to high due to the immediate threat posed by the prevalence of Dengue during the rainy season. Chronic Risk: The chronic risk is also moderate to high as the recurring nature of Dengue and other diseases during specific seasons poses a persistent threat. Continuous efforts are required to manage and mitigate these risks effectively.	Policy Risk: There is a potential policy risk if new health regulations or requirements for disease control are introduced. This could necessitate additional measures or compliance efforts, potentially increasing operational costs. Reputational Risk: The site's reputation could be at risk if the disease mitigation measures are perceived as inadequate. Failure to control disease outbreaks could lead to negative publicity and loss of trust among the local community and other stakeholders. However, no negative issues have been reported at this time.
Vysoke Myto	Natural hazard mitigation	H	L	The facility poses an immediate risk of operational disruptions due to flooding. Acute Risk: Nil Chronic Risk: Over time, the risk of gradual environmental degradation or increased flood frequency due to climate change could pose a challenge, necessitating continuous monitoring and adaptive management strategies.	Policy Risk: Potential changes in environmental regulations or flood management policies could impact the site's operations. The need to comply with new regulations may require additional investments in flood management infrastructure. Technology Risk: The adoption of new flood management technologies may be necessary, which could involve significant costs and require specialized training for staff.
Sinnar	Maintenance of air quality	L	H+	The facility has air quality monitoring in place with ambient air and emissions are under permissible limits. However, any sudden deterioration in air quality due to external factors (e.g., industrial pollution from nearby facilities) could temporarily affect the facility's operations and employee health. The facility has taken various steps to improve air quality, including planting plant species like bamboo, mango, and orange in the vicinity. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in air quality regulations or policies related to industrial emissions could impact the facility. Compliance with new regulations may require additional investments in air quality monitoring and control technologies.
	Regional/ local climate regulation	L	H+	The facility has air quality monitoring in place with ambient air and emissions are under permissible limits. However, any sudden deterioration in air quality due to external factors (e.g., industrial pollution from nearby facilities) could temporarily affect the facility's operations and employee health. The facility has taken various steps to improve air quality, including planting plant species like bamboo, mango, and orange in the vicinity. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in air quality regulations or policies related to industrial emissions could impact the facility. Compliance with new regulations may require additional investments in air quality monitoring and control technologies.
	Recreation and ecotourism	L	H+	The facility is situated within 10 kilometers of the area developed by the company in collaboration with the forest department. This area serves multiple purposes, including photoshoots, picnics, and a playground, and is frequently visited by employees and locals. This has made the community reliant on the cultural ecosystem services provided by this space. Acute Risk: Nil Chronic Risk: Nil	Reputational Risk: Any reduction in support or failure to engage effectively with the community could lead to negative perceptions and loss of trust among stakeholders. However, no negative issues have been reported at this time.

Mahape	Maintenance of air quality	L	H+	The facility has air quality monitoring in place with ambient air and emissions are under permissible limits. However, any sudden deterioration in air quality due to external factors (e.g., industrial pollution from nearby facilities) could temporarily affect the facility's operations and employee health. The facility has implemented several measures to enhance air quality, including the planting of species such as Chafa and Champak trees, and establishing a green belt with over 33% coverage. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in air quality regulations or policies related to industrial emissions could impact the facility. Compliance with new regulations may require additional investments in air quality monitoring and control technologies.
Taloja	Maintenance of air quality and Regional/local climate regulation	L	H+	The facility has air quality monitoring in place with ambient air and emissions are under permissible limits. However, any sudden deterioration in air quality due to external factors (e.g., industrial pollution from nearby facilities) could temporarily affect the facility's operations and employee health. The facility has taken significant steps to enhance air quality, resulting in a positive impact. Key initiatives include planting 203 saplings on World Environment Day 2023 and an additional 100 in 2024, creating a green belt of about 2,061 square meters. Additionally, 50% of the facility's electricity is generated from solar power, reducing reliance on conventional sources. The facility planted 2500 seed balls. These efforts collectively improve air quality. Acute Risk: Nil Chronic Risk: Nil	Policy Risk: Changes in air quality regulations or policies related to industrial emissions could impact the facility. Compliance with new regulations may require additional investments in air quality monitoring and control technologies.

L: Low, M-: Medium Negative, M+: Medium Positive, H-: High Negative, H+: High Positive



Nature-related Opportunities at Glenmark Pharmaceuticals Limited

Glenmark is dedicated to utilizing nature-related opportunities to boost its sustainability performance. The Ecosystem Services Review provided insights on dependencies and impacts that offer substantial opportunities for the company's operations, enhancing its overall sustainability.

The company plans to tackle ecological risks by concentrating on site-specific initiatives while promoting local biodiversity and communities. These initiatives encompass Water Body Development and Rejuvenation, as well as Green Infrastructure.

Table 15: Site-specific Opportunities for Sustainability Performance based on the Ecosystem Services Review

