



Human Rights

Human
Wellness



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 Human Rights policy is aimed at conducting effective business through good corporate governance and to build a sustainable business with 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 code 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 human rights. This Human Rights Policy (Policy) is by reference made alongside and also in reference to Mega Lifesciences' Business Ethics and Code of Conduct, Non-Discrimination and Non Harassment policy and a Non-Retaliation 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 Human Rights 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



3 Scope and application

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.

4 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 for employment and termination as applicable to human rights aspects. The local laws will prevail in the event of any inconsistency with this Policy.

5 Child Labor, Forced Labor and slavery

We are committed to not employing any forced labour or child labour in any of our operations. We will not indulge in modern day slavery. We ensure adherence to minimum working age requirements prescribed by local regulations and prohibit employment of child labour across our operations and value chain. We respect the right of all workers to enter and leave employment voluntarily and do not engage in compulsory, forced, indentured or bonded labour. Overtime work will be on a voluntary basis and remunerated at least as per law.

6 Sexual harassment



Mega Lifesciences practices zero-tolerance towards any act of sexual harassment. If any such acts come to our notice proper investigation (with an opportunity to be heard) followed by finding of guilt and strict action is undertaken as per Mega Lifesciences' Policy on Prevention of Sexual Harassment at the Workplace.

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Collective Bargaining and Freedom of Association

We follow the law related to freedom of association and collective bargaining and respect the rights of our workers to enter into collective bargaining agreements and encourage freedom of association by acknowledging and supporting labour unions across our sites. We actively work with any labour associations/ employee groups/ associations to discuss concerns on health and safety of workers, notice period, salaries paid and process optimisation.

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Environment, health and safety

We strive to protect the safety, health and well-being of our stakeholders through EHS management systems and safety requirements for our value chain partners. We pursue environmentally sound business practices and work toward continual improvement in our EHS performance year on year. We record and investigate all incidents and train to enhance capabilities of employees and contractors on safety concerning workplace-related hazards, associated risks and measures required to mitigate these risks.

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Wages and benefits

Mega Lifesciences believes in providing a suitable and flexible work culture that helps us retain talent and keeps our employees motivated and engaged. Accordingly, we ensure the right to fair compensation and we more than comply with all applicable laws relating to payment of wages, working hours and overtime compensation mandated. Mega Lifesciences provides leave benefits for parental



leave, accident, sickness, casual and annual leaves on a onetime- staggered basis. Mega Lifesciences also provides benevolent leaves on a case to case basis.

10 Hiring new employees

Mega Lifesciences recruits new employees on merit-based processes including decision on related matters like compensation and promotions. We do not tolerate any fraudulent methods of recruitment and all the terms and conditions of employment are clearly communicated in offer letters and similar practices are observed during the course of employment.

11 Data privacy

Mega Lifesciences follows required laws to safeguard employee personal data and take such steps to secure the data. We do not disclose any information related to employees including personal, medical and financial information unless legally mandated or as required by the corporate governance guidelines applicable to all the employees.

12 Community

Mega Lifesciences engages with communities in each country/ location taking such steps as may be required to mitigate the impact on the communities, if any, due to Mega Lifesciences' operation. We continue to support several community welfare, health and educational activities, essentially in communities by providing healthcare education, improvement of community infrastructure, scholarships, etc. We also respect the rights of indigenous people and ensure such communities are part of our overall welfare and engagement programs.



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Security

Mega Lifesciences is committed to maintaining a safe work environment that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Adequate security arrangements for employees are provided as needed and are maintained with respect for employee privacy and dignity in accordance with the guidelines on Security and Human Rights.

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Drug safety

Mega Lifesciences takes such steps as may be warranted by nature of products and at minimum as per required laws to detect and assess any adverse effects of our medicines on patients before and after the sale. We believe that absence of oversight may be risky and may put human lives at risk and hence we take proactive measures and take after sales steps. Our pharmacovigilance team ensures that we conform to all regulatory requirements and our products have a favorable risk-benefit profile. We have a global pharmacovigilance system for redressal of drug safety related complaints as per well-defined processes. The sales and regulatory teams are given sufficient training to ensure such complaints/ behaviors are identified and handled in a professional manner. This is complemented by a dedicated phone line and mailbox to receive safety-related complaints from consumers, patients and healthcare professionals. Patient health and safety related trainings are provided to staff and healthcare professionals in associated organizations. We also educate doctors and actively seek feedback.

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Make available affordable medicines in developing and under developed countries

Mega Lifesciences has set a goal to bring affordable medicines to developing and under developed world to promote universal health and to promote the Mega We care and Human Wellness promises of Mega Lifesciences. Human Wellness



initiative encourages Mega Lifesciences' goal of providing making available quality supplements to all countries at affordable prices in distant parts of the world.

16 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. IN the event of discrepancy between this Code and the Agreements/ documents, the Agreements/ documents shall prevail.

Mega Lifesciences is committed to resolved concerns from stakeholders and would encourage to raise the concerns at audit.committee@megawecare.com or to whistleblow@megawecare.com. Company will follow the principles laid down in Non-Retaliation Policy before during the course of and after such complaints.

17 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.