

Human Rights Policy

Wockhardt believes in social and economic dignity and freedom, regardless of nationality, ethnicity, gender, race, economic status or religion. In every sphere of businesses and operations therefore, Wockhardt focusses on upholding the spirit of human rights as enshrined in existing international standards such as the Universal Declaration and the Fundamental Human Rights (UDHR) Conventions of the ILO & ILO Core Conventions on Labor Standards towards the right to a decent standard of living, health care and other social benefits & upliftments.

Implementation

The Corporate Human Resources function of Wockhardt is responsible for the Human Rights Policy design, implementation and updation. Every unit, place of businesses of Wockhardt endeavors to identify, assess and manage human rights impacts within the framework described below.

Policy

A. **Preamble** : Wockhardt upholds international human rights standards, does not condone human rights abuses, and creates and nurtures a working environment where human rights are respected without prejudice.

- To respect the human rights of our associates
- To ensure non-discrimination, prohibition of child and enforced labor, freedom of association and create an environment of engagement in collective well-being.
- To establish and maintain appropriate procedures to evaluate and select major suppliers and contractors based on human rights and social policies, and to monitor their performance where appropriate.
- To respect the customs and values of the neighboring communities where we operate.
- To contribute to the society at large through its Corporate Social Responsibility (CSR) initiatives.
- Being a major research driven organisation, Wockhardt encourages young scientists and professionals of any background to get associated with the organisation for a meaningful and mutually beneficial association

B. Consideration of Human Rights Impacts Across the Supply Chain

1. **Policy** : As a large and multi-product & Research driven enterprise whose products are distributed nationally and internationally, Wockhardt's main supply chain tries to ensure for all its operations, technology, plant & machinery are sourced from reputed and globally benchmarked suppliers/vendors who are expected to follow internationally accepted norms and standards on human rights.
2. **Implementation** : The responsibility for implementation of this policy rests with the functional head of Supply Chain.

C. Policy to Prevent Discrimination at Workplace

1. **Policy** : Wockhardt acknowledges & respects the diversity of culture that brings in different and unique set of perspectives and capabilities to the team. A discrimination-free workplace for employees provides the environment in which diverse talents can be groomed and nurtured. This is achieved by ensuring that a non-discrimination policy and practice is
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embedded across the Company in line with corporate principles and benchmarked business practices.

Wockhardt does not encourage discrimination in recruitment, compensation, access to training, promotion, termination or retirement based on caste, religion, disability, gender, age, race, colour, ancestry, marital status or affiliation with a political, religious, or union organization or minority group.

Compliance with the policy is ensured in a transparent system of recruitment and the policy of exit interviews which are undertaken by a manager not directly connected with the employee.

2. **Implementation** : The policy is communicated to all employees through induction programmes, policy manuals and intranet portals.

The custodian of this policy is the Head of Human Resources & head of each operational unit & head of the respective businesses.

Wockhardt's complaints resolution procedure is enshrined on a transparent process where employees can approach higher officials beyond his/her immediate superior. For the unionised employees, compliance of the policy is ensured through a robust grievance handling procedure along with respective HR heads of the units.

D. Policy Prohibiting Child Labour and Preventing Forced Labour from Workplace

1. **Policy** : Wockhardt follows "No Child or Forced Labour policy" and endorses the need for appropriate initiatives to progressively eliminate these abuses. Wockhardt does not employ any person below the age of eighteen years in the workplace and also prohibits the use of forced or compulsory labour at all its units.
2. **Implementation** : This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programmes, policy manuals and intranet portals.

The responsibility for the implementation of the policy rests with the Head of Human Resources & also with Units HR Department.

Employment contracts and other records documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorized personnel or relevant statutory body.
