

Policy on Fundamental Principles of Labour

Policy Title	Biocon Policy on Fundamental Principles of Labour		
Scope	All employees (part time or otherwise) of Biocon Limited and its subsidiaries including Apprentices, trainees, and interns engaged by Biocon. - Contract workforce deployed through third-party contractors. - Vendors, suppliers, service providers, consultants, and business partners engaged with Biocon. Does not apply to Syngene International Limited, nor to their subsidiaries.		
Objective & Preamble	Biocon Limited is committed to upholding the highest standards of human rights and responsible labour practices across its operations and value chain guided by Biocon's Values, Code of Conduct, and Human Rights Policy. This Policy reaffirms Biocon's zero-tolerance approach to any form of child labour or forced labour and its respect for employees' lawful rights to freedom of association, while extending these expectations to all persons and entities associated All covered parties are required to comply with this Policy as a condition of engagement with Biocon's operations and value chain.		
Version No.	1.0	Effective Date	01 January 2026
Review Date	28 January 2026	Implementation Date	01 January 2026
Revision & Approval Authority		Head HR	
<p><u>Policy Details:</u></p> <p>Biocon Limited is committed to conducting its business responsibly, ethically, and in compliance with applicable laws, international standards, and its core values. Respect for human rights is fundamental to Biocon's culture and operations. This Policy consolidates Biocon's commitments related to the prevention of child labour, prohibition of forced or compulsory labour, and respect for freedom of association and collective bargaining. Biocon employs and engages only individuals who meet the applicable minimum age requirements and strictly prohibits child labour. Biocon prohibits all forms of forced, bonded, involuntary, or compulsory labour. Biocon respects and upholds the right to freedom of association and the right to collective bargaining, in accordance with applicable laws.</p> <p>These commitments are guided by the ILO Core Labour Standards, including conventions on Minimum Age, Worst Forms of Child Labour, Forced Labour, Abolition of Forced Labour, Freedom of Association, and the Right to Organise and Collective Bargaining. These are already articulated in Biocon's Code of Conduct, Human Rights Policy, and Employment Policy.</p> <p>The policy is aligned with the principles of the International Labour Organization (ILO) Conventions and with the UN Global Compact Principles on Human Rights and Labour (Principles 1–6).</p> <p><u>Vision & Values:</u></p> <p>Vision: Our vision is to enhance global healthcare through innovative and affordable products for patients, partners, and healthcare systems across the globe.</p> <p>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.</p> <ul style="list-style-type: none"> • Integrity & Ethical behavior • Performance driven work culture 			

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- Value creation through innovation & differentiation
- Quality through compliance & best practices
- Collaboration, teamwork & mutual respect

Our Code of Conduct confirms our commitment to abide by all applicable laws

1. Prevention of Child Labour:

- 1.1. Biocon does not employ or engage any person below the age of 18 years in any capacity, including as an employee, apprentice, intern, trainee, or contract worker.
- 1.2. Robust age-verification processes shall be followed at the time of recruitment or engagement, supported by valid and legally acceptable documentation.
- 1.3. Biocon strictly prohibits the employment of young persons in hazardous work, in line with applicable laws and ILO conventions.
- 1.4. Contractors, vendors, and suppliers shall ensure that no child labour is employed in connection with Biocon's operations. Biocon reserves the right to audit, verify, and take corrective action in case of non-compliance.

2. Prohibition of Forced or Compulsory Labour :

- 2.1. Biocon prohibits all forms of forced labour, including bonded labour, trafficking, or work performed under threat, coercion, or duress.
- 2.2. Employment with Biocon is voluntary. No worker shall be required to deposit original identity documents/education certificate credentials, pay recruitment fees, or surrender wages as a condition of employment.
- 2.3. Employees (including fixed and parttime), Apprentices, Interns, Consultants and contract workers are free to leave employment or engagement, subject to applicable legal and contractual notice requirements.
- 2.4. Any practices by contractors or vendors that restrict freedom of movement, withhold wages unlawfully, or impose coercive conditions are strictly prohibited.

3. Freedom of Association and Collective Bargaining :

- 3.1. Biocon respects the right of employees and workers to form, join, or not join associations, or other lawful worker organizations of their own choosing, in accordance with applicable laws.
- 3.2. Biocon is committed to constructive and transparent dialogue with employee representatives and recognizes the right to collective bargaining where legally permitted.
- 3.3. No employee or worker shall be subject to discrimination, retaliation, or harassment for exercising lawful rights related to freedom of association.
- 3.4. Where freedom of association is restricted by law, Biocon supports alternative mechanisms for employee representation and dialogue, consistent with legal requirements.

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4. Labour Practices Program

To operationalize its labour practices commitment, Biocon has established structured Labour Practices Programs applicable to employees, contractors, apprentices, interns, and relevant vendors.

Key elements of Biocon's Labour Practices Program include:

4.1 Wages and Benefits Management

Implementation of systems to ensure timely payment of wages, compliance with minimum wage notifications, statutory contributions, and transparent wage communication.

4.2 Working Hours and Rest

Monitoring of working hours, weekly offs, to ensure compliance with applicable state laws.

4.3 Ethical Recruitment and Employment

Adoption of fair recruitment practices, prohibition of recruitment fees, prevention of forced labour, and verification of age and employment eligibility.

4.4 Contractor and Vendor Labour Compliance

Integration of labour standards into contracts, onboarding requirements, audits, and corrective action processes for contractors and vendors.

4.5 Training and Awareness

Periodic training for employees, contractors on labour standards, human rights, and ethical workplace practices.

4.6 Monitoring, Audit, and Continuous Improvement

Regular internal reviews, compliance assessments, and corrective actions to strengthen labour practices and align with evolving legal and ESG expectations.

5. Labour Practices Commitment

Biocon Limited is committed to maintaining fair, safe, and equitable labour practices across its operations and value chain. This commitment reflects Biocon's Values, its Code of Conduct, Human Rights Policy, and alignment with internationally recognized standards including the ILO Conventions, SA8000, the UN Global Compact Principles on Human Rights and Labour, and applicable Indian labour laws.

Biocon's labour practices commitment includes:

Providing wages and benefits that meet or exceed applicable statutory minimum wages and are paid regularly, transparently, and without unlawful deductions.

5.1 Ensuring flexi working hours for work life balance, weekly rest, and encourage employees avail annual leave by following relevant labour laws.

5.2 Providing a safe, healthy, and dignified working environment.

5.3 Prohibiting discrimination, harassment, and any form of unfair labour practice.

5.4 Upholding ethical recruitment practices and responsible employment across direct and indirect workforce.

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6. Grievance Redressal and Reporting

- Biocon provides accessible and confidential channels for reporting concerns or violations related to this Policy, as outlined in the Code of Conduct, whistleblower channels, and Human Rights Policy and FDG
- . Retaliation against any individual who raises a concern in good faith is strictly prohibited.

7. Statement on Ratification and Legal Compliance

- Biocon acknowledges that India has ratified ILO Conventions relating to child labour and forced labour, and Biocon fully complies with all applicable national laws derived from these conventions. In respect of ILO Conventions on Freedom of Association and Collective Bargaining that have not been ratified by India, Biocon voluntarily commits to upholding the underlying principles, consistent with the ILO Declaration on Fundamental Principles and Rights at Work and subject to applicable Indian laws and regulations.

Any exceptions/deviations to the above policy must be approved by the Head HR.

Right to Amend Policy: Biocon Limited reserves the right to modify, suspend, change, or terminate this Policy at any time pertaining to business or statutory requirements. This Policy does not create any contractual rights or obligations, whether expressed or implied.