



Sun Pharmaceutical Industries Limited

HUMAN RIGHTS POLICY

Background

Respecting human rights is a fundamental value at Sun Pharma and the organization believes in respecting and promoting human rights. The Human Rights Policy by reference imbibes the spirit of protection and preservation of human rights in all forms across our operations and value chain.

The policy is built upon the fundamentals of Universal Declaration of Human Rights including those contained in the International Bill of Rights and Declaration of Fundamental Rights at work (1998) as per the International Labour Organization.

Scope, Applicability & Expectation from Stakeholders

Using the Human Rights Policy, Sun Pharma strives to create a productive work environment, conducive to safeguarding human rights. Sun Pharma also focuses on and expects all its employees, contractual staff, vendors, suppliers, business associates and other value chain partners to abide by this value system and policy as laid down hereunder.

Regulatory Compliance

We respect and comply with all applicable laws and regulations in all territories of our operations, which also include the national labour regulations as applicable to human rights aspects.

Policy Principles

- **Prohibition of child labour, forced labour and human trafficking:** We are strictly against the employment of child labour or forced labour in any form whatsoever, paid or unpaid. We do not engage in or support any form of human trafficking. We ensure that minimum working age requirements are met as per local regulations and we also prohibit child labour, forced labour, slavery, or any form of human trafficking across our value chain partners.
- **Inclusion:** We focus on promoting inclusion amongst the workforce by using a three-pronged approach:
 - **Equal Opportunities:** We are committed to treating our employees and stakeholders with utmost dignity, respect, fairness and are an equal opportunity employer. We provide fair and equal pay to all employees regardless of gender based on merit, experience, and qualifications, without any discrimination.
 - **Non-discrimination:** We do not discriminate on the basis of gender, sexual orientation, race, religion, caste, ethnicity, age, nationality, disability, HIV status or family status amongst others.
 - **Merit-Based Processes:** We focus on merit-based recruitment & selection, training & development, compensation and promotion.
- **Freedom of Association:** We uphold all legislation affecting employees in the country of our operation, ensuring the right to fair wages, freedom of association, participation and collective bargaining across the value chain. Our employees are free to join, form or refrain from any employee collectives without fear of retaliation, harassment or intimidation of any kind.

- **Work-life balance:** We strive to provide a conducive work environment and effective benefits for employees to enable them to accomplish both their professional as well as personal development. We ensure a safe and healthy work environment with reasonable working hours that comply with local labor laws and industry standards. We promote work-life balance by limiting daily working hours and do not require employees to work excessive hours. Employees and workers are entitled to paid weekly rest days and annual leave, in accordance with local regulations and company policy.
- **Remuneration:** We are committed to providing all employees with a living wage in line with applicable local laws and regulations. Our compensation practices ensure fair, performance-linked pay that supports the attraction, retention, and motivation of talent across the organization.
- **Workplace Security:** We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. In case of any such unfortunate instances, we take appropriate action to address the matter. We strive to adhere to all applicable local labor laws, collective agreements and regulations regarding consultation and notice periods in the event of workforce changes including mass termination.
- **Data Privacy:** We respect the privacy of all our employees and business partners by taking measures that are prescribed by law to protect and secure personal data. We do not disclose anyone's personal, medical and financial information to any unrelated external party unless legally mandated.
- **Grievance Mechanism:** We provide ample open channels of communications and grievance redressal mechanisms to deal with stakeholder concerns on human rights in a just, fair and prompt manner. As per the expectations presented in the UN Guiding Principles on Business and Human Rights, we provide a grievance channel for our stakeholders which has been set up under our Whistle Blower Policy (ombudsmanSPIL@sunpharma.com).
- We strive to identify the adverse human rights impact of our business on all the relevant stakeholders, and correspondingly account for addressing these impacts through corrective actions.
- **Human Rights Sensitivity-** We embody sensitivity of Human Rights principles not just within Sun Pharma, but also across our value chain.

Implementation of Policy

We strive to ensure that our employees and all other Sun Pharma stakeholders strictly adhere to the above-mentioned policy. We also encourage our employees to raise concerns and/or ask for help in case of any unlawful or unethical behaviour or any possible violation of our policies, procedures or domestic laws as applicable or any other conduct which is inappropriate or unethical. In such cases, employees are encouraged to reach out to the senior management of Sun Pharma.

The Managing Director's Office is authorised to amend the policy to give effect to any changes/amendments as may be required from time to time.