Business Operations	Ecosystem Services as Risk Indicators	Dependency	Impact	Opportunities – Sustainability Performance
Goa	Freshwater	H	M-	The company has implemented several sustainability initiatives, including a Rooftop Rainwater Harvesting system, a Sewage Treatment Plant (STP), and an Effluent Treatment Plant (ETP). Additionally, it utilizes recycled water throughout the facility. These efforts significantly reduce environmental risks and enhance the company's overall sustainability performance. Below are further initiatives that aim to improve the company's sustainability efforts. Water Body Development and Rejuvenation: By developing and rejuvenating the dried water bodies and wetlands located both within and around the site boundary. The site can enhance biodiversity, improve water quality, and provide essential habitats for various species. Community Support and Recharge of Dug Wells: Collaborate with local communities to maintain existing dug wells and provide resources for effective management. Additionally, utilize dried dug wells for groundwater recharge through rainwater harvesting and infiltration techniques, enhancing groundwater levels and ensuring a sustainable water supply for the community and site operations.
Baddi	Freshwater	H	L	The company has implemented several sustainability initiatives, including a Sewage Treatment Plant (STP), and an Effluent Treatment Plant (ETP). These efforts significantly reduce environmental risks and enhance the company's overall sustainability performance. Below are further initiatives that aim to improve the company's sustainability efforts. Water Body Development and Rejuvenation: By developing and rejuvenating the dried water bodies and wetlands located both within and around the site boundary. The site can enhance biodiversity, improve water quality, and provide essential habitats for various species. Community Support and Recharge of Dug Wells: Collaborate with local communities to maintain existing dug wells and provide resources for effective management. Additionally, utilize dried dug wells for groundwater recharge through rainwater harvesting and infiltration techniques, enhancing groundwater levels and ensuring a sustainable water supply for the community and site operations.
	Pest mitigation	H	M-	Water Body Development and Rejuvenation (IPM): Implement IPM practices that prioritize eco-friendly alternatives to chemical fumigation, such as biological control agents and natural repellents. This approach reduces chemical usage and minimizes environmental impact. Collaborative Research: Partner with research institutions to explore innovative pest control solutions and develop customized strategies for the Baddi site. These collaborations can lead to the discovery of new, effective pest management techniques.
	Natural hazard mitigation	H	L	Green Infrastructure: Invest in green infrastructure solutions, such as rain gardens and permeable pavements, to enhance natural water absorption and reduce surface runoff. These measures contribute to long-term flood mitigation. Policy Advocacy and Compliance: Work with regulatory bodies to advocate for policies that support sustainable flood management practices. Compliance with regulations ensures alignment with broader environmental goals.

Chhatrapati Sambhajinagar	Aquaculture	H	L	Pond Management Improvements: Invest in infrastructure upgrades for community ponds or lakes through CSR activities, including improved water management systems and aeration technologies. These enhancements can boost efficiency and yield, benefiting both the facility and local communities. Local Community Engagement: Conduct training programs for local communities to improve aquaculture skills and knowledge. Empowering local populations with sustainable practices can increase productivity and economic resilience.
	Natural hazard mitigation	H	L	Rainwater Harvesting: Develop rainwater harvesting systems to capture and store rainwater during the monsoon season. This initiative can supplement water supply during lean periods and reduce reliance on tanker deliveries. Supply Chain Management: Diversify suppliers and maintain a buffer stock of critical raw materials to avoid disruptions caused by natural disasters. Establish contingency plans with suppliers and logistics partners to ensure continuity of critical operations. Risk Assessment and Planning: Conduct a comprehensive risk assessment to identify potential natural hazards such as floods, earthquakes, and droughts. Develop a detailed disaster preparedness and response plan, including clear protocols for evacuation, communication, and operations continuity.
Nalagarh	Freshwater	H	L	The company has implemented two water harvesting plants, each with a capacity of 20 KL. Additionally, the plants reuse water for gardening purposes. These efforts significantly reduce environmental risks and enhance the company's overall sustainability performance. Below are further initiatives that aim to improve the company's sustainability efforts. Water Body Development and Rejuvenation: By developing and rejuvenating the dried water bodies and wetlands located both within and around the site boundary. The site can enhance biodiversity, improve water quality, and provide essential habitats for various species. Community Support and Recharge of Dug Wells: Collaborate with local communities to maintain existing dug wells and provide resources for effective management. Additionally, utilize dried dug wells for groundwater recharge through rainwater harvesting and infiltration techniques, enhancing groundwater levels and ensuring a sustainable water supply for the community and site operations.
Nashik	Freshwater	H	H-	The company has implemented a zero-liquid discharge unit at the plant to enhance wastewater treatment and recycling capabilities. These efforts significantly reduce environmental risks and enhance the company's overall sustainability performance. Below are further initiatives that aim to improve the company's sustainability efforts. Water Body Development and Rejuvenation: By developing and rejuvenating the dried water bodies and wetlands located both within and around the site boundary. The site can enhance biodiversity, improve water quality, and provide essential habitats for various species. Community Support and Recharge of Dug Wells: Collaborate with local communities to maintain existing dug wells and provide resources for effective management. Additionally, utilize dried dug wells for groundwater recharge through rainwater harvesting and infiltration techniques, enhancing groundwater levels and ensuring a sustainable water supply for the community and site operations.
	Pest mitigation	H	L	Adoption of Integrated Pest Management (IPM): Implement IPM practices that prioritize eco-friendly alternatives to chemical fumigation, such as biological control agents and natural repellents. This approach reduces chemical usage and minimizes environmental impact. Collaborative Research: Partner with research institutions to explore innovative pest control solutions and develop customized strategies. These collaborations can lead to the discovery of new, effective pest management techniques.

