



AVIK PHARMACEUTICAL LIMITED

A-1/7 & A-1/8, 1st Phase, GIDC Vapi - 396 195. Dist.-Valsad, Gujarat State, India

Phone : (0260) 2401593, E-mail: avikpharma@avikpharma.com

CIN : U99999MH1979PLC021711

HUMAN RIGHTS POLICY

INTRODUCTION

AVIK PHARMACEUTICAL LTD continuously strives to enhance net positive impact on Avik recognizes that businesses cannot operate in isolation and must work with the ultimate objective of creating value for society. Avik respects and upholds high standards on the protection of human rights and acknowledges its responsibility for conducting its business ethically and contributing positively towards human rights-related aspects, in complete alignment with all applicable laws and regulations. Avik is committed to developing a culture that inculcates respect, support, and protection of human rights.

PURPOSE

The policy has been framed to ensure complete adherence to human rights principles across all locations and operations.

SCOPE

This Human Rights Policy (“Policy”) specifically identifies human rights-related aspects such as prohibition of child labour, prohibition of forced labour, compliance with Modern Slavery Act, fair working conditions, and payment of minimum wages. The Policy shall be applicable to all employees (whether employed on a temporary, fixed term, permanent or part-time basis), including those working with Avik’s subsidiaries. Avik expects all its service providers to adhere to this policy when operating from Avik’s sites.

BASIC PRINCIPLES AND GOVERNANCE & Policy

Avik recognizes and supports the principles set out in the following standards and policy:

- Health Safety & Environment Policy
- Applicable labour laws
- POSH Act
- Code of ethics & conduct



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ENFORCEMENT

Avik believes that it has a responsibility to ensure that human rights are understood and observed in the areas that it works. Avik, through its various cross-functional teams strives to create a work environment that is conducive to safeguarding human rights.

All employees are encouraged to raise their concerns if they see or suspect any possible violation of this Policy or any of Avik's procedures or domestic laws as applicable or any other conduct that is unprofessional or inappropriate, report it at hrd@avikpharma.com or POSH IC Members.

POLICY PRINCIPLES

Avik follows all the applicable domestic laws pertaining to human rights. Avik ensures conformance to fundamental labor laws and regulations in its business operations including the prohibition of child labor, prohibition of forced labour, freedom of association.

Avik fosters a workplace environment that is free of discrimination or harassment based on age, colour, gender, social status, marital status, differently abled, race, national / regional origin, ancestry, indigenous status, personal - beliefs, religion & spiritual practice, political affiliation, sexual orientation, in all its operations by imparting relevant training and aligning the conduct of its employees. Any violations in this regard are handled with strict, appropriate, and timely action in consonance with the domestic laws of the concerned country. Avik respects freedom of association and right to collective bargaining and assures no interference with the same when such activities are undertaken beyond working hours.

Our commitment entails respecting and protecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing, and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

Avik has identified the following main areas of responsibility. The principles described below should be regarded as a minimum standard.

Human right aspects of the policy to include:

- **Safe working conditions:** Avik ensures to provide safe working conditions for all including employees, customers, business partners, and visitors and aim to continually improve our performance, always seeking to reduce risk. Further, Avik ensures awareness and adherence to applicable health and safety laws and its internal policies, where it operates.



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- **Employee health and safety:** Avik provides a safe and healthy workplace and complies with applicable safety and health laws, Statutory Compliance, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, training, identification of hazards and remediation of health and safety issues and tracking of incidents.
- **Harassment and abuse:** Avik treats its employees with respect and dignity. Across all sites and offices, Avik aims to maintain a harassment-free workplace, which can take many forms including physical, sexual, verbal or visual activity that generates an atmosphere that is offensive, aggressive, or threatening.
- **Workplace security:** In addition to maintaining a harassment free workplace, Avik is also committed to protect its employees from unsafe or disruptive conditions due to any existing or potential threats.

Avik will deploy security guards or agencies for its employees and assets as required.

