



**ZYDUS LIFESCIENCES LIMITED<sup>#</sup>**  
(Formerly known as Cadila Healthcare Limited)

**Human Rights Policy**

<sup>#</sup> The name of the Company was changed from Cadila Healthcare Limited to Zydus Lifesciences Limited with effect from February 24, 2022.

**Policy versions**

<b>Sr. No.</b>	<b>Particulars</b>	<b>Board approval date</b>	<b>Effective from</b>
1.	Initial adoption	May 29, 2019	May 29, 2019
2.	Amendment	August 10, 2022	August 10, 2022

## Human Rights Policy

The Company believes that its business can develop in a society where human rights are protected and respected. The Company is, therefore, 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 employees to utilize their potential to the fullest;
  - provide fair compensation and good conditions of employment;
  - provide healthy, safe and secured workplace for all employees; and
  - exercise high standards of integrity in dealing with its employees.
  - ensure legal compliance with applicable constitutional and regulatory human rights requirements.
1. The Company endeavours to avoid human rights abuse and resolve grievances of the affected stakeholders effectively.
  2. The Company respects the right to family life including maternity and paternity leaves for its employees. 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. The employees can reach out to Group HR Head through the online platform Zydus Connect 2.0.
  3. The Company is committed to continuously increase the capacity of its management to effectively identify and respond to concerns of the other stakeholders. The Company also promotes the provision of effective grievance mechanisms by its suppliers.
  4. 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.
  5. 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 behaviours.
  6. 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.
  7. The Company believes that women are an integral part of its business. The Company seeks to nurture a socially responsible business where women participate on an equal basis. The Company believes that women's rights and economic inclusion are priorities to have long-term sustainability.

8. Being engaged in the life sciences 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 patients' well-being and that of the people involved in the R&D and manufacturing of its products.
9. The Company ensures and complies with all applicable laws relating to payment of wages, working hours and overtime compensation as mandated by law. Any consideration of wage or remuneration is merit-driven and agnostic to gender, caste, age, ethnicity or religion.
10. The Company is committed to ensuring that the human rights of people taking part in its clinical research are protected, including through the informed consent process and procedures to protect patient privacy. The Company is committed to patient-centered promotional practices which are ethical, responsible and principled. The Company ensures high health protection, safety, and environment protection and quality standards uniformly at its sites.
11. The Company strives to make the life-saving products as widely available as possible while running its business in a sustainable way. The Company contributes in improving the healthcare through providing access to vaccines and medicines at affordable prices and investing in stronger healthcare systems.
12. The Company plays an active role in promoting the development of science and innovation for greater human good.
13. The Company will endeavour to review this Policy periodically for its sustainability and update it as and when necessary.
14. Every employee inducted into the organisation shall undergo a sensitisation programme and will be oriented on the human rights policy of the organisation.