

PRINCIPLE - 5

HUMAN RIGHTS

Objectives

- The Company appreciates that the human rights are inherent, universal, indivisible and interdependent in nature and thus to ensure employees' basic human rights are protected Company has laid down policy on human rights of its employees'.

Policy

1) Applicable Frameworks

- In keeping with the Constitution of India, Laws, Policies, the International Bill of Human Rights, Universal Declaration on Human Rights (UDHR) and UN Guiding Principles on Human Rights for Businesses, Alembic will observe and ensure that basic human rights of each employee are respected, valued and protected and all policies, practices, procedures, and rules of the Company will be accordingly formed.

2) Non-Discrimination

- The Company shall not discriminate against any person on grounds of gender, sexual orientation, place of birth, religion, race, colour, language, ethnicity, nationality, and political inclinations for any employment and business related aspects.
- The Company shall strive to ensure non-discrimination in its value chain by engaging associates through its Supplier Code of Conduct
- The Company has established a robust governance and grievance redressal mechanism to handle issues pertaining to violation of human rights. The Company has a designated Head of Human Resources for addressing human rights impacts or violations due to its business operations.

3) Diversity and Equal Opportunity

- The Company shall strive to ensure that the employees and workers are treated with dignity, respect and fairness, and are not subject to harassment, discrimination, forced labour or inhumane treatment.
- The Company shall aim to keep the working environment free from any prejudices, bias, and physical or mental harassment.
- The Company shall practice zero-tolerance towards any act of sexual harassment. Proper investigation (with an opportunity to be heard) followed by finding of guilt and strict action is undertaken as per the internal policies.

4) Child Labour and Forced Labour

- The Company shall not employ any forced labour or child labour in any of its operations and shall take measures to ensure compliance with the same in its value chain.
- The Company shall ensure adherence to minimum working age requirements prescribed by local regulations.

- The Company shall respect the rights of all employees and workers to enter into an employment contract and leave it with free will.

5) Freedom of Association and Collective Bargaining

- The Company is mindful of the rights of the workers to form associations and negotiate Collective Bargaining Agreements.
- The Company shall not discriminate against any employee or worker negatively for participation in trade union activities.
- Various platforms like safety committee meetings, contractor meetings, town hall, etc. are used to openly discuss relevant issues and address them..

6) Wages, Working Hours and Leave Benefits

- The Company shall provide a flexible work culture as permissible and feasible under job requirements.
- The Company shall ensure the right to fair compensation and comply with all applicable laws relating to payment of wages, working hours and overtime compensation mandated.

7) Data Privacy

- The Company shall ensure the protection of personal and business information from all forms of misuse and unauthorized access in accordance with globally accepted norms.

8) Workplace Security

- The Company shall commit to maintaining a safe work environment that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.
- The Company shall ensure that adequate security arrangements for employees are provided as needed and are maintained with respect for employee privacy and dignity in accordance with the guidelines on Security and Human Rights.
- The Company shall take appropriate measures to ensure that its facilities are friendly to people with special needs in accordance with the Rights of Persons with Disability Act, 2016.

9) Clinical Trials

- The Company shall adhere to the highest standards of ethics and norms during clinical trials.
- The Company shall ensure that conditions and consequences of the drug trials are communicated with participants accurately and transparently.
- The Company shall ensure that its associates are committed to follow ethical business propositions where their products are subject to clinical trails.
