



Natco Pharma Limited

Regd. Off. : 'NATCO HOUSE', Road No. 2, Banjara Hills, Hyderabad - 500034.
Telangana, INDIA. Tel : +91 40 23547532, Fax : +91 40 23548243
CIN : L24230TG1981PLC003201, www.natcopharma.co.in

Data Privacy and Cyber Security Policy

Introduction:

Cybersecurity in NATCO Pharma Limited (herein after referred to as "The Company," "We," "Us," "Our") is an important factor in our sustainability journey. We are committed to take reasonable precautions to protect personal information of employees, business related information and complying with the legal, regulatory, and contractual obligations.

Applicability:

This policy is applicable to all the employees, contract staff, vendors and who use the IT assets and IT resources of the Company to conduct their work internally or externally. It consists of guiding notes to outline our commitment to protect the confidentiality, safeguard the sensitive data and personal information of employees, and value chain partners, while also shielding IT assets from cyber threats and vulnerabilities.

Purpose:

The Company has an Information security and Data Integrity policy in place to protect the Company's information assets and resources, and we aim to stay ahead of potential threats by imparting necessary trainings, guidance, and regular technological interventions in line with regulatory standards for all concerned.

The policy also focuses on the shared responsibility of every individual in the system to uphold the company's highest standards and avoid potential risks. The employees are required to abide by the policy and procedures laid down and therefore ensure the protection of the Confidentiality and Integrity of Information.

Definition:

The confidential data refers to:

- Human Resource Data
- Business related data and information
- Confidential data and non-disclosure agreement signed between parties
- Any other information deemed confidential by the company from time-to-time.



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Mechanism:

The Company follows below measures on the cybersecurity front to protect the confidential data:

- Only authorized personnel are allowed access to confidential data solely for the purpose authorized by the data provider.
- Employees shall not share or solicit to share, exchange, create, or distribute confidential information either in digital or non-digital form which may cause slander and or attempt to slander, defame, disrespect individual employees, employee groups, religious or social values, allude to or fuel development of acrimony amongst employees and violate the law in any manner.
- Requisite measures are taken to protect the data from internal or external threats and to prevent any breach or loss.
- Strong measures against Data leakage protection are taken to ensure sanctity of confidential data in all manners.

Accountability

- Employees and business partners responsible for data processing must comply with legal data protection requirements and the provisions outlined in this policy.
- Senior personnel hold the responsibility to ensure that all necessary measures are taken to adhere to this policy.
- Individuals noticing or becoming aware of any breach of sensitive data shall notify the stakeholder grievance redressal officer.
- Access to sensitive information is restricted to authorized personnel to protect such information against unauthorized or unlawful access.

If any violation of the above policies or breach of sensitive data or any other suspected behavior, the person can report the same to their Manager/IT Department/Functional Head/Grievance Redressal Officer through formal/informal modes of communication at the earliest possible.

The Company reserves the right to question, audit and take appropriate action in case of any violation.

Review:

This policy shall be reviewed annually and updated for its sustainability.

Date: 12/08/2024

Rajeev Nannapaneni
CEO & Vice Chairman