

CAPLIN POINT LABORATORIES LIMITED HUMAN RIGHTS POLICY

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1) PREAMBLE

Caplin Point Laboratories Limited ("the Company/ "We"/ "Caplin") Human Rights Policy (Policy) is part of our Code of Conduct and Business Ethics (COC) which imbibes the spirit of human rights in our operations across the globe. Human rights protection has been one of our core values since the beginning, and we have reinforced it in accordance with the COC.

Human Resources department is responsible for reviewing and updating standards on social policies, and for providing guidance and support to all concerned. Through this human right policy, we aim to strengthen our commitment of conducting business in an ethical and responsible manner with respect to human values of freedom and dignity. This includes respecting internationally recognized human rights throughout our operations. This policy document provides a broad framework to ensure that all employees are treated in accordance with common set of principles that apply to our business practices to ensure that we do not condone human rights violations or abuses. We adhere to the policy by respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

Some of the International standard norms and principles which are the essence of this r human rights policy are:

- The United Nations Universal Declaration of Human Rights 1948
- The United Nation Global Compact 2000
- The United Nation Guiding Principles on Business and Human rights 2011

2) OBJECTIVES

As a pharmaceutical company, the right to health is of paramount importance to the Company. The essence of our business is providing affordable healthcare products to the countries where access to affordable healthcare products is difficult for the majority of the population.

In addition, the responsibility to respect human rights extends to those who are associated with the Company for Bio-Equivalence/ Bio-Availability studies and diverse global supply chain of vendors associated with the Company.

For the effective implementation of the human right policy, the leadership and the employees will collaborate and collectively implement this policy through incorporation of following principles:

3) NON-DISCRIMINATION

We support and encourage diversity and inclusion within the business and the organizations with which we do business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We are devoted to upholding women's rights. While making recruitment for the same work or work of a similar nature, the Company shall not make any discrimination against women except where the employment of workmen in such work is prohibited or restricted by or under any law for the time being in force. Company's Equal Opportunity Policy may be referred further for persons with disabilities.

4) EQUAL WAGES

We pay equal remuneration to men and women workers for the work of same and similar nature. We are against any form discrimination against female employees in the matters of transfers, training, promotion and wages.

5) RIGHT TO PRIVACY

We handle personal data of all stakeholders with utmost care and diligence. This includes clinical trial participants, healthcare professionals, employees, and others we do business with. We understand that unauthorized disclosure of sensitive personal data, particularly health data, could cause harm to an individual by way of stigma, embarrassment, and discrimination.

6) NO FORCED LABOR AND CHILD LABOR

We have zero tolerance for any form of forced, bonded, indentured, or compulsory labor which includes modern day slavery. We ensure that our operations are free from all such practices. We ensure child labor prohibition through ensuring compliance with minimum working age as per Labor Laws.

7) RIGHT TO SAFE AND HEALTHY WORKPLACE

Our long-standing commitment to protecting the health and safety of our employees, contractors and other stakeholders who are associated with our operations is outlined in our Environmental, Health and Safety policy. We adhere to the strictest possible standards regarding safe work place supported by a range of global health and safety standards that detail the requirements to evaluate risks, implement controls, and comply with legal requirements to safeguard the health and safety of those involved in our operations.

8) ANTI-HARASSMENT

We provide a safe work environment that is free of all kinds of harassment or any other inappropriate disrespectful conduct. Policy on Prevention of Sexual Harassment and the Code of Conduct & Business Ethics endeavors to address all such instances as and when reported while protecting the safety of the victim and prevent victimization.

9) RIGHT TO HEALTHY ENVIRONMENT

We believe that all communities have a right to a healthy environment. We understand that environmental problems such as climate change may have a negative effect on human rights such right to safe and healthy environment, right to clean air and water etc. Therefore, preserving the environment and reducing climate change are essential to upholding human rights. To further lessen environmental effect and combat climate change throughout our supply chain, we also put into practice our own standards and public corporate goals through the EHS policy.

10) FREEDOM OF ASSOCIATION

We don't prohibit employees from associating themselves and participating in collective bargaining process. We expect similar behavior from 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. In case of any concerns with regards to the policy, employees are encouraged to reach out to their immediate reporting person, HOD or Human Resource Department. Employees can also directly report their grievances to the Compliance Officer at compliance.officer@caplinpoint.net.

11) IMPLEMENTATION OF POLICY

We strive to ensure that our employees and all other stakeholders strictly adhere to this Policy statement. We also encourage our employees to raise concerns and/or ask for help in case of any unlawful or unethical behavior or any possible violation of this Policy or domestic laws as applicable. In such cases, employees are encouraged to voice their concerns under the whistle-blowing mechanism of the Company.

Last Updated on 27th May 2023