



Marksans Pharma Ltd.

Policy on Human Rights

Marksans believes that all its employees must live with social and economic dignity and freedom, regardless of nationality, gender, race, economic status or religion. All its business associates like suppliers, service providers and customers be treated like wise and also they should not suffer in any respect due to any action or inaction of the Company or its employees in any business dealings which action or inaction is intentional and outside the purview of the agreed terms of any contract. In the management of its businesses and operations therefore, Marksans ensures that it upholds the spirit of human rights as enshrined in existing international standards. Marksans believes that businesses should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses.

Policy

Marksans always endeavors to create and nurtures a working environment where human rights are respected without prejudice. In this regard, Marksans has framed a Policy on Human Rights that is being followed in all its business dealings and operations. Main purpose of this policy is to identify, prevent or mitigate human rights risks, and remediate any adverse impact it has caused or contributed to its employees or its suppliers, service providers and customers which is intentional and outside the purview of the agreed terms of any contract. Its aim is to respect human rights, which means to avoid infringing on the human rights of other and to gain commercial benefits associated with good human rights practice, e.g., attracting investment, procurement, top-quality recruits and securing the social licence to operate. The major objectives of this policy are :

1. To provide a basis for embedding the responsibility to respect human rights through all business functions.
2. To respond to relevant stakeholder expectations.
3. To identify policy gaps and initiate a process that alerts the company to new areas of human rights risk.
4. To elaborate on the company's commitment to support human rights.
5. To build increased trust with external stakeholders and to start to understand and address their concerns.
6. To foster the development of in-house learning, management capacity and leadership on human rights issues.
7. To demonstrate international good business practice.
8. To abide all the applicable laws, rules and regulations and to honour all contractual obligations.



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Key aspects of the Policy

1. Prevent Discrimination at Workplace

Marksans acknowledges that every individual brings a different and unique set of perspectives and capabilities to the team. A discrimination-free workplace for employees provides the environment in which diverse talents can bloom and be nurtured. This is achieved by ensuring that a non-discrimination policy and practice is embedded across the Company in line with corporate principles and benchmarked business practices.

Marksans's approach to its human resources is premised on the fundamental belief in fostering meritocracy in the organisation which, *pari passu*, promotes diversity and offers equality of opportunity to all employees. Marksans does not engage in or support direct or indirect discrimination in recruitment, compensation, access to training, promotion, termination or retirement based on caste, religion, disability, gender, age, race, colour, ancestry, marital status or affiliation with a political, religious, or union organization or minority group.

2. Freedom of Association

Marksans's culture is characterized by cooperative relationships and high employee involvement that relies on building partnerships and interdependence. Adhering to these principles has helped build, sustain and strengthen harmonious employee relations in the organisation.

3. Prohibiting Child Labour and Preventing Forced/bonded Labour at Workplace

Marksans is committed to prohibit/prevent child labour and forced/bonded labour at its workplace and is committed to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices.

Marksans does not employ any person below the age of eighteen years in the workplace. Marksans prohibits the use of forced or compulsory labour at all its units. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

Compliance with the policy is evident in the transparent system of recruitment and the policy of exit interviews which are undertaken by a manager not directly connected with the employee.

4. Information and Consultation on Changes

Marksans's core values support an employee engagement process that aligns its employees with a shared vision and purpose of the Company in the belief that every individual brings a different perspective and capability to the team. Marksans thus harnesses the creative potential of all its employees by promoting a culture of partnerships to unleash relevant synergies between different groups of employees.

All major changes in operations involving work processes, manning norms and other productivity linked issues are carried out after discussions with the employees.



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Business plans are shared with employees at all units through a series of formal communication meetings, and through the intranet portals.

5. Health and safety

Marksans regards high standards of safety and health as a cornerstone of a successful business. It will ensure to take every reasonable precaution to maintain a safe and healthy working environment in order to avoid the possibility of injuring its employees or putting at risk those with whom they work and members of the public.

Marksans believes that all injuries and occupational illnesses, as well as safety and environmental incidents are preventable, and our goal for all of them is zero. We will promote off-the-job safety for our employees.

6. Working conditions, including hours

Marksans treats all employees fairly and honestly regardless of where they work. All staff will have a written contract of employment, with agreed terms and conditions, including notice periods on both sides. All staff are entitled to reasonable rest breaks, access to toilets, rest facilities and potable water at their place of work, and holiday leave in accordance with the legislation as applicable. All employees are provided with appropriate job skills training.

7. Fair wages/compensation

Marksans gives its employees remuneration which is commensurate with their jobs and satisfies their basic needs and those of the members of their family who are directly dependent on them. Employees shall be compensated for overtime hours at the rate established by applicable law.

8. No harsh or inhuman treatment/Harassment

Marksans will not engage in or support the use of corporal punishment, threats of violence or other forms of mental or physical coercion. It will not make use of public warning and punishment systems. Marksans will not engage, support or allow any form of harassment or abuse in the workplace. Harassment can be any offensive act, comment or display that humiliates, insults or causes embarrassment, or any act of intimidation or threat.

Marksans treats all its employees with dignity and maintains a work environment free of all forms of harassment, whether physical, verbal or psychological.

9. Contractual Obligations

Marksans endeavors to honour its obligations towards its suppliers, service providers, customers and other stakeholders under any agreed contract. Marksans will not intentionally/negligently indulge in any action or inaction which is outside the purview of any agreed contracts on account of which the other party may be put at a loss of any kind. However, this will not cover any action or inaction of Marksans which is undertaken in response to the other party's action or inaction adversely affecting Marksans interest under any contract.



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Implementation, Monitoring and Reporting

1. This Policy is implemented under the supervision and monitoring of the Company's Stakeholders Relationship Committee of Directors.
2. The policy is communicated to all employees through induction programmes, policy manuals and intranet portals.
3. Corporate HR will periodically assess the company's human rights impacts and risk areas and submit a report to the Stakeholders Relationship Committee of Directors of the Company on quarterly basis.
4. Every endeavor is made to ensure that any of company's action or inaction does not cause or contribute any adverse human rights to the employees, suppliers, service providers, customers etc. In case such situation arises, the same will be investigated and corrective measures taken immediately.
5. Any person who may be adversely affected by the Company's activities, such affected person can lodge a complaint with the Corporate HR. In case the complaint remains unanswered, the affected person may even write to the Stakeholders Relationship Committee of Directors for redressal.
