



EMCURE PHARMACEUTICALS LIMITED
HUMAN RIGHTS POLICY

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1. Background & Commitment

Emcure Pharmaceuticals Limited is committed to respecting and promoting human rights as a core element of doing business responsibly. We recognize that as a global pharmaceutical company, our operations and value chain can affect — positively or negatively — the rights and well-being of a wide range of stakeholders, including employees, contract workers, patients, communities and the environment.

This Human Rights Policy ('Policy') formalizes Emcure's commitment to identify, prevent, mitigate and remediate adverse human rights impacts arising from our business activities. It is aligned with:

- The Universal Declaration of Human Rights (UDHR).
- The UN Guiding Principles on Business and Human Rights (UNGPR), including the three pillars of Protect, Respect and Remedy.
- The International Labour Organization (ILO) Core Conventions on labour rights.
- The National Guidelines on Responsible Business Conduct (NGRBC) issued by the Ministry of Corporate Affairs, India.
- The Children's Rights and Business Principles.

Applicability

All employees, contract workers, trainees, and business partners (suppliers, contractors, distributors, joint venture partners) of Emcure Group of Companies

2. Purpose

The purpose of this Policy is to:

- Establish Emcure's expectations and commitments regarding human rights for all operations and the value chain.
- Provide a framework for human rights due diligence to identify and address potential adverse impacts.
- Ensure compliance with applicable national and international human rights and labour laws.
- Create accessible grievance mechanisms for affected stakeholders.
- Promote a culture in which human rights are respected as a business imperative and not merely a legal obligation.

3. Scope & Applicability

This Policy applies to:

- All permanent, contractual, and temporary employees and workers at all Emcure locations.
- Trainees, interns, Employees on probations
- All subsidiaries and affiliates of Emcure.
- Business partners — including suppliers, contractors, distributors, logistics providers and joint venture partners — who are expected to comply through contractual requirements.

Where local laws or regulations impose higher standards than those set out in this Policy, the higher standard will apply.

4. Human Rights Commitments

Prohibition of Child Labour

Emcure is committed to the complete prohibition of child labour across all its operations and supply chain.

- The Company will not employ any person below the minimum working age prescribed by applicable local law, and in no case below 18 years for hazardous work.
- Age verification is carried out at the time of recruitment and appropriate documentation is maintained.
- Emcure will not knowingly source from suppliers or contractors who engage child labour. Supply chain audits will include specific checks on this issue.
- Where child labour is discovered in the supply chain, Emcure will work constructively with the relevant supplier to remediate the situation while prioritizing the welfare of the affected children.

Prohibition of Forced, Bonded & Compulsory Labour

Emcure prohibits all forms of forced, bonded, indentured, or compulsory labour.

- Employment at Emcure is voluntary; workers must enter and leave employment freely.
- Workers must not be required to surrender identification documents, pay recruitment fees, or work under threat of penalty or debt bondage.
- Overtime must be voluntary and compensated at the legally required rate.
- These requirements extend to contract workers engaged through third-party labour contractors.
- Suppliers and contractors are required to provide written undertakings that they do not use forced or bonded labour.

Diversity, Equal Opportunity & Non-Discrimination

Emcure is committed to creating a workplace that is inclusive, fair, and free from discrimination in all its forms.

- All persons are entitled to equal treatment in recruitment, hiring, compensation, promotion, transfer, performance evaluation, and training, regardless of gender, gender identity or expression, religion, caste, race, ethnicity, nationality, age, disability, health status or medical condition (including HIV status), marital or family status, sexual orientation, socio-economic background, union membership, or any other characteristic protected by applicable law.
- Emcure aims to maintain a workplace free from prejudice, bias, physical or mental harassment, and any other unsafe or disruptive condition.
- A zero-tolerance approach is maintained toward workplace harassment, including sexual harassment, bullying, victimisation and intimidation.
- Emcure implements the provisions of the Prevention of Sexual Harassment at the Workplace Act, 2013 (POSH Act) through a constituted and functional Internal Committee (IC) at each location.
- Emcure commits to progressively improve gender balance across all levels of the organisation.

Freedom of Association & Collective Bargaining

Emcure recognises and respects the rights of employees to freedom of association and collective bargaining, as protected under applicable Indian labour law and ILO Core Conventions.

- Employees may freely form, join, and participate in trade unions or workers' representative bodies without threat, intimidation, or interference.
- Emcure recognises legitimate employee representatives and engages with them constructively

through Works Committees, Grievance redressal committee and Safety Committees.

- Where local law restricts freedom of association, Emcure will provide alternative means for employees to raise concerns and be heard.
- No employee will be penalised, victimised, or discriminated against for lawfully participating in union activities or collective bargaining.

Fair Wages, Working Hours & Benefits

Emcure is committed to paying fair wages and providing benefits that meet or exceed statutory requirements.

- Wages are paid at or above the applicable statutory minimum wage in all locations; payments are made in full, on time, and through registered bank accounts.
- Salary deductions are made only for lawful purposes (PF, ESI, LWF, Income tax, Professional Tax, authorised loans etc) and are transparent to the employee.
- Working hours comply with applicable laws; overtime is managed within permitted limits and compensated accordingly.
- Emcure provides all mandatory statutory benefits including Provident Fund, Employees' Pension Scheme, Gratuity, ESI, Maternity Benefit, Group Health Insurance and Personal Accident Insurance, Group term insurance, Employee deposit linked insurance scheme (EDLI).
- Leave entitlements — earned leave, casual leave, sick leave, maternity leave, and holidays — are provided in accordance with applicable law and Company policy.

