


|                                   |                        |  |
|-----------------------------------|------------------------|--|
| <b>Zydus<br/>Wellness</b>         | <b>Internal Policy</b> | <b>Effective Date:</b> November 6, 2023                |
| <b>Title:</b> Human Rights Policy |                        | <b>Issued By:</b> Sr. Vice President – Human Resources |



Zydus Wellness Limited  
Human Rights Policy

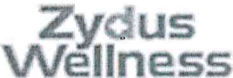
|  |                        |  |
|--|------------------------|--|
|  | <b>Internal Policy</b> | <b>Effective Date:</b> November 6, 2023                |
| <b>Title:</b> Human Rights Policy  |                        | <b>Issued By:</b> Sr. Vice President – Human Resources |

**Introduction:** Zydus Wellness Limited (“ZWL”) is committed to respect the human rights of its employees, communities and those affected by its operations, wherever it does its business, including our business partners and vendors. Our Code of Conduct for Vendors also enlists measures for the protection of human rights that our vendors must follow. Therefore, in the management of its businesses and operations, the Company strives to uphold the spirit of human rights.

**Applicability and Scope:** This policy is applicable to all employees and workers (permanent and other than permanent), including trainees of ZWL and its subsidiaries. The policy is also extended to our business partners and suppliers.

We are committed to aligning our business practices with international standards. We uphold the principles set forth by the International Labour Organization (ILO) to ensure respect for human rights across our operations.

1. The Company believes that its business can develop in a society where human rights are protected and respected. The Company is committed to -
  - respect the human rights of its employees and communities.
  - uphold human rights in all business activities.
  - offer development opportunities and give positive feedback to employees thereby encouraging them to utilize their potential to the fullest.
  - provide fair compensation and good conditions of employment.
  - provide healthy, safe and secure work place for all employees.
  - exercise high standards of integrity in dealing with its employees.
  - ensure legal compliance with applicable constitutional and regulatory human rights requirements.
  
2. **Child labour, forced labour and human trafficking:** The Company has a zero tolerance policy on forced labour or child labour and strictly prohibits it in any of its operations. The Company ensures adherence to minimum working age requirements prescribed by local regulations. The Company does not engage in compulsory, indentured, forced or bonded labour. As a responsible employer, the Company respects the right of all workers to leave employment as per the terms of employment at free will. We unequivocally condemn human trafficking in all its forms and pledge to actively prevent and combat it within our business activities. We will support and co-operate with authorities and organizations working to eradicate human trafficking.

|   |                        |  |
|---|------------------------|--|
|  | <b>Internal Policy</b> | <b>Effective Date:</b> November 6, 2023                |
| <b>Title:</b> Human Rights Policy   |                        | <b>Issued By:</b> Sr. Vice President – Human Resources |


3. **Freedom of Association:** We engage in constructive dialogue with employee representatives to address their concerns. We ensure fair employment terms and conditions.
  
4. **Stakeholder engagement:** The Company recognizes that it plays an important part of the communities in which it operates. The Company engages with communities on human rights matters that are important to them such as agriculture and infrastructure development to support local communities in a manner that respects their rights and dignity.
  
5. **Diversity and inclusion, fair opportunity and non-discrimination:** Our policies and practices promote diversity, inclusion, and fair opportunities for all. The Company is committed to treating its employees without bias or prejudice. Upholding the dignity and respect of its workforce is one of the Company’s key priorities. The Company believes that every employee is an integral part of its business and growth ambitions. The Company seeks to nurture a socially responsible business where everyone participates on a fair basis.

The Company respects the right to family life for its employees by providing various type of paid leaves.

The Company expects its employees to be respectful, professional and fair in their dealings with colleagues and third parties, including external stakeholders. Respect, Trust and Integrity forms an integral part of Company’s core behaviors.

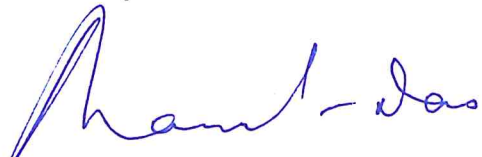

We are committed to providing a workplace free from discrimination of any kind, including but not limited to discrimination based on race, gender, religion, age, disability, sexual orientation, or nationality.

6. **Prevention of Sexual Harassment:** The Company is committed to protect the employees from sexual harassment and ensures the compliance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. We have institutionalized POSH (Prevention of Sexual Harassment at the Workplace) Policy and have formulated Internal Complaint Committees to address and resolve grievances.
  
7. **Product Quality and Safety:** Being in FMCG sector, the Company believes that the rights, dignity and safety of people using its products, both during and after their development, are paramount. The Company rigorously monitors the safety of its products to protect customers’ well-being and that of the people involved in the R&D and manufacturing of its products.

|  |                        |  |
|--|------------------------|--|
|  | <b>Internal Policy</b> | <b>Effective Date:</b> November 6, 2023                |
| <b>Title:</b> Human Rights Policy  |                        | <b>Issued By:</b> Sr. Vice President – Human Resources |

8. **Fair wages and remuneration:** The Company ensures and complies with all applicable laws relating to payment of wages. Any consideration of remuneration is merit-driven and agnostic to gender, caste, age, ethnicity or religion.
  
9. **Training on awareness on Human rights:** The Company continues to build awareness and knowledge of its employees on human rights, including labour rights and encourage them to speak up, without any retribution, about any concerns they may have. Every employee inducted into the organisation shall undergo a sensitization programme and will be oriented on the human rights policy of the organization.
  
10. **Environment, Health and Safety:** The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations. The Company works to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury, and health impacts. We encourage them to report any unsafe or hazardous conditions noticed in the workplace to the management. We believe in creating awareness of workplace practices and communicating information, instructions and training programs to enable all employees to comply with EHS policy of the Company.
  
11. **Grievance & Redressal mechanism:** In case of any concerns with regards to the policy, employees are encouraged to reach out to their immediate supervisor, Head of Department or Human Resource Department. The Company ensures high health protection, safety, environment protection and quality standards.
  
12. **Review and Revision:** The Company will endeavor to review this Policy periodically and update it as and when necessary.

\*\*\*\*\*

|  |   |
|--|---|
| <b>Issued by:</b><br><br><b>Mr. Shantanu Das</b><br><b>Sr. Vice President – Human Resources</b> | <b>Approved by:</b><br><br><b>Mr. Tarun Arora</b><br><b>Whole Time Director &amp; Chief Executive Officer</b> |
|--|---|