



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

Whistleblowing Policy

Avik is committed to the highest standards of integrity, openness and accountability in the conduct of its business operations. It shall continue to conduct its affairs in an ethical, responsible and transparent manner.

The ‘y’ in each of our principles has been replaced with ‘i’ deliberately, keeping in mind an age-old saying, ‘Change first comes from within’.

In order to maintain an open environment of work culture and facilitate good manufacturing and business practices, the Whistleblower Policy has been implemented to provide an avenue for all employees of Avik and its subsidiaries as well as members of the public to disclose any improper conduct in business or affairs of the Company in accordance with the procedures provided under the policy and also to provide protection to the Whistleblower.

Qualiti:

Complying with world-class quality standards and creating products that can be recommended with trust

Safeti

Maintaining high standards of employee safety and ensuring that all our products pass thorough quality and safety checks

Integriti

Endorsing transparent business practices and a strong work ethic across all the departments and levels in the organisation



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Digniti

Ensuring a respectful work culture for all the stakeholders, and a relationship born out of respect with our consumers

Responsibiliti

Fostering a culture of individual ownership and commitment within the company, and realising our own role as a responsible corporate citizen in a changing world.

Reporting Violations

The Code addresses the Company's whistle-blower policy and suggests that employees share their questions, concerns, suggestions, or complaints with someone who can address them properly. In most cases, an employee's senior is in the best position to address an area of concern.

However, if you are not comfortable speaking with your senior or you are not satisfied with your senior's response, you are encouraged to speak with someone in the HOD, HRA, or anyone in management whom you are comfortable approaching.

Seniors and Managers are required to report suspected violations of the Code of Ethics & Conduct to the Organization's Compliance Officer, who has specific and exclusive responsibility to investigate all reported violations. When you are not satisfied or uncomfortable as per policy, individually should contact the company's Compliance Officer (HRA) directly or report to below.

Email id: hrd@avikpharma.com

Phone No: 6357770540

Authorized Signatory

Date: 11/12/2025