



SMS POLICIES

LABOUR AND HUMAN RIGHTS POLICY

Policy Number: SMS/POL/002-00

SMS PHARMACEUTICALS LIMITED

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CIN: L24239TG1987PLC008066, Website: www.smspharma.com

LABOUR AND HUMAN RIGHTS POLICY

1. Purpose

SMS PHARMACEUTICALS LTD. recognizes the corporate responsibility to respect Human rights including Labour rights, complying with applicable laws and regulations. We respect internationally recognized Human rights as expressed in the international bill of Human rights consisting of the United Nations Universal Declaration of Human rights, the international covenant on Civil and Political rights and the international covenant on economic, social and cultural rights. SMS PHARMACEUTICALS LTD. also respects the principles and rights set out in the International Labour Organization Core Conventions.

Our commitment to respect Human rights is emphasized by our participation in the global compact and our support for the “Protect, Respect and Remedy” framework including the guiding principles of business and Human rights as endorsed by the Human rights council. We comply with the performance standards covering labour and working conditions.

2. Scope:

SMS PHARMACEUTICALS LTD. core objective is to respect Labour and Human Rights of its employees, customers, suppliers, partner companies and community in accordance with Labour and Human Rights Constitution of Law as applicable.

3. Principles:

We are committed to conduct our business activities based on respecting the following Labour and Human Rights.

- 3.1 FREEDOM OF ASSOCIATION: Respect employee’s rights to freely associate, organize and bargain collectively in accordance with applicable laws and regulations.
- 3.2 NO FORCED OR CHILD LABOUR: No toleration in any form of forced or child labour.
- 3.3 DIVERSITY AND EQUAL OPPORTUNITIES: Ensure no discrimination in hiring and employment practices with regards to race, religion, sex, age, physical ability, political opinion, social or ethnic origin or sexual orientation.
- 3.4 NO HARASSMENT: Provide a workplace that is free from any form of harassment, including verbal, physical, mental and visual harassment.
- 3.5 FAIR EMPLOYMENT PRACTICES: Comply with applicable laws and industry norms on employees pay, work hours and conditions. Provide fair and competitive compensation commensurate with the employee’s position.
- 3.6 A SAFE AND HEALTHY WORKPLACE: Provide and maintain a safe and healthy work environment for every employee on-site contractor and service provider.

3.7 HUMAN RIGHTS AND LABOUR DUE DILIGENCE: Ensure full respect of human and labour rights in all company activities by performing due diligence assessments when necessary and defining corrective actions based upon the findings.

3.8 HUMAN RESOURCES PRACTICES: Adopt Human Resources policies and procedure for all operations under SMS PHARMACEUTICALS LTD. including labour standards policies and procedure and provide clear communication throughout the company.

3.9 RETRENCHMENT: Develop a retrenchment plan prior to collective dismissals in line with national and local laws, local legal procedures and collective agreements, involving where possibility of the consultation of worker's organizations if applicable and Governmental bodies.

3.10 PERSONAL AND PROFESSIONAL DEVELOPMENT: Foster personal and professional development and encourage employees to balance their work and personal responsibilities.

3.11 OPEN DIALOGUE AND RESOLVING CONCERNS: Encourage employees to take their concerns up directly with management and create an environment where open dialogue is the preferred way of resolving issues. Provide employees on-site contractors and service providers with a mechanism to report concerns confidentially anonymously and without fear of reprisal as governed by the applicable company procedure.

Company Rights:

The company reserves the right to amend or rescind, in whole or part, this policy at any time and without notice.

Compliance Clause:

Failure to comply with the terms of this policy may subject the individual to disciplinary action, up to and including termination of employment.

Authorized Signatory



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Ramesh Babu Potluri

Chief Managing Director- SMS Pharmaceuticals Limited