

## COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From:  To:

### 1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

Please use the box below to include the statement of continued support signed by your company's chief executive

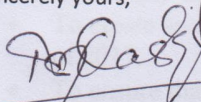
5/9/2017

To our stakeholders:

I am pleased to confirm that Vijayadeep Laboratories Pvt. Ltd. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Pradeep Man Vaidya,  
Chairman and Managing Director,  
Vijayadeep Laboratories Pvt. Ltd.



## 2. DESCRIPTION OF ACTIONS

### Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

- To continue the practice in right of freedom of opinion and expression by allowing labors and employee to present their thoughts.
- To improve the human right protection, increase awareness related to equal work equal pay by 20% each year.
- To focus on improving safety measure and technique, upgrade operational procedures and system each year.
- To conduct a session during company annual meet day for all levels of staff of the company in compliance with GMP staff training and development guideline.
- To protect and ensure zero tolerance for workplace harassment.
- To develop strong R&D team to eliminate any harmful ingredients or unsterile process during manufacturing.

### Labour

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

- To deliver safe and sound working environment to labors by complying all the safety measures.
- To comply all the legal rules and regulations related to labor Act 2048.
- To create awareness on gender equality for equal pay and equal work within factory by the end of 2017.
- To ensure that company does not participate in any form of forced or bonded labor.
- Provides insurance benefit to each labor working at factory.
- Comply with salary increment provision each year as guided by Trade Union Agreement

### Environment

Please use the box below to describe **actions** your company has taken in the area of environment. Examples include:

- Implantation of Effluent Treatment Plant (ETP) to reduce potential for pollution of receiving waters and for effective management of the effluent water.
- Loop system in water circulation makes water bacteria free.
- Train the staff each year for better understanding of the Environment and Quality Management Systems(EQMS).
- To decrease the use of electricity by 3% each year.



### 3. MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to measure outcomes. Examples include:

#### Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

- To create awareness among stakeholders in anticorruption and governance issues each year at Annual General Meeting and seminars.
- To ensure all the professional and human resources make right use of their power and position which ensures internal procedures to support anti-corruptions.
- Create awareness among marketing representative (MR) for practice of anti-corruption medical profession while giving training to MRs and conducting meetings.
- To support National efforts to reduce corruption in Nepal by participation in various programs.



### 3. MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**. Examples include:

- Female participation as employee and labor has been increased by 7% till 2017 May.
- Water usage has been decreased by 2% in last year production process.
- Employment has been increased by 42.85% in the duration of last 3 years where 50% workforce are female participation.
- Employee satisfaction level has been increased by 10% as compared to last year.
- Electricity consumption rate reduced by 3%.
- Employees involvement in different associations as right of freedom of association have been found to be 20% out of total employees. Associations such as Medical Association, Pharmacy Association.
- Awareness related to optimal use of resources is found to be improved as productivity has been increased by 3%.