



**SUSTAINING
ASPIRATIONS**

SUSTAINABILITY REPORT 2020-2021
POLY MEDICURE LIMITED

MESSAGE FROM MANAGING DIRECTOR	3
ABOUT POLY MEDICURE LIMITED	4-5
Vision & Mission	4
Our Core Values	5
ENVIRONMENT, HEALTH AND SAFETY	6-9
Conservation of Energy	6
Energy and Greenhouse Gas Emission	7
Product Packaging, Material and Environment Attributes	9
Supply Chain Management	9
OUR PRODUCTS & OPERATIONS	10-14
Our Aspirations & Strategy	10
Our Products	11
Quality and Safety	12-13
Innovation and Design	14
OUR WORKPLACE	15
CORPORATE SOCIAL RESPONSIBILITY	16
Annual Report of CSR	17
REPORT ON CORPORATE GOVERNANCE	18
FINANCIAL HIGHLIGHTS	19



Himanshu Baid

MESSAGE FROM MANAGING DIRECTOR

India is setting new global standards in quality, delivery, and cost-efficiency with breakthrough healthcare innovations. The global healthcare growth story has reshaped and redefined the very concept of “healthcare.” Polymed is a paradigm of Indian healthcare’s growth story, delivering innovation at scale with unparalleled quality and cost-efficiencies. We work with the highest integrity, compliance culture, and respect for human rights.

We see inequality as one of the most significant issues humanity faces today. And we’ve been focusing our CSR efforts to address it. Our support in health, education, women empowerment, disability welfare, and natural disaster relief has improved the quality of life of people living in neighboring underprivileged communities.

Our Corporate Social Responsibility activities touch thousands of lives every day, with women being the largest group. Polymed believes an equal world is a better world and takes women’s rights very seriously. That reflects in our numbers, with 46% of our employees being women. Polymed has always been an advocate of a net positive sustainability strategy-maximizing our positive contribution while minimizing our environmental footprint. Every year, we conduct a thorough assessment to make sure we address the most urgent and relevant social challenges and to uncover areas where we need to do more.

This data-driven approach helps Polymed stay environment-conscious, competitive, and future-ready. We believe every responsible company needs to go beyond making high-quality products. Companies need to serve society with the same commitment that it does to customers and stakeholders. With an unwavering goal of reducing our environmental footprint, we have installed solar panels for green energy, STPs for water recycling, use recycled paper in cartons and LEDs in place of conventional lights.

We will continue to consider sustainability issues as part of our strategic initiatives and operations. We appreciate having all our stakeholders on this journey together with us, to build a more sustainable future. Working safely and ethically, we will pursue to drive the principles of sustainability within Polymed and to make a positive contribution to our environment.



ABOUT POLY MEDICURE LIMITED

- | OUR VISION
- | MISSION
- | CORE VALUES

VISION

Help save and maintain lives with quality and affordable healthcare.

Help save and maintain lives with quality and affordable healthcare.

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

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

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

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

MISSION

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

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

OUR CORE VALUES

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

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

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

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

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



ENVIRONMENT, HEALTH AND SAFETY

Environment, health, and safety are core to the pursuit of our corporate vision. We believe that maintaining a healthy and safe workplace is more than policies and procedures—it's about building a culture of health, safety, and compliance. Actively promoting the well-being of employees and local communities is paramount to sustainable healthcare operations.

Since 2018, we've been aggressively implementing standards and procedures to improve our health and safety performance. Polymed has developed deep and meaningful partnerships with local communities and governments to help us meet our commitments.

According to the World Economic Forum's report, Global Risks 2018, environmental risks have grown in prominence in recent years. It further states that we've been pushing our ecosystems to the brink with often irreversible damage. We, as corporate citizens, need to work with the society to tackle climate change, extreme weather events, air pollution, drinking water crisis, and declining biodiversity.

Polymed has been at the forefront of addressing these challenges in the healthcare industry. We strive to maximize the efficiencies of our natural resource usage at our factories by implementing best practices. We also closely monitor our sustainability KPIs such as energy consumption, greenhouse gas emissions, water intake, and waste disposal to improve our performance in a data-driven way.

