

CHEMVEDA

HUMAN RIGHTS POLICY

Document Governance		
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Entities covered	Chemveda Life Sciences India Pvt. Ltd.	
Owner	Human Resources Department	
Revision History	Earlier Version: 00 Date of Revision: NA Revision Effective Date: NA	Policy Approved By: CEO Dr. Bheema Rao Paraselli <i>P. Bheema Rao</i> 11-Sept-2025

1.0 PURPOSE:

We commit to respecting and promoting internationally recognized human rights throughout our global operations, in line with our company mission and values. Guided by the UN Guiding Principles on Business and Human Rights and the ILO Core Labor Standards, our vision is to prevent human rights abuses and foster dignity, equality and well-being for all stakeholders.

2.0 SCOPE:

This policy applies to all employees, contractors, consultants, temporary staff, and any other individuals engaged with Chemveda Life Sciences, across all our locations and business operations. It governs all locations and activities of the company, including laboratories, manufacturing facilities, clinical trials, and field operations, and extends to the communities where we operate. It also covers our business partners, suppliers, joint ventures and any third parties in our value chain. We expect all suppliers and partners to uphold these principles and adopt comparable policies.

3.0 RESPONSIBILITY:

S. No	Department	Responsibility
➤	Human Resources and Senior Management	<ul style="list-style-type: none"> Day-to-day responsibility lies with our Human Resources team, in coordination with site managers. Our Board and leadership endorse this policy and encourage a speak-up culture, ensuring that concerns can be raised without fear of retaliation. Violations will result in disciplinary action, including termination of employment or contracts.
➤	Employees	<ul style="list-style-type: none"> All employees, contractors and suppliers are personally responsible for following this policy.

4.0 DEFINITIONS:

- **Human Rights** are the fundamental rights and freedoms recognized in the International Bill of Human Rights (including the Universal Declaration of Human Rights and the Covenants) and the ILO Core Conventions
- **Non-discrimination** means fair treatment of all individuals without bias on any protected characteristic (e.g. race, gender, religion, disability, sexual orientation)
- **Forced Labor** is work obtained under threat or coercion
- **Child Labor** is employment of persons below the minimum legal working age as defined by that country or local regulation
- **Due Diligence** refers to the risk-based process to identify, prevent, mitigate and account for how we address human rights impacts in our operations and supply chain.
- **Supplier/Third Party** means any non-company entity that provides goods or services to the company, including sub-contractors and consultants.

5.0 PROCEDURES/RULES/PROCESS:

- **Goals and Objectives**
 - Uphold Dignity and Non-Discrimination: Ensure a workplace free from discrimination or harassment. We will promote diversity and inclusion and protect the rights of vulnerable groups and minorities.
 - Ensure Labor Standards: Respect workers' rights to safe and healthy conditions, fair wages, reasonable working hours and freedom of association.
 - Prohibit Child and Forced Labor: Strictly forbid child labor and any form of slavery or human trafficking. We will terminate any relationship where such violations are found.
 - Protect Privacy and Data: We will safeguard personal information of employees, customers, and research subjects through compliance with data protection laws (e.g. GDPR) and internal policies.
 - Aim to incorporate 30% women participation in senior leadership (Board of Directors) and thus promote diversity.

➤ **Implementation Strategies**

- **Conduct Human Rights Due Diligence:** Identify and assess actual and potential human rights impacts in all business activities, value chain and new business relations, taking prompt action to remedy issues.
- **Perform Background Checks:** Screen prospective employees and suppliers to help ensure they do not have records of human rights abuses, child labor or other relevant violations. Supplier contracts will include human rights requirements.
- **Monitor and Audit:** Conduct internal audits to measure compliance with this policy. We will include human rights indicators in our regular risk assessments and audit plans, and we expect third-party vendors to allow inspections.
- **Encourage Reporting and Escalation:** Maintain a strong speak up culture. Suspected violations of this policy or our Code of Business Conduct (COBC) must be reported promptly. We will investigate complaints thoroughly and take corrective action. Our leaders will support employees and partners who raise concerns without retaliation.

➤ **MONITORING AND EVALUATION:**

We will track implementation through periodic reviews, audits and management reporting. Senior management will review progress annually and report to the Board. Independent third-party audits may be conducted on a need-basis to verify compliance in high-risk areas.

➤ **REMEDATION:**

Employees, stakeholders, or affected individuals may raise human rights concerns or grievances through our Company Whistleblower Policy. All reports will be handled promptly, confidentially, and without fear of retaliation. We are committed to providing or cooperating with remedies when we identify that we have caused or contributed to adverse human rights impacts, in line with the corporate responsibility to respect human rights.

➤ **COMMUNICATION:**

This policy will be publicly available on our website and communicated internally to all employees. We will integrate its principles into our Code of Business Conduct, employment contracts, and supplier agreements.