



Vijayadeep Laboratories Pvt. Ltd.,
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November 25, 2022; Friday.

The Global Compact,
United Nations,
New York, NY 10017,
USA.

RE: Statement of Continued Support for the Global Compact

Dear Sir/Madam:

I hereby confirm our continued participation and support to the Global Compact initiatives, as Vijayadeep Laboratories Pvt. Ltd. continues to adopt Global Compact principles deeply intertwined with its daily operations.

Thank you.

Sincerely,

Pradeep Man Vaidya

Chairman/Managing Director



Vijayadeep Laboratories Pvt. Ltd.

UNGC ID 9975

Member since July 31, 2003

Communication on Progress (COP)

November 25, 2022

Vijayadeep Laboratories Ltd. is pleased to confirm its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption. We have strict guidelines as well as measurement of outcomes in place. In our 2021/22 Corporate Sustainability Report below, 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 share this information with our stakeholders using our primary channels of communication.

Vijayadeep Laboratories Ltd., a leading research oriented pharmaceutical company in Nepal was registered in 1995 and established in 2001 with an objective to improve quality of human life by enabling people to do more, feel better and live longer. Our product portfolio includes highly innovative and adorable products in major therapeutic areas. These include medicinal products aimed at the treatment of infections, cardiovascular diseases, analgesics, endocrinological disorders, CNS disorders, orthopedic problems, GI disorders, allergies and medicinal products aimed at women's health. The major promoters of this company, working for more than 30 years, have gained tangible accomplishments in the pharmaceutical industry and the health sector with leading national and international pharmaceutical companies in various disciplines including marketing, manufacturing and R & D. Our major policy is to persistently meet our customer's needs through a process of continuous quality improvement.

2021/22 Corporate Sustainability Report

Anti-Corruption: Please use the box below to describe your company's actions to fight corruption. Examples include:

- Increasing awareness among marketing representatives (MR) on the anti-corruption medical profession through training and meetings
- Participation in numerous projects to promote national efforts to combat corruption in Nepal.
- Represent the opinions of significant industries in order to stand up against bureaucratic corruption.
- To raise awareness among stakeholders about anti-corruption efforts at our office, we followed strict government guidelines that were reviewed by a third party this year.
- Each year, during the Annual General Meeting and seminars, to raise awareness among stakeholders about anti-corruption and government issues.
- To begin an anti-corruption concept in our own office, we followed severe government rules that were audited by a third party this year.

2. Description of Actions

Human Rights

Please use the box below to describe your company's human rights initiatives. Here are some examples:

- We held a workshop for employees on basic human rights, namely in the realm of professional careers.
- To continue the practice of free expression and opinion by allowing workers and employees to convey their ideas.

- We have maintained a safe working environment for all employees as part of our commitment to zero tolerance for harassment. We make certain that any of our employees who must stay late is escorted.
- We have enhanced our factory's safety standards in order to focus on increasing safety measures and techniques, as well as upgrading operating procedures and systems.
- To hold a session for the entire company's personnel on the company's annual meeting day in accordance with the GMP staff training and development guidelines.

Labour

- To provide a safe and healthy working environment for employees, a continuous focus on safety measures and timely health examinations have been organized.
- We have implemented adjustments to the labor Act in order to comply with all legal norms and regulations linked to the Labor Act 2048.
- To stimulate the crew, we scheduled recreational activities such as futsal and social gatherings on a yearly basis.
- Every six months, a point of collective bargaining is set up to address labor issues in a methodical manner.
- To ensure that the company does not engage in any sort of forced or bonded labor, our human resource team listens to employee concerns and opinions on a regular basis.

Environment

- To handle trash management, a well-managed disposal facility has been built.
- Recycled old materials such as glass bottles into useable gardening pots.
- A loop system in water circulation eliminates microorganisms.
- Every year, the personnel is trained to better understand the Environment and Quality Management System (EQMS), and they participate in a societal cleanliness initiative organized by locals.
- Effluent Treatment Plant (ETP) installation to limit the possibility for pollution of receiving waters and to effectively manage effluent water.

Measure outcomes

1. Performed two free health camps to increase awareness in people.
2. This year we held a workshop for employees for more than 2 session in Training & product development.
3. Productivity has been increased by 7% for this year which is result of training and product development session.

4. Employ involvement in different association as right of freedom of association i.e. medical association, pharmacy association have increased by 20%.
5. Company was able to renew its GMP license which define company works without affecting environment, low risk of air & water pollution. This renewal is done by government of Nepal.