



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

At Avik Pharmaceutical Limited, we are committed to upholding and promoting human rights across all areas of our operations. We believe that all people should be treated with dignity, fairness, and respect, and we support the principles set forth in the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

PURPOSE & SCOPE

This policy applies to all employees, contractors, suppliers, business partners, and stakeholders operating within or on behalf of Avik Pharmaceutical Limited regardless of location.

BASIC PRINCIPLES AND GOVERNANCE & Policy

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

- The universal Declaration of Human Rights (UDHR)
- The International Labour Organization (ILO) Core Convention
- United Nations Guiding Principles on Business and Human Rights (UNGPs).
- Local Laws and regulations where we operate

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 administration@avikpharma.com / hrd@avikpharma.com or POSH IC Members.



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OUR COMMITMENT

AVIK is Committed to:

- Respecting and protecting the human rights of all individuals affected by our operations.
- Avoiding involvement in human rights abuses.
- Promoting awareness and education about human rights within organization.
- Ensuring our business practices do not contribute to human rights violations.

CORE PRINCIPLES

We are committed to following these principles:

- **Respect for Human Rights:** We respect the human rights of all individuals and are committed to avoiding any involvement in human rights abuses.
- **Safe working conditions:** Avik ensures to provide safe working conditions for all, including employees, customers, business partners, and visitors and aims 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.

- **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.

- **Employee health and safety:**

Avik provides a safe and healthy workplace and complies with applicable safety and health laws, 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.



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- Workplace security:

In addition to maintaining a harassment free workplace, Avik is also committed to protecting 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 or Forced labour & 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.

- Wages & benefits:

Avik provides its employees' compensation competitively in line with industry standards and in complete adherence to applicable wages and benefits suggested by the bylaws. Avik endeavours to promote work-life balance and compliance with all applicable laws of the domestic country of wage, work hours, and employee benefits.

- Working Hours:

Avik is committed to respecting the rights of all workers to fair and reasonable working hours, in accordance with international labour standards and local laws. We recognize that excessive working hours can negatively impact physical and mental health, as well as family and community life.

- 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 & Training:**

Avik is committed to upholding human rights in all aspects of employment, including fair and non-discriminatory Career management. We believe every employee has the right to equal opportunities for professional growth, skill development, and advancement based on performance and potential.

We ensure that all career development practices such as training, promotions, transfer, and succession planning are based on objective criteria and free from discrimination based on race, caste, gender, religion, age, disability, sexual orientation, nationality, or any other status protected by law.

We are committed to providing equal access to development opportunities, including on the job training, mentor and leadership development programmes.

- **FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING:**

We recognize and respect the right of employees to freely form and join trade unions, workers' councils, or other associations of their choosing without fear or intimidation, retaliation, or harassment.

Employees are free to choose whether or not to associate, and will not face discrimination based on their union membership or non-membership.

The company respect the role of legally recognized unions and will engage in collective bargaining in good faith with employees.

- **RESPECT FOR COMMUNITIES & INDIGENOUS PEOPLES**

AVIK is committed to respecting the rights, traditions, and cultural heritage of local communities and Indigenous Peoples wherever we operate. We recognize that our activities can impact communities, particularly those with historical, cultural, or spiritual ties to the land.

We acknowledge the rights of local communities and indigenous populations and seek to engage them in meaningful consultation when our operations may impact their rights or lands.



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- IMPLEMENTATION & COMPLIANCE

- We will be preparing human rights risk assessments as part of our enterprise risk management process.
- Training on human rights principles will be provided to employees, particularly those in key roles such as procurement, security, and human resources.
- We will incorporate human rights standards into our supplier code of conduct and require our suppliers to align with these principles.

Date: 01/07/2025

FOR AVIK PHARMACEUTICAL LTD

Dr. Abhay H. Chheda

President -Operations