



Mankind Pharma Limited

Human Rights Policy

Version No. 01/ _____

CONTENTS

1. OBJECTIVE	3
2. APPLICABILITY.....	3
3. DEFINITIONS	3
4. REGULATORY COMPLIANCE.....	3
5. PRINCIPLES OF THE POLICY.....	3
6. AMENDMENT IN THE POLICY	5

1. OBJECTIVE

- 1.1 Since the beginning, human rights protection has been the core of the Company's business and is reinforced through its integration in the Company's Code of Conduct.
- 1.2 The Company respect and uphold high standards on the protection of human rights and strives to create a work environment that is conducive to safeguarding human rights protection.

2. APPLICABILITY

- 2.1 This Policy is applicable to all the Employees as well as business partners (viz. suppliers, healthcare partners, contractors, joint venture partners, channel partners) of the Company.

3. DEFINITIONS

- 3.1 "**Company**" refers to Mankind Pharma Limited, its subsidiaries, associates and group companies.
- 3.2 "**Employees**" include all the employees of the Company, on full-time or part-time employment, with either permanent, probationary, trainee, retainer, temporary or contractual appointment at the Company.

4. REGULATORY COMPLIANCE

- 4.1 The Company adheres all applicable laws and regulations, in all territories of the Company's operations.
- 4.2 The Company understand that regulatory as well as statutory requirements with respect to human rights, across territories, may vary significantly and accordingly, the Company has taken adequate measures to accommodate the same. Like, in situations, where there is a direct conflict between the local law and dictates of international requirements for human rights, the Company will ensure compliance with the law of the land while actively seeking methods to adhere to the global guidelines. Further, in situations where the local laws are more lenient than those of the international ones, the Company shall comply with the provisions of the latter.

5. PRINCIPLES OF THE POLICY

- 5.1 **Equal opportunity & Non-Discrimination:** The Company is committed to providing equal opportunities and respect every individual and do not discriminate on the basis of their race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin or disability.

The company ensures that proper infrastructure is provided to persons with disability to enable them to effectively discharge their duties at the establishment.

- 5.2 **Forced Labour & Human Trafficking:** The Company has zero-tolerance for any forms of forced or bonded labour which includes modern-day slavery as well as and human trafficking. The Company is committed to ensuring that its operations as well as those of its suppliers, are prohibited from engaging in this practice.
- 5.3 **Diversity:** The Company respect diversity and believe in creating an inclusive workplace culture where differences are valued and expressed freely, provide the support needed to learn and collaborate. The Company is committed towards building a diverse talent pool that brings together unique perspectives, backgrounds, and experiences. The Company foster an inclusive. The Company is committed to providing equal opportunity to all irrespective of caste, creed, gender, race, religion or disability.
- 5.4 **Child Labour:** The Company ensure adherence to minimum working age requirements prescribed by local regulations and prohibit employment of child labour across our operations and value chain. The Company respect the right of all workers to enter and leave employment voluntarily and do not engage in compulsory, forced, indentured or bonded labour.
- 5.5 **Freedom of Association:** The Company respect the rights of our Employees to form or join any labor union and do not interfere with the functioning or administration of labor unions.
- 5.6 **Anti-Harassment:** The Company is committed to provide a work environment that is free of all kinds of harassment or any other inappropriate disrespectful conduct. The Company has POSH Policy in place and have also formulated an Internal Complaints Committee, to address such incidents as and when reported.
- 5.7 **Environment Health and Safety:** The Company is committed to achieve highest standards of Health and Safety in the workplace. The Company pursue sustainable business practices and work towards continuous improvement, year-on-year. The Company strives to provide safe working conditions, where accidents are minimal, to all Employees, vendors, suppliers, business associates and the communities around us.
- 5.8 **Recruitment, Fair Wages & Equal Remuneration:** The Company has incorporated merit based processes in hiring, recruitment, development, compensation and promotions. These are solely based on qualifications, performance, skills and experience. The Company provides fair and equal remuneration to all Employees without any discrimination as per their merit, experience and qualification.
- 5.9 **Community Engagement:** The Company actively undertake steps to reduce, prevent and mitigate the negative impact that the Company's operations may have on the local communities, in the regions it operates. The Company continue to support several community welfare & building initiatives across agriculture, education, health, women empowerment amongst others to support local communities in a manner that respects their rights and dignity.
- 5.10 **Data Privacy:** The Company respect the privacy of all Employees and other

stakeholders, by taking measures that are prescribed by law, to protect and secure personal data. The Company has Privacy Policy in place.

- 5.11 ***Awareness Programme and Due Diligence:*** The Company shall run Human Rights awareness programmes/trainings, on a regular basis, in order to educate Employees. The Employees must also take equal responsibility to be aware about this Policy and their rights, by attending, reading, and participating in all trainings on this matter.
- 5.12 ***Grievance Mechanism:*** In case of any concerns with regards to this Policy, the Employees are encouraged to reach out to Head of Human Resource Department. Additionally, the Employees can also refer to the Company's Grievance Redressal Policy, in case of any grievances.

6. AMENDMENT IN THE POLICY

- 6.1 The Company reserves the right to amend this Policy, as it may deem fit.