Health, Safety & Well-being

Employees have a fundamental right to a safe and healthy workplace. Emcure's detailed commitments in this area are set out in its Environment, Health & Safety Policy. Key human rights dimensions include:

- Emcure will not require any worker to perform work that creates a serious risk to health or life without adequate safeguards and protective equipment.
- Employees are empowered to refuse unsafe work and to report hazards without fear of retaliation.
- All workplace accidents, injuries and occupational diseases are recorded, investigated and remediated.
- Employees and contractors are provided with relevant safety training before starting work on-site.
- Emcure provides access to occupational health services including pre-employment and periodic medical examinations.

Privacy & Data Protection

Emcure respects the privacy of all employees, patients, and business partners.

- Personal data is collected only for legitimate business or legal purposes and is retained only as long as necessary.
- Sensitive personal data — including medical, financial, and family information — is handled with the highest level of care and confidentiality.
- Emcure will not share personal information with third parties without the individual's consent, except where legally required.
- Employees' medical information is maintained separately from other personnel records and is disclosed only to those with a legitimate need to know.

Workplace Security

Emcure is committed to maintaining a work environment free from violence, harassment, intimidation, and disruptive conduct.

- Adequate physical security measures are maintained at all sites, in a manner respectful of employee dignity and privacy.
- Security personnel are trained to act in accordance with human rights principles.
- Access to the workplace is managed without unlawful discrimination.

Community Engagement & Impact

Emcure acknowledges that its operations can have an impact on local communities. The Company commits to:

- Assess and seek to minimise the environmental and social impact of its operations on surrounding communities.
- Engage with local communities in a manner that respects the rights and dignity of all people.
- Support community welfare, healthcare, and educational initiatives — particularly in areas near manufacturing facilities.
- Respect the rights of indigenous and vulnerable communities in areas where the Company operates.
- Ensure that supply chain development does not adversely affect the livelihoods of smallholder farmers or artisan communities.

Patient Safety & Access to Medicines (Pharma-Specific)

As a pharmaceutical company, Emcure has additional human rights responsibilities related to the products it manufactures and sells.

- Emcure commits to maintaining robust pharmacovigilance systems to detect, assess, and respond to adverse drug events, thereby protecting the health rights of patients.
- Product safety information must be communicated accurately to healthcare professionals and patients.
- Emcure is committed to providing affordable, high-quality medicines to make healthcare accessible to all segments of society.
- Clinical trials and research activities conducted by Emcure or on its behalf must comply with ethical guidelines, informed consent requirements, and applicable regulatory standards.

5. Human Rights Due Diligence in the Supply Chain

Emcure recognises that human rights risks can arise not only within its own operations but also through its suppliers, contractors, and other business relationships.

- Emcure will conduct human rights due diligence as part of its supplier assessment and onboarding process.
- Suppliers are required to comply with Emcure's Code of Conduct, which includes human rights provisions on child labour, forced labour, non-discrimination, fair wages, and safe working conditions.
- Emcure will include human rights compliance clauses in contracts with key suppliers and business partners.
- Periodic audits — including announced and unannounced site visits — will be conducted to assess

supplier compliance.

- Where human rights violations are found in the supply chain, Emcure will work with the supplier to develop and implement a corrective action plan. Persistent non-compliance may result in termination of the business relationship.

6. Grievance Mechanism & Remediation

In line with the UNGP's third pillar (Remedy), Emcure provides accessible grievance mechanisms for employees, workers, and other affected stakeholders.

Channel	How to Use
Direct Manager	For everyday concerns and interpersonal issues.
HR Department	For employment-related complaints, discrimination or harassment concerns.
Internal Committee (IC)	For complaints of sexual harassment under POSH Act, 2013.
Whistle-Blower Channel	For reporting legal violations, financial irregularities, or serious policy breaches anonymously.
Works Committee & Grievance redressal committee	For collective concerns related to working conditions or employment terms.

- All complaints are investigated promptly, impartially, and with full confidentiality to the extent possible.
- No individual will face retaliation for raising a concern in good faith.
- Remediation, where required, may include apology, changes to working arrangements, disciplinary action against the responsible party, and/or financial compensation.

7. Roles & Responsibilities

Role	Key Responsibility
Board of Directors	Oversight of this Policy; ensure integration of human rights into business strategy.
Senior Management	Embed human rights considerations in business planning and decision-making; allocate resources.
HR Department	Implement and update this Policy; manage grievance channels; conduct training; maintain records.
Legal & Compliance	Provide guidance on applicable human rights law; support due diligence; review supplier contracts.
Procurement / Supply Chain	Integrate human rights due diligence in supplier selection and ongoing management.

Role	Key Responsibility
All Employees	Comply with the Policy; report concerns; treat all individuals with dignity and respect.

8. Training & Awareness

- All employees receive human rights awareness as part of induction training. (Online & Offline)
- Managers and HR professionals receive targeted training on non-discrimination, freedom of association, and grievance management.
- Procurement and supply chain teams receive training on supplier human rights due diligence.
- Training effectiveness is reviewed annually and updated to reflect changes in law, standards, or Company risk profile.

9. Policy Review & Reporting

- This Policy will be reviewed Periodically and updated as needed to reflect changes in applicable laws, international standards, or Company operations.
- Emcure will include a summary of human rights performance in its annual Business Responsibility and Sustainability Report (BRSR), as required under SEBI's BRSR framework.
- Key metrics tracked include: number of grievances received and resolved, training completion rates, supplier audit outcomes, and zero incidents of child or forced labour.

ACKNOWLEDGEMENT & SIGN-OFF

(This policy will be acknowledged through offline/HRIS)

I, the undersigned, confirm that I have read, understood and agree to comply with this Policy. I acknowledge that non-compliance may result in disciplinary action including termination of employment.