Here are some of our practices that show our firm environmental, social, and governance commitments:

Low-Carbon Footprint

Polymed has adopted a low-carbon growth strategy with the increased use of renewable energy and reduced reliance on traditional sources. We also aim to spread awareness of mindful energy consumption. Gang machining has been adopted wherever possible in the mould manufacturing process to avoid reloading which results helping save electricity.

Waste Disposal & Reduction

Polymed has strict policies in place for waste reduction, disposal, and recycling to reduce our ecological footprint. We send waste electronics, paper, cardboard, metal, plastics, and glass to recycling centres. The remaining hazardous and non-hazardous waste is sent for decomposing to authorized centres.

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

Greenhouse Gas Emissions

According to the IPCC report, energy consumption contributes most to carbon emissions. Polymed strives to reduce its GHG footprint by measuring direct and indirect energy use in our factories and striking a balance between the two in the most sustainable way.

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

Solar Power

We've been using solar power at our plants to harness energy directly from the Sun and reduce our carbon footprint.



Water Conservation

We use rainwater harvesting at our plants to improve nearby groundwater levels, reduce our consumption with water-efficient offices and factories, and reuse treated water with innovative wastewater treatment. Smart water metering helps us keep our usage in check, helping us become a water-sustainable business.

National Award Winner
(2013)



एक कदम स्वच्छता की ओर



Save Energy Save Earth



A-Z ENERGY ENGINEERS PVT. LTD.

(An ISO 9001:2015 Certified Company)

Winner

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

Corporate Identity Number : U40300DL2012PTC236342

Dated 28-01-2022

CERTIFICATE OF CARBON FOOT PRINT AUDIT

To whom it may concern

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

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

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

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

For A-Z Energy Engineers Private Limited


Director

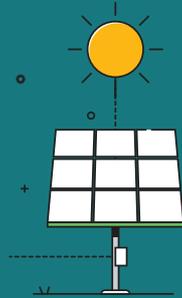
Dr. PP Mittal
AEA -0011,
PhD, MBA, FIE



Water Consumption

14% Water Saving
14482 KL

by replacing cooling towers with close loop coil coolers, old model ETO scrubbers with new model, old type water tapes with water saving new taps



Solar Power Generation

Produced Solar Energy
17,77,839 KWH

Helped combat greenhouse gas emissions



Power Consumption

8% Power Saving
18,60,296 KWH / Year

By replacing old IEO level pumps with IE 3 & IE 4 pumps, AHU Blowers with energy efficient EC fan, ETO Electrical Heaters with PHE system



Water Recycling

Water reused in Gardening
21700 KL/Year

By reusing water in process system- Chillers, DG Sets, Cooling Towers, Steam Boilers, wash Room, Gardening



Fuel Saving

22% HSD Saving
42.8 KL

By minimizing HT line fault



Fuel Saving

Full Container Shipments
1080 : Outbound, 590 : Inbound



PRODUCT PACKAGING, MATERIAL AND ENVIRONMENT ATTRIBUTES

Maintaining a sterile barrier system (SBS) is the most critical task in medical device packaging. Medical device packaging needs to keep SBS, and in many cases, provide sterilization of the packed devices. Polymed follows these processes to make sure our products are safe to use.

In line with our sustainability goals, we follow regulatory guidelines while using specific materials for production. Use of recycled paper in cartons is another effort in this direction. We also evaluate the impact that our products and their packaging have on the patients, healthcare providers, and the environment. We use plastics within specified proportions and without disturbing the functionality of the product.

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

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

SUPPLY CHAIN MANAGEMENT

Polymed’s vision for broader healthcare contributions needs us to embed sustainability in our core business model. In the medical device industry, every step is critical-from raw material procurement to selecting suppliers and the final delivery of the product. To ensure the highest quality and performance of the products with minimum environmental impact, we’ve implemented innovative strategies. We’ve been optimizing the use of raw materials, efficient waste management, and smart logistics.



