



VIYASH LIFE SCIENCES PRIVATE LIMITED

HUMAN RIGHTS POLICY

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Introduction

At Viyash, we are dedicated to upholding the principles of fairness, respect, and dignity for all. Our unwavering commitment to responsible business practices extends to honouring the rights and well-being of our communities, employees, and those impacted by our operations.

Purpose and Scope

Viyash's unwavering commitment to responsible and ethical conduct lies at the heart of our Purpose and Scope. We firmly believe in treating all individuals with dignity and respect while adhering to the laws, regulations, traditions, and cultures of the countries in which we operate. Our dedication to the wellbeing and human rights of our employees aligns with the principles enshrined in the UN Guiding Principles on Business and Human Rights.

Guided by the International Bill of Human Rights, which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights, as well as the fundamental rights outlined in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, we uphold internationally recognized human rights relevant to our operations.

In cases where national laws and international human rights standards differ, we pledge to adhere to the higher standard. Should conflicts arise, we prioritize compliance with national laws while striving to uphold international human rights to the greatest extent possible.

This policy extends to all individuals associated with Viyash, including employees, Directors, temporary staff, agency workers, contractors, suppliers and those representing our company. We expect all employees to fully comply with our policies and report any suspected misconduct, noncompliance, or unethical behaviour. It is essential to note that this policy does not form part of any employee's contract and may be subject to amendments as needed.

Our Human Rights principles are firmly integrated into our Code of Conduct for employees and our Suppliers Code of Conduct, which applies to our suppliers and customers.

Through this comprehensive policy, we outline our resolute commitment and responsibility to uphold and respect human rights at every level of our organization.

Our commitment to the Community

At the core of our values lies a profound commitment to our community. We cherish and embrace diversity, recognizing the unique strengths that arise from the rich tapestry of people, skills, and abilities within our organization. This diversity is a driving force that empowers us to achieve our very best.

Our dedication to upholding and respecting human rights extends not only within our business but also throughout our network of third-party relationships. We recognize the importance of safeguarding the rights of individuals belonging to groups that may be vulnerable to human rights violations. These groups include, but are not limited to, women, ethnic or religious minorities, LGBTQ+ individuals, and people with disabilities.

We firmly believe that fostering an environment of inclusivity and respect creates a more resilient and compassionate community. Our actions are guided by this principle, ensuring that we stand up for the rights and dignity of every individual, both within our organization and beyond, in every aspect of our operations.

Modern Slavery and Freely Chosen Employment: Our Ethical Commitment

At our core, we uphold a steadfast dedication to combatting modern slavery in all its forms. We firmly reject the use of forced, bonded, or indentured labour, as well as involuntary prison labour and human trafficking. Recognizing that modern slavery is a grave crime and a direct violation of fundamental human rights, we leave no room for compromise in this critical matter.

Modern slavery can manifest in various ways, including slavery, servitude, child labour, forced and compulsory labour, and human trafficking. All these reprehensible practices share the common thread of depriving individuals of their liberty to exploit them for personal or commercial gain.

Our stance on modern slavery is unequivocal – we maintain a zero-tolerance approach. Acting ethically and with unwavering integrity is fundamental to all our business dealings and relationships. To effectively combat modern slavery, we have implemented robust systems and stringent controls throughout our organization and supply chains.

In line with our commitment, the minimum age for employment within our company is set at 18 years. However, we acknowledge that local laws may establish a higher age for work or mandate schooling. In such cases, we unhesitatingly adhere to the higher age requirement, respecting and promoting the well-being of young individuals.

Through our actions and policies, we are resolute in our mission to eradicate modern slavery wherever it may exist, creating an environment of dignity, freedom, and fairness for all.

Embracing Diversity and Equality: Our Non-Discrimination Commitment

In our organization, we firmly believe in treating every individual with fairness, respect, and dignity. We maintain a zero-tolerance policy towards bullying and harassment, fostering an inclusive and supportive environment for all.

Discrimination has no place within our company. We stand unwavering in our commitment to uphold equality and diversity, and we refrain from making any discriminatory decisions or actions based on various factors, such as age, gender, sexual orientation, gender reassignment, pregnancy, marital status, race, colour, ethnicity, disability, religion, political affiliation, or union membership.

By embracing the unique strengths and perspectives that each person brings, we harness the power of diversity to drive innovation and foster a culture of unity. Our aim is to create a workplace where every individual feels valued, respected, and empowered, free from any prejudice or bias.

Through proactive measures and ongoing education, we strive to nurture a work environment that celebrates individuality and promotes a sense of belonging for

all members of our organization. Together, we stand united in our pursuit of a truly inclusive and non-discriminatory workplace.

Promoting Dignity and Respect: Our Commitment to Fair Treatment

At our organization, we are dedicated to fostering a workplace culture that prioritizes the well-being and dignity of every worker. We firmly uphold a zero-tolerance policy against any form of harsh and inhumane treatment.

We firmly stand against acts of sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse of workers. Our commitment extends to ensuring that no worker faces any threat of such treatment within our organization.

Creating a safe and supportive work environment is of utmost importance to us. We actively work to promote open communication, encourage empathy, and cultivate a sense of mutual respect among all members of our workforce.

Through ongoing training and clear communication of our policies, we strive to empower our employees to speak up and report any concerns they may have. We view every report seriously and take prompt and appropriate actions to address any issues related to fair treatment.