Sikkim	Livestock	H	H-	Improved Breeding and Nutrition: Implement sustainable livestock practices by promoting improved breeding techniques and nutrition management. This can enhance livestock health and productivity, ensuring a stable supply for the facility. Collaborative Research Initiatives: Partner with research institutions to explore innovative livestock management solutions tailored to local conditions. These collaborations can lead to the development of new techniques and technologies that improve sustainability and productivity.
	Freshwater	H	H-	The company has implemented a zero-liquid discharge unit at the plant to enhance wastewater treatment and recycling capabilities. These efforts significantly reduce environmental risks and enhance the company's overall sustainability performance. Below are further initiatives that aim to improve the company's sustainability efforts. Water Body Development and Rejuvenation: By developing and rejuvenating the dried water bodies and wetlands located both within and around the site boundary. The site can enhance biodiversity, improve water quality, and provide essential habitats for various species. Community Support and Recharge of Dug Wells: Collaborate with local communities to maintain existing dug wells and provide resources for effective management. Additionally, utilize dried dug wells for groundwater recharge through rainwater harvesting and infiltration techniques, enhancing groundwater levels and ensuring a sustainable water supply for the community and site operations.
	Regulation of water timing and flows	H	L	The company has implemented a zero-liquid discharge unit at the plant to enhance wastewater treatment and recycling capabilities. These efforts significantly reduce environmental risks and enhance the company's overall sustainability performance. Below are further initiatives that aim to improve the company's sustainability efforts. Water Body Development and Rejuvenation: By developing and rejuvenating the dried water bodies and wetlands located both within and around the site boundary. The site can enhance biodiversity, improve water quality, and provide essential habitats for various species. Community Support and Recharge of Dug Wells: Collaborate with local communities to maintain existing dug wells and provide resources for effective management. Additionally, utilize dried dug wells for groundwater recharge through rainwater harvesting and infiltration techniques, enhancing groundwater levels and ensuring a sustainable water supply for the community and site operations.
	Natural hazard mitigation	H	L	The company has been conducting regular mock drills, and the construction of earthquake-resistant buildings enhances preparedness and resilience. Additionally, the company is collaborating with the forest department to increase and improve forest cover, which helps to reduce the likelihood of landslides. These efforts significantly lower environmental risks and improve the company's overall sustainability performance. Below are additional initiatives aimed at further enhancing the company's sustainability efforts. Advanced Building Technologies: Continue investing in advanced construction technologies to enhance the earthquake resistance of buildings. Utilize flexible materials and designs that can absorb seismic energy, reducing the risk of structural damage. Erosion Control and Reforestation: Collaborate with the forest department to implement erosion control measures and reforestation projects. These initiatives stabilize land, reduce the impact of cloud bursts, and mitigate landslide risks, enhancing ecological resilience. Regular Mock Drills and Training: Conduct regular mock drills and training sessions to ensure that all personnel are well-prepared for natural hazard events. These activities improve response times and effectiveness during emergencies.
Pilar	Freshwater	H	M-	Water Body Development and Rejuvenation: By developing and rejuvenating the dried water bodies and wetlands located both within and around the site boundary. The site can enhance biodiversity, improve water quality, and provide essential habitats for various species. Community Support and Recharge of Dug Wells: Collaborate with local communities to maintain existing dug wells and provide resources for effective management. Additionally, utilize dried dug wells for groundwater recharge through rainwater harvesting and infiltration techniques, enhancing groundwater levels and ensuring a sustainable water supply for the community and site operations.
	Disease mitigation	H	L	Eco-friendly Control Measures: Implement Integrated Vector Management (IVM) practices that combine biological, environmental, and chemical control methods to reduce mosquito populations. This approach minimizes reliance on chemical pesticides and enhances overall effectiveness. Collaborative Research Initiatives: Partner with research institutions to explore innovative disease mitigation strategies, such as the development of new vaccines or mosquito control technologies. These collaborations can lead to breakthroughs in disease prevention.
Vysoke Myto	Natural hazard mitigation	H	L	Green Infrastructure: Invest in green infrastructure solutions, such as rain gardens and permeable pavements, to enhance natural water absorption and reduce surface runoff. These measures contribute to long-term flood mitigation. Policy Advocacy and Compliance: Work with regulatory bodies to advocate for policies that support sustainable flood management practices. Compliance with regulations ensures alignment with broader environmental goals.

L: Low, M-: Medium Negative, M+: Medium Positive, H-: High Negative, H+: High Positive



Material Locations

Glenmark has conducted a thorough study using the GIS tools to evaluate how sensitive its business operations are to biodiversity. Geospatial tools and datasets facilitates assessment of material locations with respect to their proximity to nationally designated Protected Areas and Key Biodiversity Areas (at global level).

In this study, the company examined each business operation within a buffer zone of 10 Km to assess its sensitivity to biodiversity concerns. Furthermore, to enhance the understanding of biodiversity impact, the company utilized the following data sets –

- WII-ENVIS Centre on Wildlife & Protected Areas [<https://wiienvis.nic.in/Home.aspx>]
- The IUCN Red List of Threatened Species [<https://www.iucnredlist.org/>]
- Website of National Tiger Conservation Authority [<https://ntca.gov.in/>]
- Website of Key Biodiversity Areas [<https://www.keybiodiversityareas.org/>]

Table 16: Sensitivity of Glenmark Pharmaceuticals Limited Domestic Business Operations

Plant Name	Country	Protected Areas	Key Biodiversity Areas	IUCN Red List Species	Areas of water stress
Goa Main and Goa Hormone	India	0	0	0	Safe
Indore	India	0	0	0	Over-exploited
Baddi	India	0	0	0	Safe
Nalagarh	India	0	1	3	Safe
Nashik	India	0	2	4	Safe
Sikkim	India	1	1	11	Safe
Chhatrapati Sambhajinagar	India	0	0	0	Safe
Dindori	India	0	1	1	Safe
Sinnar	India	0	0	0	Critical
Mahape	India	1	1	6	Safe
Taloja	India	0	1	4	Safe

Table 17: Sensitivity of Glenmark Pharmaceuticals Limited International Business Operations

Plant Name	Country	Protected Areas	Key Biodiversity Areas	IUCN Red List Species
Pilar	Argentina	0	0	0
Vysoke Myto	Czech Republic	14	0	0
Monroe	United States	1	0	0

Risk and Impact Management

Businesses across all sectors either rely on or affect the diverse ecosystem services that nature provides. As ecosystem health deteriorates and these services diminish, companies can face significant operational, financial, and reputational risks. Therefore, it is essential for businesses to understand nature-related issues to ensure their ongoing operations, making it a critical

concern for investors and other key stakeholders.

The risk and impact management section of this TNFD report aims at disclosing how Glenmark Pharmaceuticals has identified, assessed, and managed nature-related risks and how these are integrated into the Enterprises Risk Management Framework.