- **Child labour, Forced labour, bonded labour, modern slavery & human trafficking:** Avik has a policy of zero- tolerance towards acts of modern slavery which are unlawful and are a violation of fundamental human rights. Avik prohibits and is strictly against the use of child labour, forced or bonded or involuntary labour and any form of human trafficking across the organization. Avik employees are the only personnel, who have the legal right to perform work at the premises. Avik employees shall enjoy the freedom of movement during the employment and have the freedom to terminate employment subject to agreed notice. Avik will not withhold any original documents such as identity, immigration, work permit, personal belongings, financial guarantee, or wages, beyond as reasonably necessary for administrative reasons. Avik provides written agreements to its employees describing the worker's terms of employment in a language understood by the employee.

Definition:

1. **Child labour:** is defined work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

2. **Forced Labour:** is defined as all work or service exacted from any person under the danger of any penalty and for which the said person has not offered himself voluntarily.



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3. Human Trafficking: is defined as the recruitment, transportation, transfer, sheltering or receipt of an individual by means of threat or use of force or other forms of pressure for the purpose of exploitation.

This is to ensure that there is a restriction in the age criteria for the employees working the premises that are 18 years and below standards:

- A signage to be placed in the entrance that “No person shall permit to work below the age of 18”.
- All employees will be verified their age through proper records provided by the local governmental bodies.
- Without proper age records, the candidate will not be allowed to work in the premises.
- Proper verification of age records to be done by HR and the security staff to authenticate the records provided.
- The age record should be placed in the personal file of the concern employee for further verifications.

In the conduct of its business, AVIK Pharma:

- Will not employ children that falls into the above definition, notwithstanding any national law or local regulation;
 - Will comply with all other applicable child or forced labour, Human Trafficking or exploitation laws, including those related to wages, hours worked, overtime and working conditions;
 - Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;
 - It is the responsibility of Human Resource Department and the security staff to implement and ensure compliance with this policy at all AVIK Pharma operations and facilities.
- **Wages & benefits:** Avik provides its employees’ compensation competitively in line with industry standards and in complete adherence to applicable as per Minimum wages and benefits suggested by company to promote work-life balance and compliance with all applicable laws of the domestic country pertaining to wage, work hours and employee benefits.
 - **Diversity, Equity and Inclusion:** Avik values the diversity, equity, and inclusion in the workplace. We have a venerable commitment to equal opportunity and intolerance of discrimination and harassment. We prohibit discrimination and harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, gender identity and expression, or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation, and advancement at the Company are qualifications, performance, skills, and experience.



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Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. Pay Equity for women and subgroups is included in Avik's practices.

- **Career Management and Training:** At Avik, we are committed to managing careers and talent, continuing education and maintaining our human capital.

Participating in the career development of our employees is important to us, and we believe it is essential that all members of our teams clearly understand their roles, expectations and professional development paths. This includes performance evaluations to provide feedback on their work and to create a space to discuss their career aspirations and potential. These assessments are a valuable tool for identifying strengths and areas for improvement to help employees achieve their career goals.

Our engagement to continuous learning and skills development is fundamental. We want to enable our employees to progress continuously by offering qualitative training and seminars. We believe that investing in the growth and skills of our teams not only enhances their potential, but also contributes to the overall success of the Group.

All these efforts collectively contribute to nourishing our human capital, the vital force of our company. By monitoring the percentage of our workforce that receives regular performance and career development reviews, we are ensuring that our commitment to its development is not limited to words. It is a tangible and integral part of our HR strategy.

At Avik, we are deeply committed to building a dynamic and talented workforce that not only promotes individual growth, but also the collective success of our organization.



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- FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING:

The Company recognizes and respects the right of its employees to exercise freedom of association in matters related to their employment, as per policies and procedures of the Company, without them having any Fearfulness.

The Company observes laws and regulations around the world relating to freedom of association and is committed to and respects the right of collective bargaining of the employees, as per applicable laws/guidelines/regulations.

The Company shall strive to put efforts into promoting awareness on Freedom of association among our employees and interested parties, monitor and measure the process against the requirement and take actions to continuously improve the system.

FOR AVIK PHARMACEUTICAL LTD

AUTHORIZED SIGNATORY

DATE : 14/02/2025 .