



Our Commitment to the Environment and Society

accord
The Evolution of Generics



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Accord considers quality as a key element to its success. Our CSR commitment and contributions have involved every aspect inherent to drug manufacturing and its impact to environment, community, employees, healthcare practitioners and patients.

At Accord, every single stakeholder within the company is aligned and committed with the company's interest of offering quality products and complying with all internal and external safety, good practices, quality, ethics and compliance policies and guidelines.

Accord has been awarded the ISO 14001 and OHSAS 18001 certificate, probing compliance with Environmental Aspects and Hazard Identification, Risk Assessment & Control.



Our manufacturing facilities comply with relevant International Regulatory Bodies requirements according to their corresponding jurisdiction.



Our two dedicated sites for manufacturing, SEZ and Matoda, are cGMP approved and comply with the regulatory and safety standards set by the EMA.



Qualified staff

Accord is a **multinational company** that now **employs over 11,000** people where cultural exchange and diversity is favoured.

Professional and qualified staff interacts under the Code of Conduct, Compliance Policy and in accordance with the Environmental Health and Safety (EHS) initiatives.

We at Accord feel that while important, the EHS program is only one facet of our corporate social responsibility (CSR) activities. In overview the corporation's CSR programs can be categorized as:

- Accord's EHS contributions
- Accord's community contributions
- Accord's commitment with employees
- Accord's contribution to safety for healthcare practitioners and patients



Environmental contribution

Accord's environmental contribution starts in-house and also incorporates different environmental practices and actions such as **tree plantation and environmental impact minimisation**. For example we derive a significant part of our manufacturing energy requirements from **renewable energy resources** including two wind farms generating a capacity of 1.25 MW each.

As drug manufacturer, we are committed to ensure our manufacturing facilities continuously work towards reducing impact on the environment.

We have adhered to the provisions and rules of the **Consolidated Consent and Authorization of Gujarat Pollution Control Board** for the following environmental acts & rules:

- Water: Prevention and Control of Pollution
- Air: Prevention and Control of Pollution
- Hazardous Waste: Management, Handling & Trans-boundary Movement



Societal contribution

We contribute to Society by supporting various **NGO's** in selected programs, participate in **medical camps**, contribute with **cancer patient associations** and consistently reach out beyond the boundaries of our company to touch communities in which we work.

Some of our community initiatives are:

- Medical check-up camps in villages.
- Free medicines and medical camps in regions affected by natural disasters.
- School building extension/ renovation in villages.
- Employee Volunteerism by conducting blood donation camps every year or raising funds to support cancer patient associations.
- Donations in institutions like Kanya Kelavni Mandal run by Chief Minister for Child Education.



Commitment with employees

Accord assumes its business and ethical responsibility to create a safe and healthy workplace for its employees and a clean environment. We are committed to this corporate citizenship goal.

Accord favours cultural exchange and diversity and enforces at all levels, responsible business practices and upholds the highest ethical standards in everything from research and development to sales and marketing.

In order to strengthen the commitment of our employees towards continual improvement in Environment, Health and Safety (EHS), their contribution to this is considered a significant factor in their annual performance appraisal.



Contribution to safety for healthcare practitioners & patients

Accord is committed to putting user safety at the heart of our product offering and believes in enriching the lives of people by providing innovative high quality medicines. We characterise these as either Preventative or Protective measures designed to prevent occupational (pharmacy) exposure to cytotoxic residues.

Central to our Preventative measures is PharmaShield®: a system consisting on a superficial plastic sheathing around the vial, going from the reinforced non-PVC base to the vial seal specifically developed to minimize occupation exposure to potential toxic residues in cytotoxic vials.

Additionally, we ensure that before leaving our factories 100% of our cytotoxic products undergo an extensive validated washing cycle and visual inspection. In conjunction, and based on our pharmaceutical expertise and best practices, an innovative packaging design for our products is implemented to facilitate product identification and to minimize potential errors when dispensing a drug.

Accord strongly believes that its commitment towards people and society as a whole, positively contributes towards our business objective growth. We are committed to the interests of society by taking responsibility for the impact of our activities on customers, employees, communities and the environment.

Voluntarily taking further steps to improve the quality of life for employees and their families, as well as for the local community and society at large is the driving force for achieving sustainability for our organization.



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