



#POLICY@STRIDES

# POLICY MANUAL

## Human Rights Policy



<b>Policy Title</b>	Human Rights Policy		
<b>Policy Number</b>		<b>Version</b>	Version 1
<b>Effective from</b>	1 <sup>st</sup> April 2023	<b>Amendment Date</b>	22 <sup>nd</sup> May 2024
<b>Review History (Dates)</b>		<b>Next Review Date</b>	
<b>Process Owner</b>	HR Business Partner		
In case of any doubts or clarifications on this policy, please reach out to your HR POC			

### 1. Introduction

At Strides Pharma Science Limited (Strides Pharma), we recognize, respect, uphold and promote the highest standards of Human Rights. We are committed to respecting internationally recognized human rights principles. This includes a commitment to respecting the rights contained in the United Nations’ Universal Declaration of Human Rights and Rights at Work set out by the International Labour Organization. Strides Pharma is also a signatory to the UN Global Compact.

We recognise the valuable role that a business can play in the longer-term protection of human rights. Given our global presence, we recognize our duty to uphold human rights and address adverse impact impacts on these rights. We are committed to respecting human rights through our interactions including but limited to employees, contractual staff, business partners, vendors & suppliers, patients, and the communities that surround us.

### 2. Objective

Our commitment is towards promoting and respecting human rights and avoiding even remote involvement in any kind of human rights abuses, by identifying, assessing, and minimising potential adverse impacts through necessary due diligence and management of the issues, and resolving the grievances of all affected stakeholders, both internal and external, effectively.

### 3. Scope and Applicability

Using the Human Rights Policy, Strides Pharma strives to create a positive work environment, conducive to safeguarding human rights. The policy focuses on and expects all including but limited to employees, contractual staff, business partners, vendors & suppliers to abide by this code and value system as laid down herein.

### 4. Regulatory Compliance

Strides Pharma is strictly committed to adhering to human rights principles laid down in the code. Further, Strides Pharma shall ensure compliance with all local regulatory requirements and laws for protecting human rights. Should there be any conflicts between the local laws and the directives of international standards for human rights, Strides Pharma will comply with the local laws while seeking ways to ensure alignment with the global guidelines. For effective implementation of the policy, the leadership and the staff will work together to collectively drive this agenda through various means such as regular training, familiarization sessions, contractual adherence, etc. Training programs in web-based or in-person format are conducted with employees to strengthen their knowledge and increase vigilance towards human rights issues such as child labor, slavery and other human trafficking issues within the company operations.

## 5. Policy

We expect all our workforce and business associates globally to adhere to the human rights principles and values we endeavour to protect through this policy, namely:

- a) **Forced Labor & Human Trafficking**: We have zero-tolerance for any forms of forced or bonded labor which includes modern-day slavery as well as and human trafficking. We are committed to ensuring that our operations as well as those of our business partners are prohibited from engaging in this practice. Employment is voluntary and employees can voluntarily ask for discontinuation of employment at any time.
- b) **Child Labour**: We prohibit any form of child labor in our operations and value chain by ensuring that minimum working age requirements are always met as per local regulations. Strict protocols and procedures such as verification of age through credible certificates, self authorization of age, maintaining evidence trail, etc are followed to ensure that no underage workers or employees are hired in the system.
- c) **Diversity and Inclusion**: We are a progressive global pharmaceutical company, that believes that diversity fosters innovation and development. We are committed to building a diverse talent pool and fostering an inclusive work culture that brings unique perspectives, backgrounds, and experiences. We are committed to treating our employees and stakeholders with utmost dignity, respect, and fairness.
- d) **Non-Discrimination**: We do not discriminate basis of gender, sexual orientation, race, religion, caste, creed, ethnicity, age, nationality, disability, social status, HIV status, political opinion amongst others. We believe in giving equal opportunities, without discrimination, to all employees and applicants. A transparent and merit-based process is followed for recruitment, hiring, compensation, development, etc.
- e) **Freedom of Association and Collective Bargaining**: Our employees are free to join or refrain from joining employee collectives without fear of retaliation, intimidation, or harassment. We comply with all local legislation affecting employees, ensuring the right to fair wages, freedom of association, participation, and collective bargaining across the value chain.
- f) **Fair Wages, Equal Remuneration and Benefits**: We provide fair and equal and remuneration to all our employees, without any discrimination, as per merit, experience, and qualification. We are committed to comply with the regulations on applicable wages, working hours, overtime and social security benefits without any discrimination.
- g) **Well-being at the Workplace**: We continuously strive to encourage a healthy work-life balance, and compliance with the laws related to employee benefits e.g., working hours, leaves, holidays, wages, etc.
- h) **Workplace Security**: We are committed to maintaining a workplace that is free from violence, harassment, intimidation or any other unsafe or disruptive conditions due to internal and external threats. In compliance with the local laws in India, we have institutionalized POSH (Prevention of Sexual Harassment at the Workplace) policy and have formulated an Internal Complaint Committee to address such incidents as and when reported.
- i) **Environment, Health, and Safety**: As a manufacturing company, Strides Pharma is committed to providing a safe, healthy, and clean working environment for everyone and encourage reporting of any unsafe or hazardous conditions in the workplace to the management. We encourage the development and diffusion of environment-friendly practices.
- j) **Data Privacy**: At Strides, We respect the privacy of all individuals and maintain the confidentiality of personal data by taking measures prescribed by the law to protect and secure personal data. We do not disclose

anyone's personal, medical, or financial information to any unrelated external party unless legally mandated.

- k) **Community Engagement:** At Strides, we actively undertake steps to reduce, prevent, and mitigate the negative impact that our operations may have on the local communities in the regions we operate in. We undertake active efforts to support local communities in a manner that respects their rights and dignity.
- l) **Reporting a Concern and Grievance Redressal:** There are multiple channels of communication and remediation viz. mailing at [ethics@strides.com](mailto:ethics@strides.com) or call at toll free number: **1800 270 1020** or report to the senior management or board of directors to report any instances of negative human rights impact on any stakeholders. We are committed to dealing with stakeholder concerns, made in good faith, in a prompt and fair manner and safeguarding the human rights of all stakeholders , internal and external, to our best capacity.

Additionally, As per the expectations presented in the UN Guiding Principles on the Business and Human Rights, any violations, risks, or concerns can be reported through the whistleblower channel at [whistleblower@strides.com](mailto:whistleblower@strides.com). Any such complaint will be redressed by the concerned authority in accordance with the process laid down in the Company's policy.

- m) **Non-Retaliation:** Strides does not tolerate any retaliation or reprisals of any form against employees who report concerns in good faith or provide relevant information when required. All concerns are taken seriously, and reports of misconduct are thoroughly investigated.
- n) **Corrective Action:** Any violations, even if reported anonymously, will be handled with strict, appropriate, and timely action as per the Company policy. If Strides determines that corrective action is necessary, the same would be undertaken to reduce the potential impact and the likelihood of event occurrence.

Internal investigations are carried out to devise remediation measures against reported incidents and potential violations of this Code. Appropriate disciplinary action, as per the degree of the violations, to the extent permissible by law will be taken. This may include termination of employment and legal proceedings, as necessary.

## 6. Amendment to the Policy:

The Head of HR and/ or CEO's office are severally authorized to amend this policy from time to time as relevant. Strides will periodically review and update this policy to ensure alignment with the local regulations in the regions of operation and international guidelines.

### Policy References:

- Code of Conduct and Ethics
- Business Partner/Supplier Code of Conduct
- Strides Whistle blower and integrity policy
- TA playbook