Glenmark Pharmaceuticals Limited's Biodiversity and Nature Risk Identification and Management Process

Glenmark Pharmaceuticals has developed its own Biodiversity Policy for understanding biodiversity risks and developing Biodiversity Management Plans for priority sites. The stage-wise process of biodiversity and ecosystem services is as follows:

Stage 1: Biodiversity Risk Screening

The company conducts biodiversity risk assessments for each site utilizing GIS tools and datasets offering globally recognized biodiversity data. These resources help identify important biodiversity areas, protected regions, and locations deemed significant for plant or animal species globally. Although such global datasets may not always reflect local site-specific conditions, but they offer a reliable indication of where Critical Habitats are situated.

By leveraging such tools and datasets, Glenmark Pharmaceuticals can ascertain whether a site is within or near a biodiversity-rich area. Based on these findings, the company assigns biodiversity risk categories to its sites, as outlined below:

- **Low Risk:** The site is located outside the 15 km radius of any important biodiversity area.
- **Medium Risk:** The site is located within a 5-15 km radius of any important biodiversity area.
- **High Risk:** The site is located within a 5 km radius of any important biodiversity area or critical habitat.

Stage 2: Biodiversity Assessment and Ecosystem Services Review

Following the outcomes of stage 1, detailed biodiversity and ecosystem services evaluations are conducted at the prioritized site. The summaries of both evaluations are as follows:

Biodiversity Assessment: This assessment involves developing both qualitative and quantitative descriptions of the flora and fauna present in the area, along with an analysis of trends and driving factors.

Ecosystem Services Review: This review aims to identify the key ecosystem service dependencies and impacts related to the company's operations. It covers the status, trends, and drivers of ecosystem services, as well as associated risks, opportunities, and strategies to minimize risks and impacts while maximizing the benefits of ecosystem services.

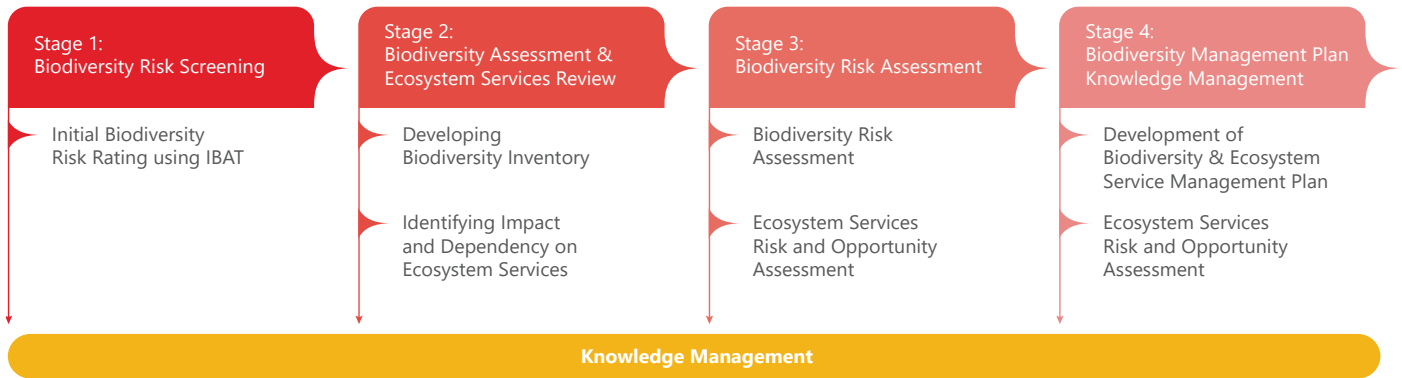
Stage 3: Biodiversity Risk Assessment

In Stage 3, experts carry out a biodiversity risk assessment using the biodiversity and ecosystem services data gathered in Stage 2. This process delivers more detailed and site-specific information regarding biodiversity risks. The aim of the assessment is to ensure that the site has been assigned the most suitable biodiversity risk category.

Stage 4: Development of Biodiversity Management Plan

Stage 4 focuses on determining the necessary level of biodiversity management, guided by the risk assessment findings from earlier stages. By applying the principles of the mitigation hierarchy, appropriate actions are identified to address each impact. The severity of these impacts and the associated risks to biodiversity help define the required management level for a specific site. Based on this assessment, a Biodiversity Management Plan is developed for the prioritized site.

