



POLICY ON LABOUR, HUMAN RIGHTS & EHTICS, (Rev. No.002)	Page 1 of 2
Effective Date: 01.06.2023	Next Review On: 31.05.2026

Sri Krishna Pharmaceuticals Limited (SKPL) is committed to integrate relevant Sustainable Development Goals (SDGs), as mandated by the Central and the State Governments, in business Policies & Processes within the context of our Mission and align our policy on Labour, Human Rights & Ethics. All employees must abide by the principles of this policy and give an undertaking to that affect as mentioned in Annexure 'A'. In the coming 05 years SKPL should implement the best practices of Labour, Human Rights & Ethics covering following aspects:

- 1. Code Of Business Conduct & Ethics:** - Our Code of Business Conduct & Ethics should set forth legal & ethical standards that would apply to our organization. It encompasses Employee Responsibilities, Compliance to Laws and rules of SKPL. It also covers the commitment of SKPL towards Business Partners, Stake Holders and society.
- 2. Labour Policy:** -. We fundamentally belief in elimination of forced/ compulsory labour and discrimination. Provide fair treatment, Fair Working Conditions, freedom of association and collective bargaining. We need to uphold human rights.
- 3. Child Labour:** -. We do not engage or support use of child labour, forced or compulsory labour. We impress upon our contractors & suppliers to practice it.
- 4. Diversity and Inclusion:** - We strive to promote diversity and inclusion in all aspects - be it in race, gender, ethnic group, age, education and more.
- 5. Discrimination:** - SKPL does not tolerate any discrimination at workplace, based on gender, age, religious creed, sexual orientation, racial background, Spregnancy, nationality, caste, political affiliation or regional origin.
- 6. Harassment:** - Any harassment based on Personnel grudges, gender, community, class, caste, or disability, by any employee towards another shall be viewed seriously and take disciplinary action with extraordinary firmness.
- 7. Social Dialogue:** - We respect the right of all employees to form any association and comply with any laws relating to employee representation. We would strive to maintain an open dialogue with employee representative body and maintain a relationship based on mutual trust.
- 8. Non-Competitive Practices:** - We believe in a free and fair competitive environment at Market space.
- 9. Anti-Bribery and Anti-Corruption:** - We aim to improve standards of integrity, transparency, and accountability by enforcing zero tolerance towards bribery and corruption
- 10. Fraud:** - We are against any kind of "Fraud" in relation to affairs of our company and such act by any Employee, Contractor, Supplier will be dealt with firmness.



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11. **Conflict of Interests:** - All Employees, Contractors, should ensure that their work & decisions are not leading into Conflict of Interests.

12. **Performance Management:** -. We endeavor to build a sustainable performance-oriented work culture through career & performance planning by enhancing competencies and performances of employee through training and development.

13. **Recruitment:** - We are committed to Recruit, most suitable candidate based on Merit. We would provide equal employment opportunity for all Job Aspirants and do not show any kind of Discrimination.

14. **Talent Poaching:** - We do not encourage SKPL talent poaching by our exited employees directly/ indirectly.

15. **Confidentiality:** - All employees are obliged and responsible to protect the company's confidential information such as non-public information, intellectual property, trade secrets, Research & development information, business plans, customer details and suppliers information. Any breach of the same will be dealt with seriously.

We believe that this endorsement and implementation of the relevant principles in our facilities and supply chain support would be meeting the expectations of our stakeholders and Business.

Annexure: Annexure-A

Version No.	Effective date	Summary /History of changes
Revision No.:001	02-06-2021	New Policy
Revision No.:002	01-06-2023	Point no 14 Talent Poaching Clause newly added Point no. 15 Confidentiality Clause newly added

V.V. Krishna Reddy
1/6/2023

V.V. Krishna Reddy
Managing Director
01 JUN 2023



SRI KRISHNA PHARMACEUTICALS LIMITED
C-4, IDA, Uppal, Hyderabad-500 039
(Reference Policy on Labour, Human Rights & Ethics)
Annexure- A

To,
Managing Director,
Sri Krishna Pharmaceuticals Limited,
C-4, IDA, Uppal, Hyderabad-500 039

This is to acknowledge that I have read the following Company's Policies of Compliance & HR Policies.

S NO	NAME OF POLICY	POLICY NO
1	CODE OF BUSINESS CONDUCT AND ETHICS	COMPLIANCE/POLICY/001
2	ANTI- BRIBERY AND ANTI- CORRUPTION	COMPLIANCE/POLICY/002
3	SUPPLIER CODE OF CONDUCT	COMPLIANCE/POLICY/003
4	LABOUR POLICY	COMPLIANCE/POLICY/004
5	CHILD LABOUR REMEDIATION POLICY	COMPLIANCE/POLICY/005
6	KEY PERFORMANCE INDICATORS FOR SA	COMPLIANCE/POLICY/006
7	INTERNAL AUDIT PROCESS	COMPLIANCE/POLICY/007
8	EMPLOYMENT PRACTICES	HR/POLICY/001
9	GRIEVANCE REDRESSAL	HR/POLICY/002
10	SEXUAL HARASSMENT REDRESSAL	HR/POLICY/003
11	RECRUITMENT POLICY	HR/POLICY/004
12	LEAVE POLICY	HR/POLICY/005
13	PERFORMANCE MANAGEMENT	HR/POLICY/006
14	LOCAL CONVEYANCE	HR/POLICY/007
15	TRAVEL POLICY	HR/POLICY/008
16	OT & C'OFF	HR/POLICY/009
17	INTERNAL TRANSFER POLICY	HR/POLICY/010
18	MENTORSHIP POLICY	HR/POLICY/011

I certify that I will not violate any of the principles set forth of above policies nor I am aware of any such violations. I further agree that if I get any information relating to any such violations then I will immediately report the same to my supervisor or the Manager.

Signature: _____

Name: _____

Employee Code: _____

Designation: _____

Unit: _____

Date: _____