

Cadila Healthcare Limited
Annual Report 2016-17



People.



Passion.



Purpose.

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Corporate Information

Founder Late Ramanbhai B. Patel	Board of Directors Pankaj R. Patel Chairman & Managing Director Dr. Sharvil P. Patel Joint Managing Director	Directors Mukesh M. Patel Humayun R. Dhanrajgir Nitin R. Desai Dharmishta N. Rawal Apurva S. Diwanji* *[w.e.f. May 13, 2016]	Chief Financial Officer Nitin D. Parekh
Registered and Corporate Office "Zydus Tower", Satellite Cross Roads, Sarkhej-Gandhinagar Highway, Ahmedabad 380 015.	Statutory Auditors Mukesh M. Shah & Co. Chartered Accountants Ahmedabad	Zydus Research Centre Survey No. 396 / 403, Sarkhej-Bavla N.H. No. 8A, Moraiya, Ahmedabad 382 213.	Company Secretary Upen H. Shah
Registrar and Share Transfer Agents Link Intime India Private Limited 506-508, Amarnath Business Centre-1 (ABC-1), Besides Gala Business Centre, Off. C G Road, Ellisbridge, Ahmedabad 380 006.	Works Formulation Units Survey No. 417, 419 & 420, Sarkhej-Bavla N.H. No. 8A, Village : Moraiya, Taluka : Sanand, District : Ahmedabad 382 210. Plot No.203-213, Kundaim Industrial Estate, Ponda, Goa 403 115. Village : Swaraj Majra, Baddi, District : Solan, Himachal Pradesh 173 205.	API Units Block No. 265/266, Village: Changodar, Sarkhej-Bavla N.H. No. 8A, Ahmedabad 382 210. GIDC Estate, Ankleshwar 393 002, Gujarat Dabhasa, Taluka-Padra 391 440. District : Vadodara. Block No. 162, Ekalbara Umraya Road, Village : Dabhasa Taluka : Padra 391 440. District : Vadodara.	Topical Unit Plot No. 254-255, Opp. Laxmi Narayan Petrol Pump, Sarkhej-Bavla N.H. No. 8A, Changodar Road, Taluka : Sanand, District : Ahmedabad 382 210. Biologics Unit Survey No. 40P, 23, 25P, 42, 37 Opp. Ramdev Masala, Sarkhej-Bavla N.H. No. 8A, Changodar, District : Ahmedabad 382 213. Animal Health Unit Plot No. F-1/1, Sector 6B, IIE SIIDCUL, Haridwar 249 403.
SEZ Unit Plot No. 1 / 1A & 2, "PHARMEZ" (Special Economic Zone) Matoda, Sarkhej-Bavla N.H. No. 8A, Taluka : Sanand, District : Ahmedabad 382 213.			



Mr. Ramanbhai B. Patel

Founder Chairman, Zydus Cadila
August 19, 1925 - September 19, 2001

A first-generation pharma entrepreneur, our Founder Chairman, Shri Ramanbhai B. Patel always believed that people are the most essential part of any organisation as they provide the inspiration, creativity, vision and motivation that keep an organisation alive. Shri Ramanbhai Patel said that the workplace is where people spend most of their time in a day and a happy employee would be a catalyst translating the organisation's growth.

He also felt that the bedrock of a pharma enterprise should be, Innovation. His passion for innovation continues to inspire us at Zydus.

It is the collective passion and commitment of over 20,000 Zydans across the globe who work together to bring to fruition the 'purpose' that binds them all - to create healthier communities globally.

And that is how, the visionary's vision lives on.

People. Passion. Purpose.

In most companies, there
could be a handful of
reasons for success.

At Cadila Healthcare Limited,
there are no less than

20,000.

Because each Zydan has been a
reason why we have succeeded.

Their passion. Their pride.
Their capabilities have fused
into the corporate performance.

And that is how it becomes
Our story.









You don't need
thousands of
words to describe
Cadila
Healthcare's
culture.

Two-word
quotables say it
better.



Act now.

Build people.

What's new?

Think big.

Challenge yourself.

Improvement = Betterment

Daro mat.

Speak up.

When a shop
floor worker
stopped the
production line
which affected
the day's target,
he was...
Applauded.

OUR CULTURE IN A STORY





'Daro
mat.
Khul ke
bolo'.

Quality is the
watchword;
process integrity
was strengthened;
productivity
improvement was
a bonus.



- The principle message on the Company's shop floor is - 'Daro mat!' (Do not fear)
- This message is a part of the QUEST programme that sensitises workers in employing the right processes and to speak up and report any deviation so that steps can be immediately initiated to address it
- **The message :** Doing the right thing is acceptable. No short cuts
- Each time workers did so, they became champions
- Cross-functional communication increased; managers began to understand workers better
- Workers suggested process modifications; continuous improvement became a shop floor reality
- Quality processes were strengthened; process integrity was strengthened; productivity improvement was a bonus

When our
workers huddled
for a morning
dialogue at the
start of the shift,
the supervisor
nodded
approvingly
saying:
'I want to see this
kind of behaviour
everyday at work.'

OUR CULTURE IN A STORY



- Introduced a break out approach to raise the quality benchmark
- Instituted 30-minute brain storming sessions on quality
- 8,000 people across Zydus' manufacturing locations discuss a specific theme relevant to our quality ethic every morning
- These sessions are conducted at the start of every shift across every plant
- Supervisors turned into speakers and mentors; roles are periodically rotated
- Gradually, change room discussions have begun to revolve around workplace quality
- Workers are a part of the solution. Ideas have begun to flow
- When quality improved in one plant, others immediately replicated it
- Positive change agents are recognised
- Quality culture supports productivity

