



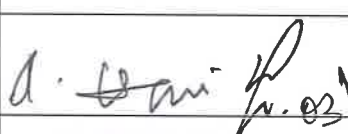
VIYASH LIFE SCIENCES PRIVATE LIMITED

BUSINESS RESPONSIBILITY POLICY

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| | Approved by |
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Stakeholder Engagement and Identification

Our stakeholders are integral to our sustainable growth and overall success at Viyash. We place great emphasis on conducting all dealings with our partners based on principles of sustainability, integrity, and high quality. We strive to work with partners who offer competitive prices, innovative solutions, and the best suitability for our needs.

At Viyash, we hold ourselves and our stakeholders to the highest standards. We expect all our partners, including suppliers, consultants, distributors, advisers, and agents, to comply with all applicable laws, regulations, industry codes, and contractual terms. Additionally, we expect them to adhere to widely accepted sustainability standards, such as safeguarding human rights, ensuring safety and environmental protection, prohibiting child or forced labour, and demonstrating a commitment to anti-corruption efforts.

Respecting confidentiality is of utmost importance to us. We trust that our stakeholders will treat Viyash's data, information, and trade secrets with the utmost care, taking appropriate measures to maintain confidentiality and protect against disclosure and misappropriation.

To uphold responsible supply chain management, we have outlined our expectations in the Viyash Supplier Code of Conduct. Before engaging in any business relationship, we conduct a risk-based due diligence process to ensure our potential partners demonstrate the integrity, quality, suitability, credibility, and commitment to sustainability that aligns with our values. Once a partnership is established, we continue to monitor compliance to ensure our shared principles are upheld.

We encourage open communication and cooperation between Viyash and our stakeholders. If any stakeholder requires assistance with implementing the Viyash Code of Conduct or encounters a potential non-compliant situation in connection with a Viyash business, they are encouraged to reach out directly to the Viyash Company secretary.

While we seek to foster long-term, positive relationships, we recognize the need for appropriate action when necessary. If a stakeholder is found to be non-compliant with our principles, we will request appropriate remedial measures. In severe cases, termination of the cooperation may be necessary.

At Viyash, we are committed to conducting business ethically, sustainably, and in a manner that positively impacts our stakeholders, society, and the environment. Our stakeholders are crucial allies in this journey, and together, we can drive positive change in the world.

We are all Expected to:

- **Integrity in Interactions:** We are expected to uphold integrity in all our interactions with business partners, fostering transparency and mutual respect.
- **Pre-engagement Due Diligence:** Before and during any business engagement, we will diligently assess and ensure the integrity, quality, suitability, credibility, and sustainability of our stakeholders.
- **Continuous Monitoring:** We maintain ongoing assurance of our stakeholders' adherence to shared principles and standards, monitoring their performance throughout the collaboration.
- **Timely Remedial Action:** If we become aware of any non-compliance issue with a stakeholder, we will promptly request and, if necessary, insist on appropriate remedial measures.

Bribery and Corruption

At Viyash, we maintain a steadfast commitment to conducting business with the highest ethical standards. Our policy unequivocally prohibits any form of bribery, offering, promising, soliciting, or accepting improper advantages—whether directly or indirectly—from any individual or organization to obtain or retain business.

Improper advantages encompass a range of illicit practices, including illegal rebates, bribes, kickbacks, and under-the-table payments. These may take

various forms, such as payments, gifts, meals, entertainment, travel expenses, or even forged agreements.

Granting of Improper Advantages

Equally, it is strictly forbidden to provide or promise an improper advantage without a specific business purpose in mind. Unlike bribery, there is no expectation of a "service in return" for such favours. Instead, they may be perceived as "goodwill" gestures intended to foster favouritism or biased treatment.

We emphasize the importance of perception and the potential consequences of behaviour that could be construed as bribery or granting of improper advantages, regardless of the individual's intention.

Global Application

These principles extend across all public and private business transactions involving Viyash, irrespective of location. We recognize the varied legal landscapes governing bribery and improper advantages, and we remain committed to full compliance with the stringent laws and regulations in each country.

Consequences of Non-Compliance

Viyash takes a firm stance against any violation of this policy. Non-compliance with our bribery policy may result in severe consequences, both for Viyash as an organization and for the individuals involved. Criminal and civil actions may be pursued, in accordance with applicable laws and regulations.

Permissible Advantages

We understand that certain business transactions may require providing legitimate advantages to our business partners and other third parties. Such actions may be permissible if they meet all the stipulated requirements outlined in the Viyash Code of Conduct and Ethics and have obtained the necessary local approvals.

Political and Charitable Contributions

At Viyash, we recognize the importance of political and charitable contributions, as they can have a significant impact on the communities we serve and the causes we support. To ensure utmost compliance with relevant laws and internal policies, our Management has established clear and comprehensive guidelines governing the making of such contributions.

Transparency and Accountability

Our guidelines are designed to promote transparency and accountability in all political and charitable activities undertaken by the company. We strive to ensure that all contributions align with legal requirements and are consistent with our internal policies.

Responsible Engagement

By adhering to these guidelines, we engage responsibly in political and charitable initiatives, ensuring that our contributions make a positive and meaningful impact. We are committed to being active participants in the betterment of society, while always upholding the highest ethical standards.

Personal Charitable Giving

While Viyash values and supports personal charitable giving by our employees, it is essential to note that any charitable gifts or donations using Viyash's funds require prior approval from the appropriate committee or legal department. This process ensures that all contributions made on behalf of Viyash align with our strategic objectives and are in full compliance with relevant guidelines and regulations.

Transparency in Charitable Contributions

Seeking approval before utilizing company funds for charitable purposes is a testament to our commitment to transparency. It allows us to maintain a focused approach to our philanthropic initiatives and ensures that resources are directed to the causes that align with our mission and values.

Grievance Mechanism

At Viyash, we firmly believe that employees who courageously speak up in good faith when they suspect a breach of the Viyash Code of Conduct are exemplifying our core values. We encourage and support such actions as they are instrumental in upholding our commitment to integrity and responsible conduct.

Ensuring Timely and Trustworthy Resolution

Viyash Management relies on the timely awareness of integrity issues to address them promptly and transparently. By raising compliance concerns, employees play a vital role in safeguarding themselves, their colleagues, and Viyash's interests and rights.

Accessible Channels for Raising Concerns

If any employee has a compliance concern, the first step is to approach their Line Manager. However, we understand that this may not always be comfortable, which is why we offer alternative avenues for communication. Employees may also contact Compliance Officer, Legal, HR Representative or email at compliance@viyash.com.

Protecting Employees Against Retaliation

We commend and protect employees who raise compliance concerns in good faith. Viyash strictly forbids any form of retaliation against employees who speak up. Line Managers and other employees who engage in retaliation will be held accountable for their actions. If any employee believes this principle is not adhered to, they are encouraged to report the matter to the Chief Executive Officer, the Group Head of HR.

Zero Tolerance for Misuse of Speak Up Channels

Viyash emphasizes that any misuse of the reporting channel will not be tolerated. We are committed to fostering an environment of trust and accountability, where the integrity of the reporting process is upheld.

Together, by actively promoting a culture of transparency and ethical conduct, we can build a stronger Viyash and continue making a positive impact on the lives of patients and communities worldwide.

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