

Laurus Labs Limited

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HUMAN RIGHTS POLICY

Laurus Labs Limited recognizes the valuable role that business can play in longer - term protection of Human Rights. The Group Companies are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers) in line with internationally recognized frameworks.

Our Commitment entails respecting human rights and seeking to avoid involvement in human rights, abuses, identifying, assessing and minimizing potential adverse impacts through audits and management of Issues and resolving grievances from affected stakeholders effectively.

Laurus Labs is committed to provide

- Freedom of Discrimination.
- Right to equality between men and women.
- Right to life.
- Freedom from slavery.
- Right to liberty and security of person.
- Right to be treated with humanity in detention.
- Freedom of moment.
- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the Laurus Labs Limited Group Sustainable Business Framework.
- Aligning our existing policies, processes and activities with our commitment to respect human rights including those that apply to Labour practices, supply chain and security management.
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication.
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities.
- Prohibiting all forms of harmful child labour, forced/Trafficked labour, discrimination and harassment.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner.
- This policy is applicable to all our stakeholders including employees or workers, (permanent and other than permanent), interns as well as business partners (suppliers, contractors, healthcare partners, joint venture partners) to uphold our commitment outlined in the policy.

This policy shall be reviewed periodically for its suitability and updated as necessary.

C. Narasimha Rao
Executive Vice President-Human Resources