



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

Equal Opportunity Policy

Purpose:

NATCO Pharma Limited (herein after referred to as "The Company," "We," "Us," "Our") is committed to promoting equal opportunities and creating an inclusive workplace environment where all individuals are treated with dignity and respect. We believe a diverse workforce fosters creativity, innovation, and a strong foundation for success.

This Equal Opportunity policy has been drafted as per the Rights of Persons with Disabilities Act, 2016.

Applicability:

This policy applies to recruitment and placement, promotion, training, transfer, retention, pay and other conditions of employment.

Company commits to:

- Strongly support and uphold the human rights of employees.
- Adhere to the fundamental belief in the elimination of discrimination in respect of employment towards their race, caste, nationality, religion, disability, age, sex, marital status, and political affiliations.
- Ensure that selection criteria for any recruitment shall be based on relevant qualifications, experience and required skills.
- Ensure that employment and promotional decisions shall be based on merit and the principle of furthering equal opportunity.
- Not support any abusive behavior against any individual.
- Prohibit any sort of ill-behavior including gestures, language, and physical contact, that is sexually coercive, threatening, abusive or exploitative with anyone at the workplace.



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Our commitments towards providing equal opportunities for differently abled people:

- Assuring that no individual is discriminated against on the grounds of disability.
- Identifying suitable positions for such candidates and providing enough recruitment and selection opportunities for differently abled individuals, wherever the nature of work permits.
- Maintaining fairness and transparency in all aspects of recruitment, selection, and onboarding processes.
- Providing reasonable and required facilities and amenities to persons with disabilities to enable them to effectively discharge their duties. While doing so, we will make appropriate modifications and adjustments to ensure differently abled employees can exercise their rights equally with other employees.
- Not denying promotion to a candidate merely on the grounds of disability.

Review:

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

Date: 12/08/2024

Rajeev Nannapaneni
Vice Chairman & CEO