OUR ASPIRATIONS

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



OUR STRATEGY

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

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

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

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

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

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

Here are some of our priorities for the next few years:

- Building brand leadership in the Indian and global markets
- Improving manufacturing efficiency by adopting best practices
- Increasing R&D expenditure
- Scaling up product portfolio across all therapies
- Expanding global sales and marketing network
- Ramping up alliances with clinical experts

OUR STRENGTHS

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

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



OUR PRODUCTS

Polymed makes healthcare products that cure lives around the world. Our products are innovative, safe, and high-quality, serving varying needs of patient care. We currently produce and market over 125 products globally in the following segments:

- Infusion Therapy & Vascular Access
- Central Venous Catheters
- Anesthesia
- Urology
- Gastroenterology
- Blood Transfusion & Blood Collection System
- Surgery and Wound Drainage
- Nephrology
- Diagnostics
- Oncology

DEHP and PVC free versions of our products are also available for better patient safety. We are bringing new products in both our existing verticals and new ones.

QUALITY AND SAFETY

Our corporate and divisional departments of Quality, Regulatory Undertakings, Compliance, Medical Affairs, and IT collaborate to oversee quality and patient safety throughout a product's lifecycle. We bring these teams early into the product development cycle, starting with R&D and clinical projects. With Quality Execution Indicators and Quality Management Surveys every month, we screen our products for consistency with our expectations.

Our experts identify, document, and implement administrative and regulatory requirements during the prelaunch stages. Post-launch, we screen product performance with customer reviews, VoC, and market surveys. We also use continual improvement processes for self-evaluation and improvements as part of our quality assurance program.

Time-tested, perfected processes and technological know-how are our strengths. We develop user-friendly products by blending cutting-edge with time-tested technologies together while keeping safety and quality in mind. The reliability and consistent high-quality of the product is our priority, which we achieve by running industry-standard tests before shipping it to the customers.

Polymed has many international quality certifications such as ISO 13485:2016 for Medical Device Quality Systems and CE marking as per Medical Device Directive 93/42/EEC by TUV-SUD.

The globalization of the medical device industry, coupled with a surge in their use, has increased the complexity of delivering safe devices for patients. Risk Management is now an integral part of business operations.

As clinicians, patients and regulators have become more sensitive to personal safety issues, responsibilities for appropriate translation, and safety controls have increased for the manufacturers. Risk management is now ever more critical to ensure device usability, safety, and regulatory compliance.

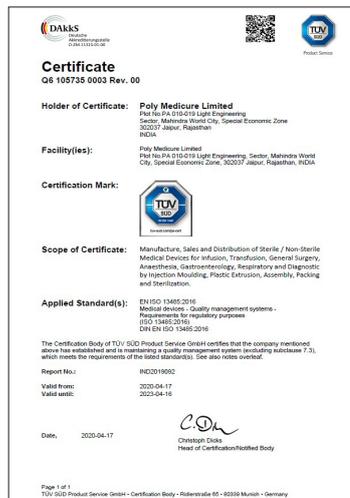
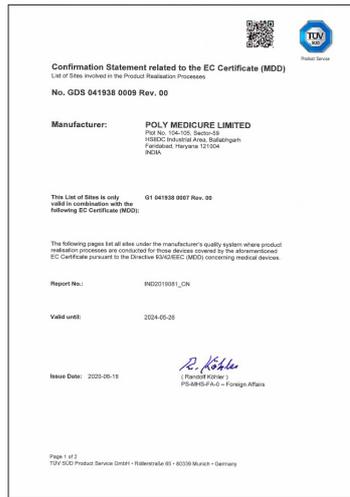
Risk management at Polymed starts with identifying the potential hazards. We then measure the risk by evaluating the possible consequences of hazards and their probability of happening.

Our risk controls start early with the design input and continue over the medical device's lifetime. We follow processes to make decisions and enforce protective measures to mitigate and keep risks



under a particular threshold. We've also implemented a Quality Management System with production information, product complaints, and customer feedback, which we use to monitor risks. Even before we develop a final design, our engineers conduct a preliminary hazard analysis to establish a device's baseline hazards.

Polymed has a structured system to calculate hazard risks in normal and fault conditions, including those resulting from user error. When we believe the risk is unacceptable, we reduce it to an acceptable level and continue to monitor it and any new potential hazards throughout the device's life cycle.



In addition to these certifications, we have also applied for USA Lead Certificate (ISO14001) which will help us be the first Indian MedTech Company to be at par with the global manufacturing standards. Another new certificate which we have applied for is IGBC which will be a testimony that our business practices are acceptable according to energy & environmental principles.



