

Global Human Rights Statement

GLOBAL HUMAN RIGHTS STATEMENT

I. HUMAN RIGHTS POSITION

At Piramal Pharma Limited (hereafter known as “Piramal”), we are guided by our core values of Knowledge, Action, Care and Impact. These values represent our deeply held beliefs and define us at the individual, as well as organizational, level.

The values that guide our culture are embodied in our purpose of *‘Doing Well and Doing Good’*. We believe that individual success and organizational growth cannot be mutually exclusive from responsible and ethical business practices. Our purpose provides clear guidance to our people and ensures that we identify the right partners to create mutual, enduring value. This includes respecting internationally recognized human rights throughout our operations.

Human Rights, as defined by the United Nations, are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination and we as an organization believe in protecting and preserving these rights in all forms.

Piramal is committed to upholding and respecting all fundamental human rights through the promotion of universal respect for, and observance of, human rights and fundamental freedoms as mandated by the United Nations [Universal Declaration of Human Rights \(UDHR\)](#) and [Guiding Principles on Business and Human Rights](#).

These rights are further protected in the [International Bill of Human Rights](#) and other international treaties and instruments, including the International Labour Organization’s [Declaration on Fundamental Principles and Rights at Work](#). Piramal is also committed to acting in line with the Organisation for Economic Co-operation and Development’s (OECD) [Guidelines for Multinational Enterprises](#).

Our approach to human rights risks conforms to international standards, industry best practices, and experts’ assessments at all our business locations. In locations where national law and international human rights standards differ, we aim to follow the higher standard; where they are in conflict, we endeavor to adhere to applicable legislations, while seeking ways to respect international human rights to the greatest extent possible.

The principles of human rights are embedded in our organizational values and flow uniformly across the organization including our suppliers and supply chain partners through Piramal’s Supplier Code of Conduct. We are committed to educating, informing and engaging in dialogue with employees and vendors to ensure all those covered by this position are aware of our expectations and their responsibilities.

II. COMMITMENT AND APPROACH

Piramal’s human rights approach focuses on addressing risks that could have a significant impact on people - our patients, our colleagues, our clients, and the locations in which we operate. Our commitment to respect human rights extends throughout our operations, from laboratories to patient, including our global supply chain of third-party vendors. We exercise our commitment and approach to upholding human rights through the following:

a. DIVERSITY AND INCLUSION

We value and support diversity amongst the people we work with and encourage inclusivity. We are committed to providing equal opportunity and practice zero tolerance for discrimination and harassment, of any kind or nature, at workplace and within the organization working. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. All decisions made in recruitment, hiring, placement, development, training, compensation and advancement at Piramal are based only on qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment, of any kind, is not tolerated in the workplace and in any work-related circumstance outside the workplace.

b. SAFE AND HEALTHY WORK CONDITIONS

The safety and health of our employees is of paramount importance. We aim to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in partnership with our employees, by promptly addressing and remediating identified risks of accidents, injury and health impacts.

c. 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. Security measures are adequately provided keeping in mind the employee's privacy and dignity.

d. PROHIBITION OF CHILD LABOR, FORCED LABOR AND HUMAN TRAFFICKING

We prohibit the use of all forms of child labor, forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking and adhere to applicable laws in this regard.

As a standard practice, we do not hire people without proper age verification. All the new hires are required to submit proof of age which is maintained in our records. We ensure that our vendors are informed of our position and expect them to follow similar practices which are in line with our policy.

We do not create situations in which employees are forced to work to pay off debt owed to the company. No employee is forced to work extensive hours or intimidated to agree to work overtime. We proactively ensure employees are aware of their rights with respect to working hours and overtime.

e. WORK HOURS, WAGES AND BENEFITS

We believe that all our employees have the right to fair pay and a living wage. As such, we aim to compensate our employees competitively as per the industry standards and local labor market. We work to ensure full compliance with applicable wage, work hours, and benefits laws. This includes respecting limits for overtime work and irregular work hours, including weekends and national or religious holidays.

f. FREEDOM OF ASSOCIATION

We are committed to open and direct communication and engagement between workers and management as the most effective means of addressing and resolving workplace issues. In accordance with applicable national, state and

local laws and regulations, we also respect the right of workers to freely associate, to form and join workers' organizations of their choosing, and to bargain collectively, or to refrain from doing so. We strive to ensure that our employees may openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, retaliation or intimidation, and we are committed to complying with applicable labor and employment laws wherever we operate.

g. RIGHT TO PRIVACY

We maintain the confidentiality of the information with which we are trusted. We are committed to protecting the privacy of those who entrust us with their personal information, including our employees, clients, patients, vendors and all those who do business with us. We adhere to and comply with all the applicable laws and regulations related to Privacy and disclosure of personal information. We spread awareness to keep the employees informed on how to safeguard their personal information by updating and deleting it when required. We keep personal information secure and provide clear guidance through our Data Privacy Policy.

h. COMMUNITY RIGHTS

We respect the dignity of the communities where we are located and how they may be affected by our operations, products, and services. We adhere to strict protocols and practices to protect the communities and environment from pollution and waste, and we strive continuously to optimize consumption of natural resources and improve our sustainability efforts.

III. GRIEVANCE REPORTING AND GOVERNANCE

We are committed to the principles and values of human rights and ensure protection of human rights through our actions in all aspects of the organization across the globe.

All employees have a responsibility to ensure compliance with this policy. Employees are encouraged to raise any concerns with their manager, Human Resources or may submit a concern via our anonymous reporting tool, SpeakUp: <https://www.speakupfeedback.eu/web/piramal/>.

Piramal will investigate any alleged violations of this policy and take appropriate corrective action, as necessary. Furthermore, we regularly monitor our human rights commitments to ensure that we continuously promote human rights within the communities in which we operate.

We aim to support our stakeholders each time there is a concern regarding unethical behaviour, unlawful practices, inhumane treatment, or any other violation identified or reported. We have established a robust governance and grievance redressal mechanism to identify instances of violations of fundamental human rights for all our stakeholders, including employees as well. All grievances concerning human rights can also be reported at humanrights.ppl@piramal.com.



Nandini Piramal

Chairperson – Piramal Pharma Limited