

# Human Rights Policy

## 1. Introduction

Syngene International and its subsidiaries respect and promote human rights by treating everyone with fairness and dignity. This policy is underpinned by the Syngene Code of Conduct and Syngene Supplier Code of Conduct to ensure that fundamental human rights, as defined in the UN Declaration of Human Rights ([link](#)), are embedded in all operations and those of the companies which form part of the Company's supply chain. All employees, workers and suppliers are expected to comply with the Code of Conduct.

The Company strives to create a work environment that is conducive to safeguarding human rights where all employees can express themselves freely. This commitment is embedded in the vision and values of the Company and detailed in the Company employment policies.

**Vision:** Our vision is to be a world class partner delivering innovative scientific solutions

**Values:**

- Safety
- Excellence
- Integrity
- Professionalism

This policy applies to all employees, contract workers, staff employed in our supply chain, temporary workers and trainees.

The policy is aligned with international standards and guidelines on human rights:

- Universal Declaration of Human Rights
- UN guiding Principles on Business and Human Rights
- UN Global Compact
- ILO 1998 Declaration of Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprise
- International Bill of Human Rights

## 2. Code of Conduct

Our Code of Conduct [link](#) outlines our commitment to abide by all applicable laws relating to wages, benefits, safety, and human rights principles as mentioned below:

• **Child labor and forced labor**

- Syngene does not use any form of forced, compulsory, trafficked, child or involuntary labor and requires all suppliers and vendors to confirm that they work to the same standard.

• **Diversity, equal opportunity and non-discrimination**

- Syngene promotes equality, diversity and mutual trust in the workplace and providing 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 labor laws.

- Syngene has incorporated merit-based processes in hiring, recruitment, development, compensation and promotions solely based on qualifications, performance, skills, and experience.
- Syngene employees are free to join or refrain from joining employee collectives without fear, retaliation, or harassment.

- **Prevention of sexual harassment**

- Syngene does not tolerate sexual harassment in any form and requires all employees to complete an annual training course to ensure that they fully understand this expectation.

- **Environment, health and safety**

- Syngene is committed to providing a safe and healthy working environment including appointment of relevant committees mandated by laws or otherwise.
- Syngene encourages the development and implementation of environmentally friendly practices.
- Syngene invests in the wellbeing of employees and has policies to support parents and young families to ensure that all employees can thrive.

- **Wages, working hours and benefits**

- Syngene employees and workers are employed on contracts in compliance with all applicable laws pertaining to wages, working hours, overtime and other benefits.
- They receive equal and fair remuneration based on merit, experience and qualifications, without any discrimination.

- **Data Privacy**

- Syngene respects the privacy of all individuals and confidentiality of any personal data that the Company holds about them is protected according to legal requirements within the wider protection of the Company IT security arrangements.

- **Disciplinary practices**

- Syngene complies with all applicable laws and regulations and expects every individual to comply with the applicable laws, regulatory requirements and company policies. Appropriate disciplinary action is applied where non-compliance with national laws and regulations or the Syngene Code of Conduct is identified.

- **Corporate Social Responsibility**

- Syngene is committed to demonstrating good corporate citizenship, by not only complying with all relevant laws and regulations, but also actively contributing to the improvement of the quality of life of people in the communities in which it operates.

- **Anti-bribery, anti-corruption**

- Syngene commits to working against corruption in all its forms, including extortion and bribery and actively educates employees, workers and suppliers as part of enforcing the anti-bribery and anti-corruption clauses of the Code of Conduct.

- **Freedom of expression**

- Syngene encourages individuals, including community members, suppliers, customers and all other stakeholders to speak up if they believe that the Syngene policies including the 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 reputation of Syngene and or its employees. For employees, the Integrity & Whistleblower Policy ([link](#)) lays out the mechanism for any individual to raise a concern about suspected unethical/non-compliant activities.

- **Reporting Concerns**

- The Company handles complaints or contraventions of the Code of Conduct, the Supplier Code of Conduct, or breaches of human rights, confidentially at the most senior level and offers legal protection on a case-by-case basis against retaliation for those who raise concerns.
- Syngene does not tolerate any retaliation or reprisals of any form against employees who report concerns in good faith or provide relevant information when required. All concerns are taken seriously, and reports of misconduct are thoroughly investigated



Signed: Jonathan Hunt

Dated: November 2022