INNOVATION AND DESIGN

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

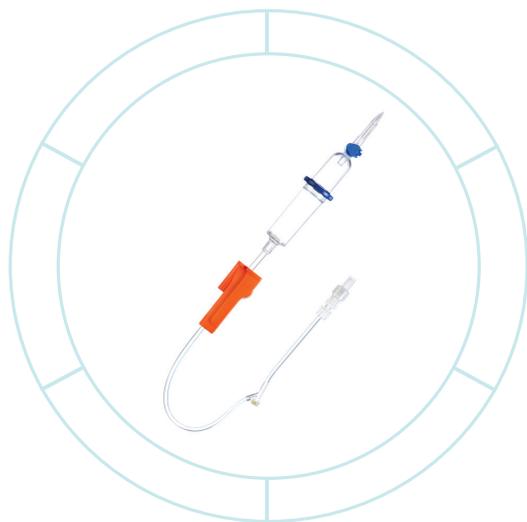
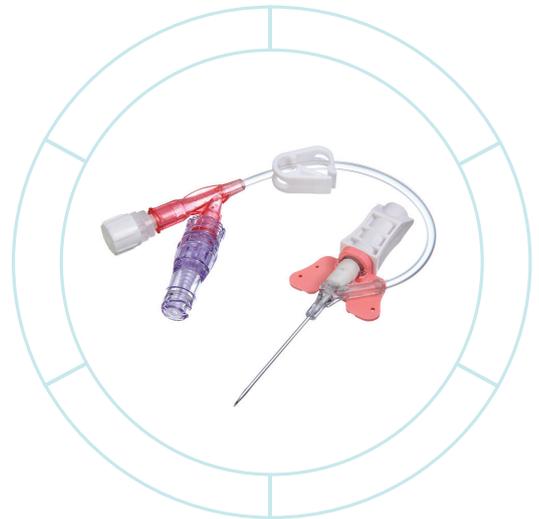
Our biggest asset is a well-trained, technologically proficient, and highly motivated team. Our R&D team is always researching new and better ways to make quality products that will help healthcare professionals save and care for more patients.

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

PVC Free Products

Nouvo Safety Set

The new generation closed IV Catheter system under brand name Nouvo Safety Set has improved patient care and the protection of healthcare professionals. It features quick flashback needle technology that minimizes the number of manipulations by ensuring successful venipuncture in the first prick. It allows two simultaneous infusions with needle-free connectors to reduce the risk of Catheter-Related Blood Stream Infections (CRBSI). It provides safety for patients and healthcare professionals from Needle Stick Injury with its passive needle safety guard technology. The DEHP-free variant reduces phthalate's toxic effects.



Autofusion IV Set

New generation IV Infusion Set with special priming filter at the distal end allows the air to pass through but not the IV fluid. That lets the fluid line fills automatically. It also maintains a closed system until connected, which helps reduce healthcare-related infections.

Unique auto air stop filter at the bottom of the drip chamber reduces the entry of air in the fluid line when the IV bottle is empty. The new generation IV set supports gravity feed and pressure infusions up to 2 bars. DEHP-free material provides safety from phthalate's toxic effects.

OUR WORKPLACE

Polymed aims to create sustainable value for its stakeholders with 3Ps-People, Planet, and Profits. 3Ps unites us together and help us achieve long-term success and relevance in line with our core values. We acquire, develop, and retain the best talent by offering a stimulating environment and value-oriented leadership. Lifelong learning and digital upskilling help our employees stay engaged and motivate them to use their skills to contribute to the company’s success.

COVID-19 pandemic pressed us to engage digitally with our community, both internally and externally. Instead of face - to - face meetings with employees, customers and partners, we use video-conferencing and webinars. These save us time and efforts while letting even more people participate.

We’ve been using these virtual avenues to build online learning events and impart knowledge and skills to healthcare professionals with varying backgrounds. We will keep investing in our digital transformation, even post-COVID, to maintain our edge and continue our operations.

