



HUMAN RIGHTS POLICY

Introduction

At Bal Pharma, we are committed to upholding and promoting the fundamental human rights of all individuals impacted by our operations, including employees, contract workers, suppliers, customers, and the communities in which we operate. As a health care company dedicated to improving lives, we recognize our responsibility to ensure dignity, fairness, and equality throughout our value chain.

This Policy is guided by the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the core conventions of the International Labour Organization (ILO). We are equally aligned with the National Guidelines on Responsible Business Conduct (NGRBC) issued by the Ministry of Corporate Affairs, India.

We are committed to preventing and addressing any adverse human rights impacts, fostering an inclusive, non-discriminatory workplace, and ensuring that our suppliers and partners uphold these principles as part of our collective responsibility to society.

Scope

This policy applies to:

- All directors, and employees of Bal Pharma.
- All contractors, subcontractors, temporary workers, and agency personnel working on our premises or on our behalf.
- Our suppliers, vendors, and business partners throughout our supply chain ("Supply Chain Partners").

Human Rights Aspects

We commit to respecting the following rights

a) Fair Labor Practices

- Fair Compensation: Payment of at least statutory minimum wage or prevailing industry wage (whichever is higher), providing clear written information on pay, and ensuring timely payment. Overtime will be voluntary, compensated at legally mandated rates, and within legal limits.
- Working Hours: Adherence to legally mandated limits on working hours, overtime, and provision of adequate rest periods and leave entitlements.
- Employment Relationships: Commitment to providing clear terms of employment, avoiding excessive use of temporary or contract labour for core functions, and ensuring non-permanent workers receive their legal entitlements.

b) Freedom of Association & Collective Bargaining

Respecting the right of all employees and workers to form, join, or refrain from joining trade unions or other worker representative bodies of their choice, and to bargain collectively, free from harassment, intimidation, or retaliation, in accordance with applicable laws.

c) Safe & Healthy Working Conditions

- Providing a safe, hygienic, and healthy work environment, compliant with all applicable health and



safety laws (especially critical in EMS manufacturing with chemicals, machinery, soldering, etc.).

- Implementing robust Occupational Health & Safety (OHS) management systems, including risk assessments, safe work procedures, emergency preparedness, and regular training.
- Ensuring access to clean water, sanitation, and adequate rest facilities.

d) Prohibition of Child Labor

No employment of individuals below the minimum age for employment (15 years in India) or below the age for completing compulsory education, whichever is higher. Strict adherence to laws regarding adolescent workers.

e) Prohibition of Forced, Bonded or Compulsory Labor & Human Trafficking

- No use of forced, prison, indentured, bonded, or trafficked labour.
- Prohibition of debt bondage.
- Workers retain control over their identity documents.
- Workers are free to terminate employment after reasonable notice.

f) Non-Discrimination & Equal Opportunity

- Providing equal opportunities in recruitment, hiring, training, promotion, compensation, and termination based on merit and ability, without discrimination based on race, caste, creed, religion, ethnicity, national origin, gender, gender identity, sexual orientation, age, disability, marital status, pregnancy, union membership, political affiliation, or any other status protected by law.
- Fostering a respectful and inclusive workplace culture free from harassment, bullying, and victimization. Strict implementation of the POSH Act.

g) Dignity & Respect

Treating all individuals with dignity and respect, fostering a workplace free from any form of harassment, abuse, or corporal punishment.

h) Privacy

Respecting employee privacy concerning personal information, consistent with applicable laws and regulations.

i) Fair Grievance Mechanisms

Providing safe, accessible, confidential, and effective channels for employees and stakeholders to raise concerns or grievances regarding human rights impacts without fear of retaliation.

j) Working Conditions for Vulnerable Groups

Paying specific attention to the rights and needs of vulnerable groups such as women, migrant workers, contract labor and persons with disabilities to ensure they are protected from exploitation and discrimination.

k) Community Rights

Respecting the rights of communities surrounding our operations, including meaningful consultation where operations may impact land, livelihoods, water, or cultural heritage. Contributing positively to community development where possible.



I) Security Practices

Ensuring any security personnel employed or contracted by the Company are trained on human rights principles and use force only when strictly necessary and proportionate, in accordance with the law.

Supply Chain Responsibility

- We expect our Supply Chain Partners to adhere to the principles outlined in this policy or equivalent standards.
- We will integrate human rights due diligence into our supplier selection, on boarding, and ongoing management processes.
- We will communicate this policy to all key suppliers and work collaboratively with them to build capacity and address identified risks.
- We reserve the right to audit suppliers (or require third-party audits) for compliance and to take appropriate action, including termination of contracts, in cases of severe or persistent non-remediation of human rights violations.

Grievance Mechanisms & Remediation

We provide multiple confidential and accessible channels for employees and stakeholders to report concerns or grievances related to human rights violations, including:

- Direct managers/supervisors.
- Human Resources Department.
- POSH Committee (for sexual harassment).
- Designated Ethics Hotline / Whistle blower Mechanism (ensuring anonymity where permitted by law and protection against retaliation).
- Worker Representatives / Committees.

All reports will be treated seriously, investigated promptly, fairly, and confidentially to the extent possible. Individuals raising concerns in good faith will be protected from retaliation.

Where we identify that our actions have caused or contributed to adverse human rights impacts, we will take responsibility by providing or supporting legitimate processes to ensure remediation through transparent and accessible mechanisms.

Training & Awareness

We will provide regular and effective training on this policy and human rights responsibilities to all employees, managers, and relevant contractors.

Specific training will be provided to personnel in high-risk functions (e.g., HR, Procurement, Operations, Security). We will raise awareness among our Supply Chain Partners about our expectations.

Monitoring and Reviewing

This human rights policy is reviewed internally as per the review date mentioned for adherence and updated (if necessary) for applicability, relevance, and effectiveness.

