



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

Child or forced labour, Human Trafficking Policy

Introduction:

AVIK Pharmaceutical Ltd. is committed to upholding human dignity and providing a safe, ethical, and inclusive working environment. The company maintains a zero-tolerance policy towards child labour, forced labour, bonded labour, modern slavery, and human trafficking at all its locations and in any part of its business operations.

Definitions

This aligns with international standards, as per the ILO Guidelines:

Child Labour:

- Work by children under the age of 14.
- Work by children under 15 that prevents school attendance.
- Work by individuals under the age of 18 that is hazardous to their physical or mental health.

Forced Labour:

All work or service that is extracted under the threat of penalty and which the person has not offered voluntarily.

Human Trafficking:

The recruitment, transportation, transfer, sheltering, or receipt of individuals using force, threats, or coercion for the purpose of exploitation.

Scope:

This policy applies to our entire organization and those we do business or partner with including suppliers, vendors and contractors.



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Aim:

To establish and enforce strict age criteria and ensure compliance with applicable labour laws and human rights 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.

Human right aspects of the policy to include:

- **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 or 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.



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In the conduct of its business, AVIK Pharma:

- Will not employ children who meet the above definition, regardless of 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 employ 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 the Human Resource Department and the security staff to implement and ensure compliance with this policy at all AVIK Pharma operations and facilities.

Date: 01/07/2025.

FOR AVIK PHARMACEUTICAL LTD

Dr. Abhay H. Chheda

President -Operations