



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

Human Rights Policy

Introduction:

At NATCO Pharma (herein after referred to as "The Company," "We," "Us," "Our"), we are committed to upholding and promoting human rights in all aspects of our operations and business activities. Our commitment to Human Rights is adopted from The Constitution of India, National/State Laws and Policies.

We are committed to promoting respect of our employees in the workplace, ensuring workplace health and safety, and ensuring fair employment practices. We aspire to be a company where equality and inclusion are achievable for all; where respect and inclusion are the cornerstones of our culture; and where equal access and opportunity to learn, grow, succeed, and thrive are available to everyone.

Applicability:

This policy applies to all the employees, fluid employees and associates working on our site(s) directly. This policy shall act as an advisory for the independent contractors and business partners, who are associated with the 'Company', to uphold and adopt the principles enshrined in this policy. The Company expects its business partners and contractors to treat their employees, and to interact with communities in ways that respect human rights and adheres to the spirit and intent of our Human Rights Policy. The Company requires our business partners and contractors to adhere to all domestic laws and compliance requirements.

Purpose:

Our Policy commitment to achieve Equal Opportunity, Non-Discrimination, Diversity, and Inclusion / Prevention of Harassment/ Prevention of sexual harassment/ Freedom of Association/ Labor Standards/ Safe and healthy workplace / Prohibition of Child Labor and Forced labor/ Right to Privacy / Anti-Corruption/ Stakeholder engagement / Right to Development/ Adherence to the applicable policies & regulations and Grievance redressal. This policy has been framed by the Company for human rights and to ensure there is no violation of human rights within the organization.

By promoting human rights principles and fostering a culture of accountability, transparency, and respect for human dignity, we aim to contribute positively to the well-being and empowerment of individuals and communities.

Under this policy, we pledge our commitment to:

- Respecting the inherent dignity and worth of every individual, upholding their human rights, and prohibiting discrimination against them based on race, ethnicity, nationality, religion, gender, age, disability, sexual orientation.



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- Would ensure conformance to fundamental labor legislations including the prohibition of child labor, forced labor, freedom of association and right to collective bargaining and protection from discrimination.
- Engaging in constructive dialogue with labor unions and employee representatives to address workplace issues and improve working conditions.
- Creating a workplace that is inclusive, diverse, and free from discrimination and harassment.

We strive to achieve our commitments on human rights by:

- Implementing procedures and due diligence measures in line with the policy statement.
- Integrating respect for human rights in management systems, through assessing and managing human rights impact on operations, and ensuring all individuals impacted by the business have access to grievance mechanisms.
- Creating awareness among the employees on Human Rights Policy related topics.

NATCO committed to comply with laws and regulations that govern the pharmaceutical industry. Therefore, expects every employee to comply with the applicable laws, notifications from authorities, and company policies at work or otherwise.

In addition to adopting these principles in our own operations and facilities, we expect our suppliers and other business partners also introduce similar mechanisms.

Review:

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

Date: 12/08/2024

Rajeev Nannapaneni
CEO & Vice Chairman