

BIOCON LIMITED POLICY DOCUMENT

HUMAN RIGHTS POLICY

Policy Title	Human Rights Policy		
Scope:	Applicable to all employees (part time or otherwise) of Biocon Limited & its subsidiaries, including Business Partners, Contractual employees, trainees, volunteers, consultants, and members of Board of Directors. (Excluding Biocon Biologics, Syngene and their subsidiaries)		
Objective & Preamble:	Biocon commitment to uphold and respect high standards of human rights of our employees, trainees, vendors, suppliers, member of Board of Directors and business associates.		
Policy Version No.	1.1	Policy Effective Date	01-07-2022
Policy Review Date	28-03-2024	Policy Implementation Date	01-03-2024
Policy Revision & Approval Authority	Head- Human Resources & CEO		

Policy Details:

Biocon Limited & its subsidiaries recognizes, respect, and promote human rights by treating everyone with dignity. This policy is by reference made part of the Biocon Code of Conduct & Biocon Supplier Code of Conduct which imbibes the spirit of human rights in our operations and value chain. We are also guided by the ten principles of the UN Global Compact covering human rights, labor, the environment, and anti-corruption

Our commitment to human rights arises from our Values, which is the basis of our code of conduct. The company strives to create a work environment that is conducive to safeguard human rights. We expect all our employees, trainees, vendors, suppliers, and business partners to abide by our values.

Vision & Values:

Vision: Our vision is to enhance global healthcare through innovative and affordable products for patients, partners, and healthcare systems across the globe.

Values: Every individual covered in this policy shall be responsible for achieving their goals efficiently and effectively, while being aligned to overall business goals and values of the Company. The Company advocates and practices five values listed herein, with a Zero Tolerance approach to violations.

- Integrity & Ethical behavior
- Performance driven work culture
- Value creation through innovation & differentiation
- Quality through compliance & best practices
- Collaboration, teamwork & mutual respect

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Our Code of Conduct confirms our commitment to abide by all applicable laws relating to wage, benefit, safety, and Human rights principles as mentioned below:

- **Child Labour and Forced/compulsory labor**
 - » Biocon does not use any form of forced, compulsory, trafficked, child or involuntary labor.
- **Diversity, Equal Opportunity, and Non-Discrimination**
 - » Biocon is committed in promoting equitable, equality, diversity and mutual trust in workplace and provide equal opportunity for all individuals regardless of race, color, religion, age, gender, sexual orientation, nationality, disability, political opinion, and other factors as may be covered in labour laws.
 - » Biocon has incorporated merit-based processes in hiring, recruitment, development, compensation, and promotions solely based on qualifications, performance, skills, and experience.
 - » We follow a transparent and merit-based process for recruitment, development, and compensation.
- **Freedom of Association and Right to collective Bargaining**
 - » Biocon employees are free to join or refrain from joining employee collectives without fear, retaliation, or harassment.
- **Environment, Health and Safety**
 - » Biocon is committed towards providing a safe, healthy, and clean working environment including appointment of relevant committees mandated by laws or otherwise.
 - » Biocon encourages the development and diffusion of environmentally friendly practices.
- **Wage, Working Hours and Benefits**
 - » Biocon endeavors to promote work-life balance and compliance with all applicable laws pertaining to wage, workhours, over time and other benefits.
- **Data Privacy**
 - » At Biocon, we respect the privacy of all individuals, confidentiality of any personal data that the company holds about them is adequately protected.
- **Disciplinary Practices**
 - » Biocon complies with laws and regulations that govern the pharmaceutical industry. Biocon therefore expects every individual to comply with the applicable laws, notifications from authorities, and company policies at work or otherwise. Non-compliance shall attract disciplinary action as per code of conduct and standing orders.

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- **Corporate Social Responsibility**
 - » Biocon is committed to demonstrate good corporate citizenship, by not only complying with all relevant laws and regulations, but also actively assisting with the improvement of the quality of life of people in the communities in which it operates.

- **Management Systems**
 - » Biocon encourages individuals including business partners, to speak up without hesitation and fear, if they believe in good faith that the Biocon policies including code of conduct, regulations, or any laws are being breached, or an individual or group is acting in a manner that would adversely impact the interest of Biocon and or its employees. As enshrined in Biocon's integrity & Whistle blower policy, any individual can raise a concern against suspected unethical/non-complaint activities through multiple channels including writing to dedicated email id as mentioned in our Code of Conduct.
 - » Biocon commits to work against corruption in all its forms, including extortion and bribery.
 - » We carry out annual review of all relevant policies to identify any amendments to be made to the policies for ensuring all aspects relating to human rights are covered.

The Head of HR and CEO are authorized to amend this policy from time to time as relevant.

Policy References:

1. Code of Conduct
2. Business Partner/Supplier Code of Conduct
3. Biocon Whistle blower and integrity policy
4. Biocon Standing orders
5. Employment Policy