Figure 3: Biodiversity and Nature Risk Identification and Management Process



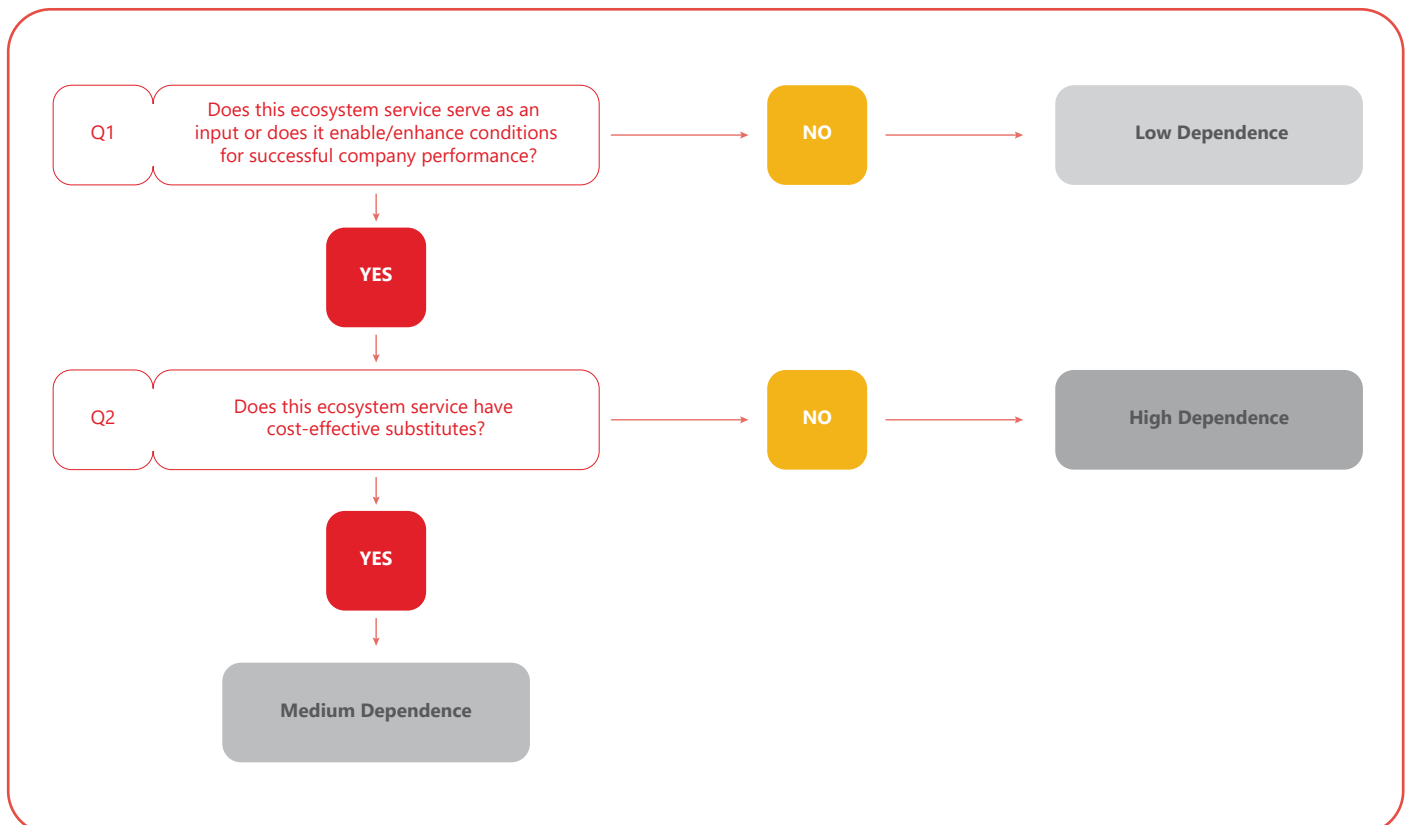
Nature-Related Dependencies, Impact, Risk and Opportunity Assessment Process

In Stage 2 of the company's biodiversity risk assessment and management process, the Ecosystem Services Review is dedicated to identifying nature-related dependencies, impacts, risks, and opportunities. Glenmark Pharmaceuticals utilizes the methodology developed by the World Resources Institute (WRI) for conducting a Corporate Ecosystem Services Review. This structured approach allows for an evaluation of the company's reliance on and impact on over 20 ecosystem services. The assessment helps pinpoint which of these services are priority ecosystem services—those most likely to present risks or opportunities for the company. Priority ecosystem services are those with medium to high dependency or medium to high impact from the company's operations.

Evaluating company's dependence: The company's dependency on the ecosystem services is calculated by answering following two questions:

Q1. Does this ecosystem service serve as an input, or does it enable/enhance conditions for successful company performance?

Q2. If the answer to question 1 is 'Yes', does this ecosystem service have a cost-effective substitute?