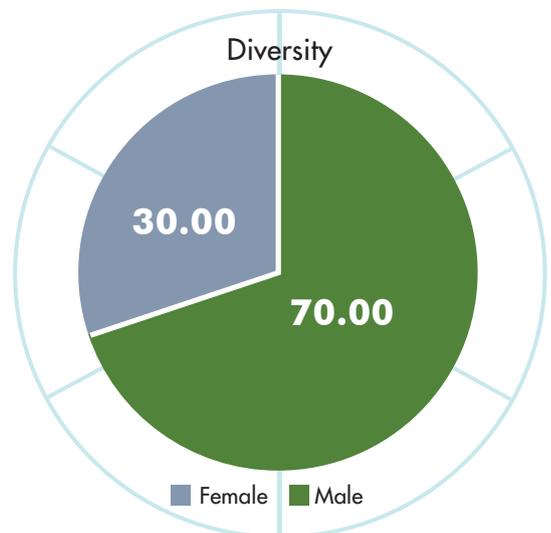
Here are some highlights:

Diversity & inclusion, Polymed is an equal opportunity employer, and we take equality of opportunity very seriously. We do not discriminate, exclude, or give preference based on sex, race, religion, social class or political orientation.

We foster an inclusive culture where all talent from diverse backgrounds can work together, sharing perspectives and capabilities, and delivering their best to forward the business. We are proud of our 46% female workforce.

Training & development, In this age of globalization, having skilled teams with a diversity of expertise is imperative to success. Polymed encourages training, lifelong learning, and upskilling with team building activities, training and reward programs, and virtual e-learning sessions.

Employee feedback, POLYMED has open channel of communication. People are heard, and suggestions are acted upon. There are many channels of communication viz. First Impression Survey, Departmental Surveys etc. We are proud to say that from last 53 quarters we are publishing an in-house magazine to share internal news with employees.



CORPORATE SOCIAL RESPONSIBILITY

We see inequality as one of the most significant issues humanity faces today. And we've been focusing our CSR efforts to address it and its ill-effects on the society directly. Our support in health, education, women empowerment, disability welfare, and natural disaster relief has improved the quality of life of people living in neighboring underprivileged communities.

We've always been at the forefront of corporate ESG by partnering with the local communities to solve the most pressing social issues. Our continuing CSR activities improve the lives of thousands of people every day with food, health, and sanitary contributions.

We believe that an organization in the 21st century cannot succeed without genuinely caring for its employees, customers, and society. CSR is a way for corporate citizens to address inequalities in modern society and add value to our stakeholders' lives.

Polymed's CSR philosophy stems from our core corporate values of quality, reliability, and trust. We follow the same best standard practices in our CSR activities that we do in our manufacturing to bring about the same excellence and performance.

We direct our CSR efforts not just around our plants and offices, but also to address the needs of the broader communities. Here are some ways we contribute to a better society:

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

2. The composition of CSR committee

As at 31st March, 2020, the Corporate Social Responsibility Committee comprises of 3 (Three) members of the Board, all of them are Non-Executive Directors.

3. Average net profit of the Company for last three FY

The Average Net Profit of three financial years preceding the reporting financial year (i.e. 2018-19, 2017-18, 2016-17) calculated in accordance with section 135 of the Companies Act, 2013 is Rs. 8,42.32 Million.

4. Prescribed CSR Expenditure (2% of the amount as in item 3 above)

The prescribed CSR Expenditure to be incurred during the financial year i.e. 2019-20 is ₹16.84 Million

5. Details of CSR spent during the FY

(a) Total amount to be spent for the FY = ₹ 23.77 Million

(b) Amount unspent = NIL

(c) Manner in which the amount spent during the FY is detailed below:

(₹ in Million, INR)

S. No.	CSR Project or activity defined	Sector in which the project is covered*	Projects or programs	Amount Outlay (budget) project or program wise	Amount spent on the projects or program	Cumulative Expenditure up-to the reporting period	Amount Spent: Direct or through implementing agency
1	On Providing food and related services	(i)	Eradicating Hunger, poverty and malnutrition	1.00	0.33	0.33	THE AKSHYAPATRA FOUNDATION
2	On Promotion of Healthcare	(i)	Promoting healthcare including Preventive Healthcare through awareness programmes	2.00	0.45	0.45	BHAGIRATHI SEVA PRANYAS, PROJECT BALA, TERAPANTH YUAK PARISAD TRUST, LUNG CARE FOUNDATION
3	On Promotion of Education	(ii)	Promoting education and employment enhancing vocation skills	12.00	15.73	15.73	ROTARY CLUB, JAIPUR, SHRI JAIN SHEWTAMBER TERAPANTH SHIKSHA SAMITI, PRAKRAT BHARATI ACADMEY
4	On Welfare for disabled person and social welfare	(ii)	Employment enhancing vocation skills among children, women and differently abled	5.10	3.21	3.21	SHRI BHAGWAN MAHAVEER VIKLANG SAHAYATA SAMITI, SAMARPAN SANSTHAN
5	Animal Protection	(iv)	Ensuring environmental sustainability and ecological balance	2.00	4.05	4.05	HARE KRISHNA MOVEMENT
	Total			22.10	23.77	23.77	