Our Commitment to Equal Opportunities

In our organization, we firmly believe that each individual should have the opportunity to thrive based on their personal ability, valuable contributions, and untapped potential. Our unwavering commitment lies in promoting, supporting, and upholding a culture deeply rooted in fairness, respect, and equal opportunity for all.

Recruitment and promotions within our company are solely based on merit, recognizing and valuing the unique skills and talents that each person brings to the table. We create a level playing field, ensuring that every member of our

workforce has the chance to grow and advance in their careers without bias or discrimination.

By fostering an inclusive and diverse environment, we empower individuals from all backgrounds to excel and contribute to our collective success. We actively promote the spirit of teamwork and collaboration, celebrating the diversity of perspectives and experiences that enrich our organization.

Our commitment to equal opportunities goes beyond mere words. We continually assess our policies, practices, and processes to ensure they are fair and equitable for everyone. Embracing the principles of fairness and respect, we cultivate an environment where every employee feels valued, heard, and inspired to reach their full potential.

Fair Compensation and Respect for Working Hours: Our Pledge

At our organization, we hold steadfast to the principles of fair and honest employment practices. Our commitment extends to complying with all national legal requirements concerning wages, encompassing minimum wages, overtime hours, mandated benefits, and working hours.

We firmly believe that every employee should be compensated fairly for their valuable contributions. Our remuneration policies adhere to local laws, ensuring that minimum wage standards are met and that overtime compensation is provided when required.

Moreover, we diligently respect and adhere to regulations regarding working hours, ensuring that our employees' time is valued and protected. We prioritize their well-being and work-life balance, acknowledging that a healthy and productive workforce is nurtured through reasonable working hours.

Transparency and accountability lie at the core of our compensation practices. We communicate openly with our employees about their pay structures and provide clarity on how we adhere to legal requirements.

Our dedication to fair compensation and respect for working hours is more than a commitment; it is an integral part of our ethos. We continuously review and

refine our practices to ensure that we remain in alignment with evolving labour laws and industry best practices.

Prioritizing Health and Safety: Our Commitment

At Viyash, the well-being and safety of every individual working for or with us is of paramount importance. We firmly prioritize health and safety, striving to provide a secure working environment and fostering a culture that values the protection of all team members.

We are deeply committed to upholding excellent safety management practices throughout our organization. This involves regular reinforcement and enhancement of safety protocols, ensuring that our workplace remains a space where everyone can carry out their tasks confidently and securely.

By maintaining a proactive approach, we continuously raise awareness of safe working methods. We invest in comprehensive training programs to equip our employees with the knowledge and skills needed to uphold the highest standards of safety in their roles.

Our dedication to health and safety extends beyond the confines of our organization. We collaborate with all those who work alongside us, fostering a shared commitment to a safe working culture across the board.

Promoting Integrity in Our Business Relationships: Our Approach to Third Parties

At our company, we hold honesty and integrity in high regard, not only within our organization but also in our interactions with customers and suppliers. We set forth clear expectations for our external partners, urging them to uphold the same ethical standards we abide by. To achieve this, we have implemented a robust Supplier Code of Conduct that aligns with the principles and commitments of our overarching Policy.

Our Supplier Code of Conduct is a comprehensive document that outlines the values and behaviours we expect from our customers and suppliers. It serves as a guiding compass for conducting business responsibly and ethically.

We foster an open and transparent environment where third parties are encouraged to report any situations, they believe may violate the standards set forth in the Code of Conduct.

This two-way communication channel enables us to work collaboratively with our external partners, ensuring that we collectively uphold the highest ethical standards and maintain trust in all our business relationships.

Empowering Employee Rights: Our Commitment to Freedom of Association

At our organization, we firmly believe in upholding the fundamental right of employees to exercise freedom of association and engage in collective bargaining. We recognize and deeply respect the rights granted to our employees under local and national laws, including the right to participate in legitimate and lawful trade union activities.

We actively support and encourage an environment where employees can freely associate and collectively bargain, fostering open dialogue and collaboration between our workforce and management. Our commitment to employee empowerment extends to ensuring that those who participate in lawful trade union activities face no reprisals or deterrence.

Our dedication to protecting the rights of our employees goes beyond mere words. We actively promote awareness and understanding of their rights, ensuring that they have access to the necessary resources and information related to their freedom of association.

As a responsible employer, we value the perspectives and contributions of our workforce. By fostering a culture of open communication and mutual respect, we create a workplace where every individual's voice is heard and respected, and their rights are upheld without compromise.

Governance and Reporting

At Viyash, we firmly uphold a culture of accountability and transparency, providing a secure avenue for any employee, Director, worker, or contractor to report legitimate concerns related to business wrongdoing or malpractice. We

take such matters seriously and encourage our employees to speak up if they suspect misconduct or unethical behaviour within our organization or involving any third- parties we conduct business with worldwide.

Employees are empowered to raise their issues orally or in writing through their immediate manager or line manager. For further escalation, they have the option to approach the Senior Management Team, including senior managers within their business function, Human Resources, Legal, or Finance Business Partners. Additionally, concerns can be reported via email to Compliance@Viyash.com, which is managed by the Company Secretary.

We emphasize that reporting concerns is not only welcome but encouraged, as it helps us maintain the high standards set out in our Viyash Code of Conduct. By fostering an environment of trust and accountability, we strengthen our resolve to uphold ethical practices and ensure that any identified issues are addressed promptly and appropriately.