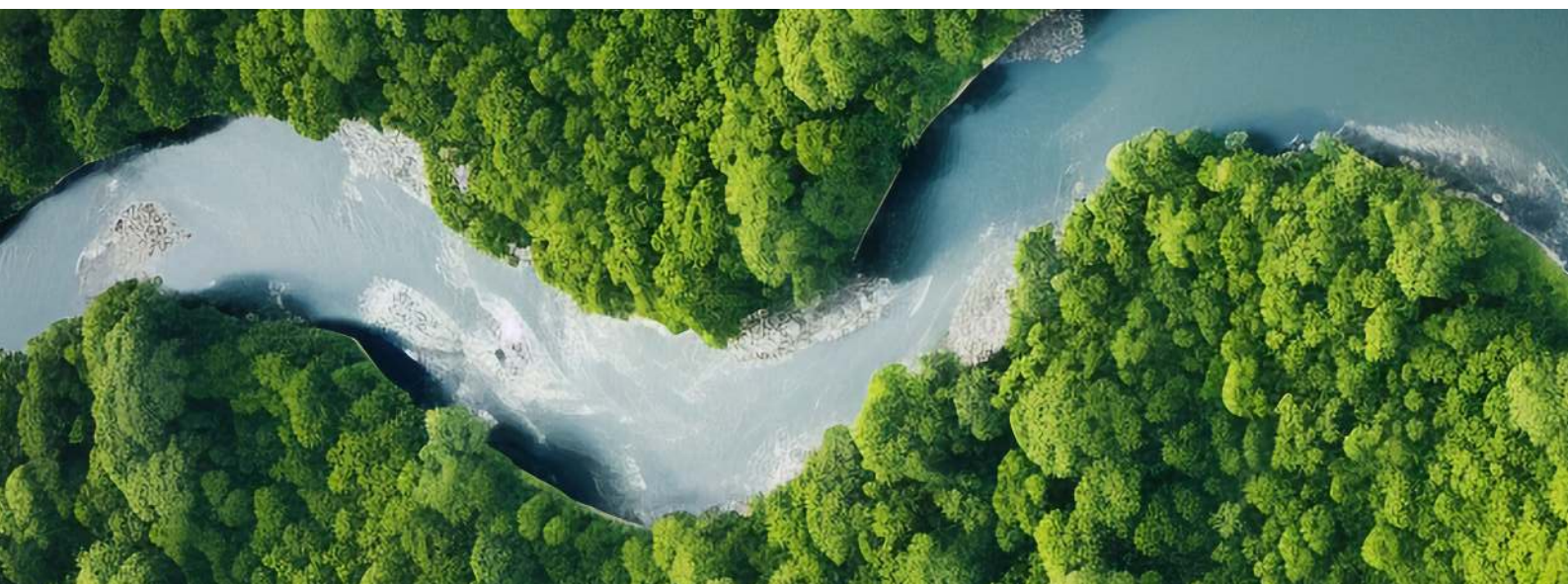
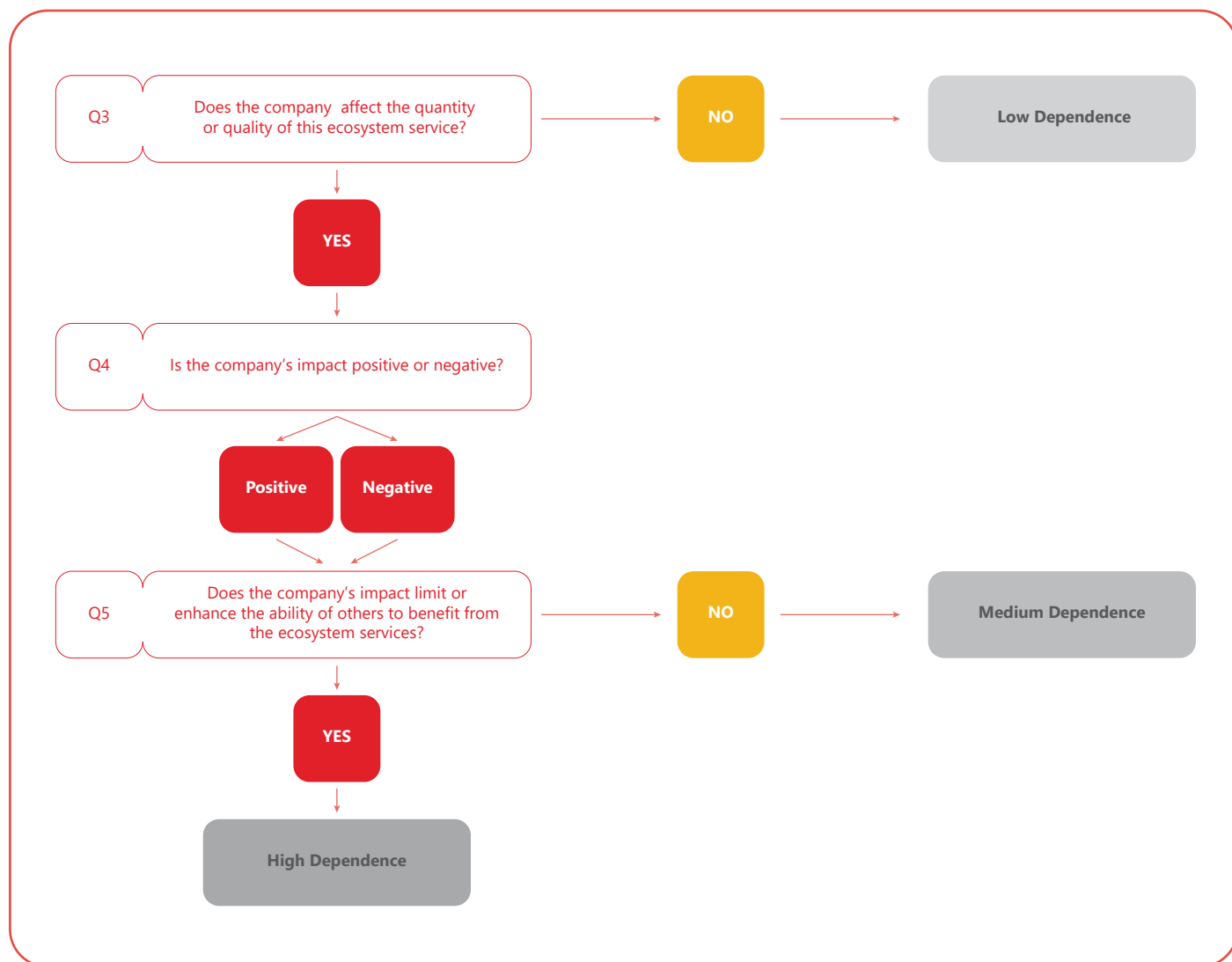


Evaluating company's impact: The company's dependency on the ecosystem services is calculated by answering following three questions:

Q3. Does the company affect the quantity or quality of this ecosystem service?

Q4. If the answer is to question 3 is 'Yes,' then is the company's impact positive or negative?

Q5. If the answer to question 3 is 'Yes,' then does the company's impact limit or enhance the ability of others to benefit from the ecosystem services?



Identifying Company's Nature-related risks: The Nature-related risks are evaluated based on the potential threats posed to Glenmark Pharmaceuticals that arise from its dependencies and impacts on nature. The risks are categorized into physical risks and transition risks. The description is provided below.