* Sector refers to the Entries specified in Schedule VII to the Companies Act, 2013.

6. Responsibility Statement

The implementation and monitoring of CSR Policy, is in compliance with CSR objectives and Policy of the Company.

REPORT ON CORPORATE GOVERNANCE

Our Code of Governance

Polymed believes in high standards of corporate governance, compliance with the laws, and adhering to regulations, in letter and spirit. We provide factually correct, contextually complete, and in time information to our stakeholders. We are continually communicating with our stakeholders amid the accelerated expansion of our business, ever-changing regulatory environment, and ever-increasing social responsibilities.

We see good corporate governance as a culmination of radical transparency in our transactions, creating and adhering to robust policies, and honoring code and compliance which help us to maintain the highest standards.

We also believe that any meaningful corporate governance policy must empower the company's executive management with proper checks and balances. It should make sure that executive management uses its vested decision-making power with care and responsibility to meet stakeholders' aspirations and society's expectations.

Polymed continually strives for excellence by following the best practices in governance and disclosure. Corporate governance is a continuing exercise that will keep pursuing in the highest standards to serve our stakeholders better.

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

The company complies with the requirements of the guidelines on Corporate Governance stipulated under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"). It hereby presents the following Corporate Governance Report for the Financial Year 2019-20 based on the said requirements.

FINANCIAL HIGHLIGHTS (CONSOLIDATED)

(₹ in Million, INR)

PARTICULARS	2020-21	2019-20	2018-19	2017-18	2016-17
Revenue from Operations (Net)	6864.70	68,72.39	61,08.25	52,16.78	46,21.44
Total Revenue	8048.85	70,57.02	62,90.92	53,60.54	47,32.33
Earnings Before Depreciation, Finance Cost and Tax Expenses (EBDIT)	2360.88	18,45.65	14,91.17	13,59.60	10,26.30
Depreciation and Amortisation	475.22	4,05.28	3,72.92	2,92.44	2,36.90
Exceptional Income	-	-	-	-	-
Profit For the Year (PAT)	1358.75	9,58.78	6,53.99	7,05.94	5,23.19
Equity Dividend %*	50 %	40%	40%	40%	30%
Dividend (including tax)	239.70	212.76	212.76	212.72	1,59.28
Equity Share Capital	479.40	4,41.23	4,41.18	4,41.13	4,41.13
Reserves and Surplus	9176.30	39,07	33,72.51	29,41.85	20,02.99
Net Worth	9655.70	43,48.24	38,13.70	33,82.95	26,44.10
Gross PPE	6752.47	56,82.40	47,92.50	41,72.87	34,48.46
Net PPE	3904.70	327.82	27,41.60	25,60.88	20,59.55
Total Assets	12237.30	76,73.25	65,39.51	56,48.22	45,45.95
Number of Employees	2039	2034	1952	1926	1661

