

Cadila Healthcare Limited

Human Rights Policy

**Approved by the Board of Directors at their meeting
held on May 29, 2019**

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. As a part of its corporate values, the Company strives to uphold human rights in all business activities. By offering development opportunities and giving a positive feedback, the Company encourages its employees 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 and
 - exercise high standards of integrity in dealing with its employees.
2. The Company endeavours to avoid human rights abuse, minimising potential adverse impact and resolving grievances of the affected stakeholders effectively.
3. The Company respects the right to family life including maternity leave. The Company continues to build awareness and knowledge of its employees on human rights, including labour rights, encouraging them to speak up, without any retribution, about any concerns they may have.
4. The Company is committed to continuously increase the capacity of its management to effectively identify and respond to concerns. The Company also promotes the provision of effective grievance mechanisms by suppliers.
5. Equal treatment of all employees is a fundamental principle of its corporate policy. The Company strictly discourages discrimination through race, national origin, gender, age, physical characteristics, disability, religion, family status, sexual orientation or any unlawful criterion applicable under law. Any kind of harassment is forbidden.
6. The Company expects its employees to be respectful, professional and fair in their dealings with colleagues and third parties, including external stakeholders.
7. The Company opposes all forms of slavery and child labour. The Company complies with all applicable laws and agreements on working time and paid leave.
8. The Company believes that women are an integral part of its business and growth ambitions. 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.
9. Being in the pharmaceutical sector, the Company believes that the rights, dignity and safety of people using our 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 products.

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-centred promotional practices which are ethical, responsible and principled. The Company ensures high health protection, safety, 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 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, education and the community.
13. The Company continuously evaluates and reviews to strengthen the approach to address human rights including labour rights. The Company shall review the policy periodically for its sustainability and update it as and when necessary.