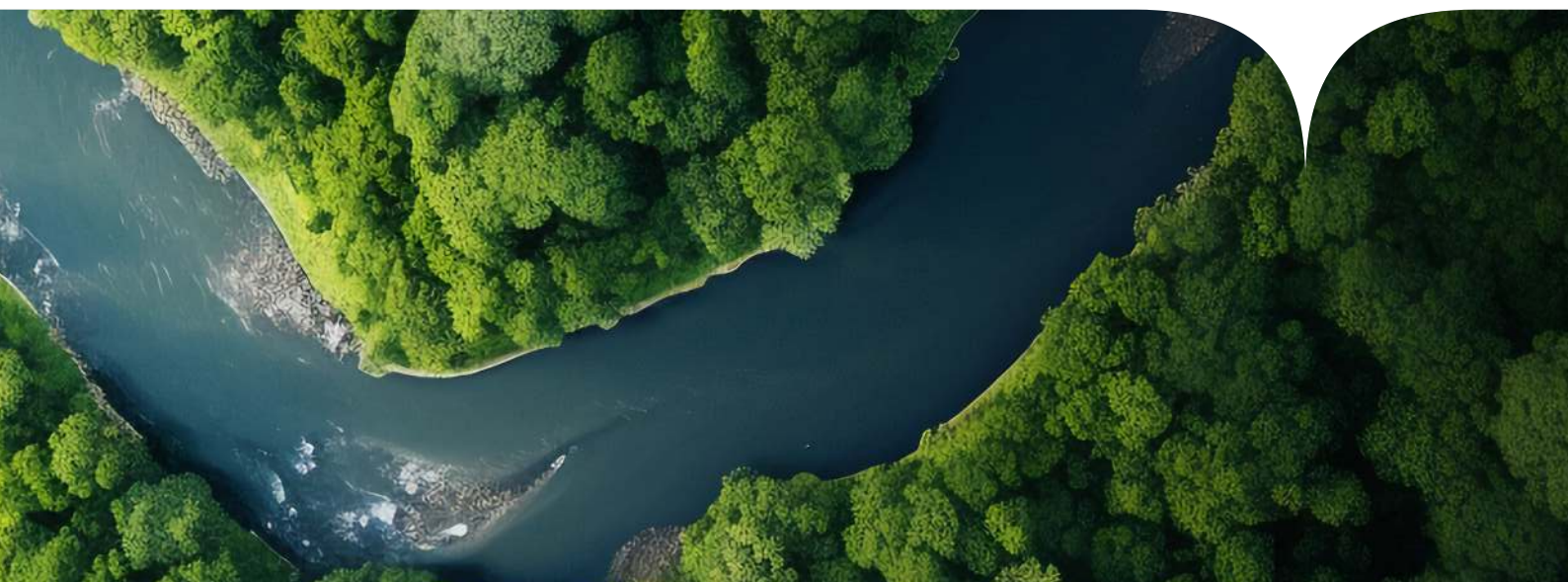
Table 18: Physical Risks and Transition Risk Assessment

Category		Description
Physical Risks	Acute	Occurrence of short term, specific events that change the state of nature.
	Chronic	Gradual changes to the state of nature. For example, pollution stemming from pesticide use or climate change.
Transition Risks	Policy	Changes in the policy context due to new (or enforcement of existing) policies to create positive impacts on nature or mitigate negative impacts on nature.
	Market	Changing dynamics in overall markets, including changes in consumer preferences, which arise from changing physical, regulatory, technological and reputational conditions and stakeholder dynamics.
	Technology	Substitution of products or services with a reduced impact on nature and/or reduced dependency on nature.
	Reputational	Changes in perception concerning an organisation's actual or perceived nature impacts, including at the local, economic and societal level. This can result from direct company impacts, industry impacts and/or impacts of activities upstream and/ or downstream in a value chain.
	Liability	Liability risks that arise directly or indirectly from legal claims. As laws, regulations and case law related to an organisation's preparedness for nature action evolves, the incident or probability of contingent liabilities arising from an organisation may increase.

Identifying Company's Nature-related opportunities: The Nature-related opportunities are identified based on activities that Glenmark Pharmaceuticals can undertake to create positive outcomes for nature or mitigate negative impacts on nature. The opportunities related to improving the sustainability performance of the company are identified. The description is provided below.

Table 19: Nature-related Opportunities Assessment

Category		Description
Sustainability performance	Sustainable use of natural resources	Substitution of natural resources by recycled regenerative, renewable and /or ethically responsibly sourced organic inputs.
	Ecosystem protection, Restoration and Regeneration	Activities that support the protection, regeneration or restoration of habitats and ecosystems, including areas both within and outside the organization's direct control.



Metrics & Targets

Glenmark has been a leading company in implementing initiatives to make its operations increasingly sustainable. To strengthen sustainability at its core, the company has set sustainability targets with a particular emphasis on the natural realms of Atmosphere, Freshwater, and Land.

These ambitious targets drive the company's efforts not only to minimize its environmental impact but also to enhance the natural environment surrounding its operations.

Table 20: Glenmark Pharmaceuticals Limited's Sustainability Targets for Nature Realms

Nature Realms		
Atmosphere	Freshwater	Land
Climate Change Carbon neutral (Cover Scope 1 and Scope 2 emissions only) by 2030 Reducing absolute Scope 1 and 2 greenhouse gas emissions by 35% by the end of FY 2035 Lowering the intensity of Scope 3 greenhouse gas emissions (per ton of product) by 28% by 2035	Water Stewardship Achieve water-neutral operations by the year 2025	Zero waste to landfill at all our plant locations by the year 2027

Beyond these mentioned targets, Glenmark Pharmaceuticals has embraced the relevant TNFD Core global disclosure metrics and has begun reporting based on these metrics in this report. The company will provide annual updates on its progress in relation to these metrics starting in 2024.

Table 21: Glenmark's disclosure data against TNFD core global disclosure indicators and metrics

Metric no.	Driver of nature change	Indicator	Metric	Status	Connection to GBF Targets
	Climate change	GHG emissions	Refer to ISSB's IFRS-S2 Climate-related Disclosures Standard	Scope 1: 15,455 tCO₂e Scope 2: 69,632 tCO₂e Scope 3: 1,71,146 tCO₂e	Target 7
C1.0	Land/ freshwater/ ocean-use change	Total spatial Footprint (km ²)	Total surface area controlled managed by the company, where the company has control (km ²) A. Total disturbed area (km ²) B. Total rehabilitated/ restored area (km ²)	A. Total Disturbed area –Plot area 0.506 km ² B. Greenbelt area - 0.179 sq.km	(A.2 Extent of natural ecosystems), Target 2, Target 5, Target 11 (B.1 Services provided by ecosystems)
		Extent of land/ freshwater/ ocean-use change	Extent of land/ freshwater/ ocean ecosystem use change (km ²) by: A. Type of ecosystem B. Type of business activity.	Extent of land: A. Terrestrial B. Manufacturing and Research; Development of Pharmaceutical formulation	Target 1 (A.2 Extent of natural ecosystems), Target 2, Target 5, Target 11 (B.1 Services provided by ecosystems)
			Extent of land/ freshwater/ocean ecosystem conserved or restored (km ²), split into:	15,066 planted in FY 2024	Target 1 (A.2 Extent of natural ecosystems), Target 2, Target 5, Target 11 (B.1 Services provided by ecosystems)
C2.1	Pollution/ pollution removal	Wastewater discharged	Volume of water discharged (m ³), A. Total B. Freshwater C. Other D. Concentrations of key pollutants in the wastewater discharged, [by type of pollutant, referring to sector-specific guidance for types of pollutants]	A. Water discharge (KL) 6973 B. Freshwater- No discharge Zero Liquid Discharge (ZLD) in 3 plants out of our 8 manufacturing sites across India	Target 7 (7.1 Index of coastal eutrophication potential), Target 11 (B.1 Services provided by ecosystems)