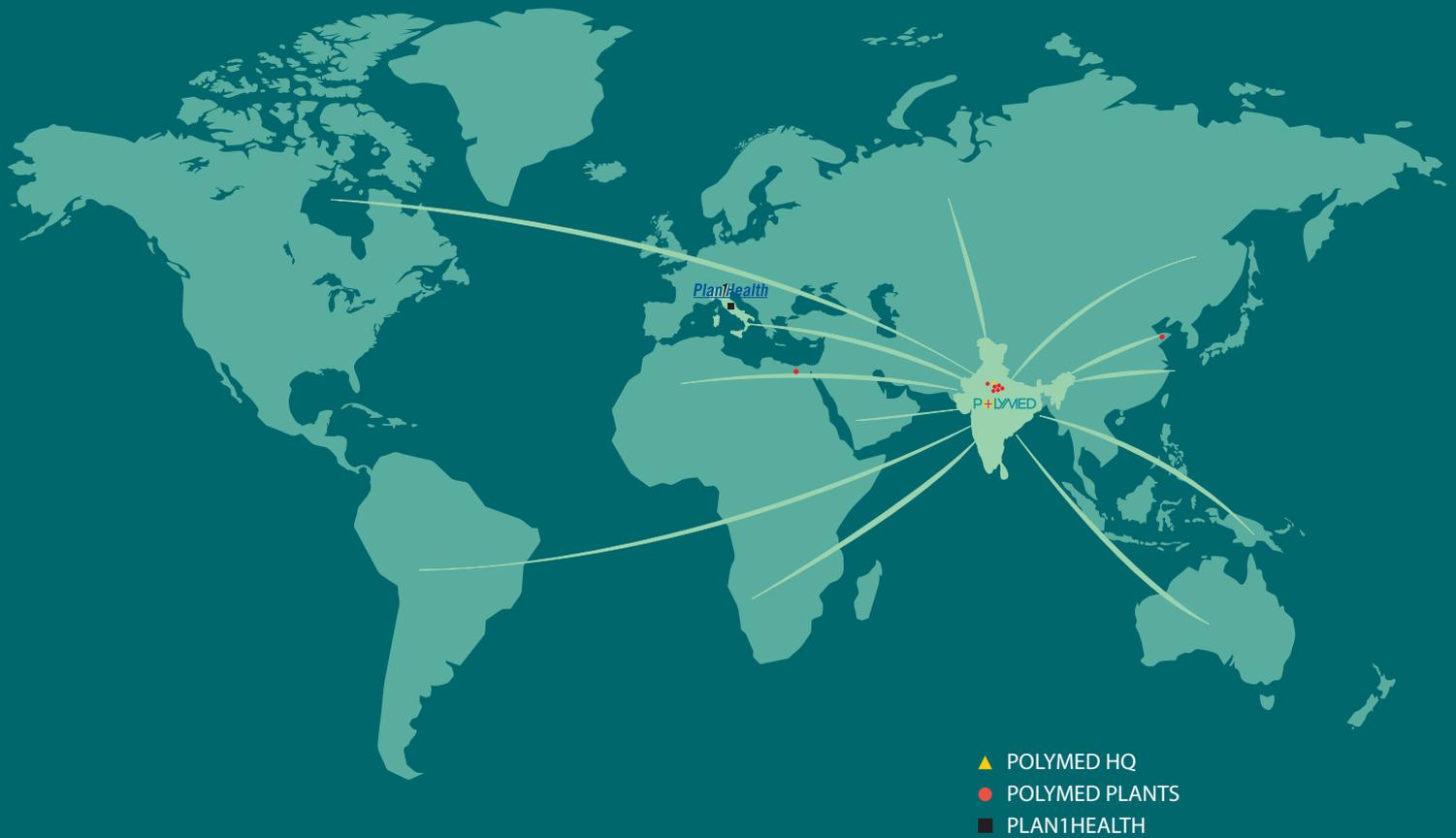
KEY INDICATORS

PARTICULARS	2020-21	2019-20	2018-19	2017-18	2016-17
Earnings Per Share - (₹)*	15.25	10.86	7.41	8.00	5.93
Cash from Operations per share (₹)*	12.38	14.79	12.14	8.50	6.36
Book Value Per Share - (₹)*	100.71	49.27	43.22	38.34	29.97
Debt : Equity Ratio	0.14:1	0.43:1	0.42:1	0.40:1	0.42:1
EBDIT/ Net Turnover %	29.33%	26.15%	23.70%	25.36%	21.69%
Net Profit Margin %	16.88%	13.59%	10.40%	13.17%	11.06%
RONW %	14.07%	22.05%	17.15%	20.87%	19.79%

- Adjusted for issue of Bonus Share in 2016-17 in the ratio of 1:1.

Note: Details of Financial Year 2020-21, 2019-20, 2018-19, 2017-18 & 2016-17 are as per IND-AS and Financial Year 2015-16 are as per IGAAP.

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