

SHILPA PHARMA LIFESCIENCES LIMITED

HUMAN RIGHTS POLICY

SCOPE:

Applicable to all employees (part time or otherwise) of Shilpa Pharma Lifesciences Limited & its subsidiaries, including business partners, contractual employees, trainees, volunteers, consultants, and members of Board of Directors.

OBJECTIVE & PREAMBLE:

Shilpa Pharma Lifesciences Limited is committed to uphold and respect in elevation standards of human rights of our employees, trainees, vendors, suppliers, members of the Board of Directors and business associates.

Policy Details:

Shilpa Pharma Lifesciences Limited & its subsidiaries recognize, respect, and promote human rights by treating everyone with dignity.

This policy is imbued with the spirit of human rights in our operations and value chain. We are also guided by the ten principles of the UN Global Compact covering human rights, labor, the environment, and anti-corruption.

Our commitment to human rights arises from our Values, which are the basis of our code of conduct. The Company strives to create a work environment that is conducive to safeguarding human rights. We expect all our employees, trainees, vendors, suppliers, and business partners to abide by our Values.

Vision & Values:

Vision: Our vision is to enhance global healthcare through innovative and affordable products for patients, partners, and healthcare systems across the globe.

Values: Every individual covered in this policy shall be responsible for achieving their goals efficiently and effectively while being aligned to the overall business goals and values of the Company. The Company advocates and practices five values listed herein, with a Zero Tolerance approach to violations.

- Integrity & Ethical behavior
- Performance driven work culture
- Value creation through innovation & differentiation
- Quality through compliance & best practices
- Collaboration, teamwork & mutual respect

Our Code of Conduct confirms our commitment to abide by all applicable laws relating to wage, benefit, safety, and human rights principles as mentioned below:

Child Labor and Forced/Compulsory Labor:

- Shilpa Pharma Lifesciences Limited does not use any form of forced, compulsory, trafficked, child or involuntary labor.

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Diversity, Equal Opportunity, and Non-Discrimination:

- Shilpa Pharma Lifesciences Limited is committed to promoting equitable, equality, diversity and mutual trust in the workplace and providing equal opportunity for all individuals regardless of race, color, religion, age, gender, sexual orientation, nationality, disability, political opinion, and other factors as may be covered in labor laws.
- Shilpa Pharma Lifesciences Limited has incorporated merit-based processes in hiring, recruitment, development, compensation, and promotions solely based on qualifications, performance, skills, and experience.
- We follow a transparent and merit-based process for recruitment, development, and compensation.
- Shilpa Pharma Lifesciences Limited employees are free to join or refrain from joining employee collectives without fear, retaliation, or harassment.

Environment, Health and Safety:

- Shilpa Pharma Lifesciences Limited is committed towards providing a safe, healthy, and clean working Environment including appointment of relevant committees mandated by laws or otherwise.
- Shilpa Pharma Lifesciences Limited encourages the development and diffusion of environmentally friendly practices.

Wage, Working Hours and Benefits:

- Shilpa Pharma Lifesciences Limited endeavors to promote work-life balance and remains in compliance with all applicable laws pertaining to wage, work hours, over time and other benefits.

Data Privacy:

- At Shilpa Pharma Lifesciences Limited, we respect the privacy of all individuals and confidentiality of any personal data that the Company holds about them is adequately protected.

Disciplinary Practices:

- Shilpa Pharma Lifesciences Limited complies with laws and regulations that govern the pharmaceutical industry. Shilpa Pharma Lifesciences Limited therefore expects every individual to comply with the applicable laws, notifications from authorities, and company policies at work or otherwise. Non-Compliance shall attract disciplinary action as per our Code of Conduct and standing orders.

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Corporate Social Responsibility:

- As per CSR policy at Shilpa, Shilpa Pharma Lifesciences Limited is committed to demonstrate good corporate citizenship, by not only complying with all relevant laws and regulations, but also actively assisting with the improvement of the quality of life of people in the communities in which it operates.

Management Systems:

- Shilpa Pharma Lifesciences Limited encourages individuals, including business partners, to speak up without hesitation or fear if they believe in good faith that the Shilpa Pharma Lifesciences Limited policies including code of conduct, regulations, or any laws are being breached, or an individual or group is acting in a manner that would adversely impact the interest of Shilpa Pharma Lifesciences Limited and or its employees. As enshrined in Shilpa Pharma Lifesciences Limited Whistleblower & Integrity Policy, any individual can raise concern against suspected unethical/non-compliant activities through multiple channels, including writing to a dedicated email ID as mentioned in our Code of Conduct.
- Shilpa Pharma Lifesciences Limited commits to work against corruption in all its forms, including extortion and bribery.
- We carry out annual review of all relevant policies to identify any amendments to be made to the policies for ensuring all aspects relating to human rights are covered.

The Head of HR is authorized to amend this policy from time to time as relevant.



Mr. VISHNUKANT C BHUTADA
Managing Director
M/s Shilpa Pharma Lifesciences Ltd.