



Human
Wellness

Anti- Discrimination and Anti- Harassment Policy



RESPECT each other's differences

FREEDOM in your work and
personal lives

TRUST you as an adult

TRUTH in what we do every day



MEGA COMMITMENT

is to provide

Quality Products and Services to
Our Customers

Through constant Improvement and
Innovation



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Introduction

We are all privileged to work for one of the finest companies. It is our utmost responsibility and duty to preserve and strengthen our Company's worldwide reputation built by people over many years. We have built our successes on the strong foundation of sustainable, transparent & Ethical business practices and quality products. Our quest for growth and excellence goes hand in hand with unflinching commitment to integrity in all our relationships with employees, customers, suppliers, government, local communities and our collaborators and shareholders.

The Anti-Discrimination and Anti-Harassment policy is aimed at conducting effective business through good corporate governance and to build a sustainable business with growth, social acceptance and stakeholder wellness. This Code applies to all Directors, Executives, Management and Employees of Mega Lifesciences Public Company Limited and its subsidiaries, associates and assigns ("Mega"). Mega strongly encourages implementation of this policy for the benefit of the Company, Suppliers and Communities dealing with Mega worldwide.

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Foundation

Mega Lifesciences believes in respecting, promoting and encouraging equal rights. This Anti-Discrimination and Anti-Harassment Policy (Policy) is made alongside and also in reference to Mega Lifesciences' Business Ethics and Code of Conduct, Whistle-Blower Policy and Sustainability Policy. In addition, Mega Lifesciences has a Supplier Code which is for evaluation of our business partners in line with Mega Lifesciences' vision to promote sustainable work culture in our stakeholders' work places.

This Policy is aligned in letter and spirit with the following:

- i) Universal declaration of Human rights and United Nations Guiding Principles on Business and Human Rights (UNGP)
- ii) Fundamental conventions identified by the International Labor Organization



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Scope

We expect all our employees (permanent/ contractual/ on-deputation in and on-deputation out of the Company), consultants and trainees of Mega and business partners including but not limited to suppliers, contractors, healthcare partners and Joint Venture partners to practice these values in a shared manner.

This policy shall be applicable from December 01, 2021 and Mega or its Board of Directors/ Board of Management has the right to amend this policy from time to time.

We shall not discriminate against or harass other individuals in all work-related settings and the same shall apply vice-versa.

Work related settings shall include but not limited to any of Mega Lifesciences' offices (owned or rented), temporary or permanent structures, meeting venues and or any gatherings/ meetings whether in-person or virtual.

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Policy statement

Mega Lifesciences prohibits all forms of discrimination, sexual and non-sexual harassment in Mega Lifesciences' workplaces and in all forms of work related conduct/ interactions, and formal/ informal communications irrespective of where they happen or the form in which they are communicated.

We shall not discriminate against or harass other individuals in any work-related settings and the same shall apply vice-versa.

Work related settings shall include but not limited to any of Mega Lifesciences' offices (owned or rented), temporary or permanent structures, meeting venues and or any gatherings/ meetings/ trips/ tours whether in-person or virtual.

We strictly do not tolerate any forms of discrimination and harassment.



5 Regulatory aspects

We respect and comply with all applicable laws and regulations in all territories of our operations, which also include the national labour regulations as applicable to human rights aspects and specifically the content of this Policy. In the event of any inconsistency between this policy and applicable laws then the applicable laws shall prevail.

6 Enforcement of this Code

All Directors, Executives, employees and associates including suppliers, joint ventures partners, consultants and service providers shall comply with this code in addition to any specific requirements as per the Agreements signed with Mega.

Mega Lifesciences is committed to resolved concerns from stakeholders and would encourage to raise the concerns at audit.committee@megawecare.com and/ or to whistleblow@megawecare.com. The Company shall follow the Non-Retaliation Policy before, during the course of and after investigation of the Complaints.

7 Non-retaliation

We do not tolerate retaliation against an employee or stakeholder who files a non-compliance incident report. Each report is and will be diligently investigated and appropriate remediation measures taken to prevent further wrongdoing and penalize aberrations in the past, to the extent such acts are determined in the inquiry to be in the nature of misconduct.