C2.2	Pollution/ pollution removal	Waste generation and disposal	Weight of hazardous and non-hazardous waste generated by type (tonnes), referring to sector-specific guidance for types of waste. A. Hazardous Waste B. Non-Hazardous Waste	Total = 3608 MT (Hazardous + Non-Hazardous waste) Hazardous Waste disposed: 1,125 MT Non-hazardous waste disposed: 2,487 MT Target to become 'Zero Waste to Landfill' Company by 2027	Target 7, Target 11 (B.1 Services provided by ecosystems)
			Weight of hazardous and non-hazardous waste (tonnes) disposed of, split into: A. Waste incinerated (with and without energy recovery); B. Waste sent to landfill; and C. Other disposal methods	A. Waste incinerated (w/o energy recovery) - 163 MT B. Waste sent to landfill - 45 MT C. Other disposal methods - Co-processing/Pre-processing, Recycling - Co-processing - 328 MT, Pre-processing - 444 MT & Recycling - 145 MT Bio-Medical Waste disposed - 19 MT	Target 7, Target 11 (B.1 Services provided by ecosystems)
			Weight of hazardous and non-hazardous waste (tonnes) diverted from landfill, split into waste: A. Recycled/Reused B. Other recovery operations	A. Recycled/Reused – Hazardous 145 MT Plastic waste channelized (recycled) 715 MT E-Waste recycled 2.32 MT Battery waste recycled 7MT Non-Hazardous waste - 2487 MT B. Other recovery operations Hazardous waste co-processed 772 MT	Target 7, Target 11 (B.1 Services provided by ecosystems)
C2.4	Pollution/ pollution removal	Non-GHG air pollutants	Non-GHG air pollutants (tonnes) by type: A. Particulate matter (PM2.5 and/or PM10); B. Nitrogen oxides (NO2, NO and NO3); C. Volatile organic compounds (VOC or NMVOC); D. Sulphur oxides (SO2, SO, SO3, SOX); and E. Ammonia (NH3)	A. Particulate matter – NA B. Nitrogen oxides (NO2, NO and NO3) -NA C. VOC – NA D. Sulphur oxides – Ammonia - NA	Target 7, Target 11 (B.1 Services provided by ecosystems)
C3.0	Resource use/ replenishment	Water withdrawal and consumption from areas of water scarcity	Water withdrawal and consumption (m3) from areas of water scarcity, including identification of water source: A. Surface Water B. Ground Water C. Rainwater D. Mine Intersection/ Produced Water E. Third Party Water (Water Supply including treated water) F. Sea Water	Total Water – 4,80,862 m3 A. Surface Water – 5,182 m3 B. Ground Water – 2,65,516 m3 C. Rainwater – Included in Surface water D. Mine Intersection/ Produced Water – Nil/ NA E. Third Party Water – 2,10,164 m3 (ground and surface) F. Sea Water - NA	Target 11 (B.1 Services provided by ecosystems)

Being in the pharmaceutical business, Nature and Biodiversity have been Glenmark's priority areas of significance. Acknowledging the significance of these issues, the company adopted a comprehensive Biodiversity Policy in 2024. This marks Glenmark's first TNFD report, detailing its dependencies, impacts, risks, and opportunities related to nature.

In the Financial Year 2024-25, Glenmark conducted Biodiversity Screening at all sites to evaluate operational impact and associated risks and developed a site-specific Biodiversity Management Plan for its priority location- the Sikkim Site.

Glenmark shall continue to accelerate its efforts to protect, conserve and enhance Biodiversity and Nature in and around its business operations. With this strategy, Glenmark shall encourage afforestation initiatives, avoid the introduction of any new invasive & alien species and take actions to eradicate such species from sites. As a way forward, Glenmark aims to consider the following:

- Understand and communicate areas of high impacts and dependencies to all its business operations.
- Brainstorm to reduce high impacts and dependencies and find sustainable alternatives.
- Understand and take proactive actions to mitigate physical and transition risks associated with ecosystem services.
- Prepare Biodiversity Management Plans for high priority sites.

- Planning for No-Net-Loss (NNL) for all such sites.
- Work on site-specific Opportunities to improve the Sustainability Performance mapped in the report.
- Targeted initiatives towards developing freshwater ecosystems (i.e. wetlands) at the sites where freshwater is a risk.
- Work on site level recommendations provided in the biodiversity management plans.
- Strengthen local relationships through CSR initiatives focused on health, environment, and education.
- Partner with universities and research centres to explore innovative technologies that reduce reliance on ecosystem services, such as water-efficient manufacturing processes or alternative raw materials.
- Provide financial support or resources to research projects that align with the company's sustainability goals.
- Keep communicating and training staff on biodiversity and nature-related topics and issues.

Glenmark will intensify its efforts to safeguard, preserve, and enhance biodiversity and nature within and around its business operations. Through this strategy, the company aims to make a significant contribution to the global goal of nature recovery and achieving positive outcomes.





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