

Human-Rights-Policy

-1-

We respect and uphold human rights. The business aspires to establish a working environment that promotes the preservation of human rights. Our employees, vendors, suppliers and business associates are expected to uphold the same.

1. **Child Labour and Forced Labour** : We pledge to never use child or forced labour in any of our operations. We monitor compliance with the legally mandated minimum working age criteria and forbid the use of child labour throughout our operations. We do not employ coercive, forced, bonded labour and respect each employee's ability to enter and leave employment at any time.
2. **Diversity, Equal Opportunity and Non-Discrimination**: Throughout our operations, we are committed to and work to ensure that our employees and workers are treated with dignity, respect and fairness and are not subject to harassment, forced labour, or other inhumane treatment based on their gender, sex, sexual orientation, race, religion, caste, ethnicity, nationality, age, disability, HIV status, or family status.
3. **Right to Association**: We recognise freedom of association while respecting the rights of our employees to enter into collective bargaining agreements. In order to address issues with employee health and safety, paid leave, notice periods, and process optimization.
4. **Environment Health and Safety (EHS)**: We aim to continuously enhance our EHS performance year over year and seek ecologically sound business practices. We keep track of all events, conduct thorough investigations, and provide training to improve the skills of both workers and contractors about workplace safety, this includes knowledge of potential risks and the necessary steps to reduce them.

Policy No.	Rev. No.	Original
251550		

PHARMOVA ENGLAND
VYS.DM PHARMOVA INC. N

VYS.DM PHARMOVA INC. N
www.pharmovauk.com

Registered Office : No. 1 Gaurav Park Behind Punjabi Society, Nadiad, Distt. Kheda State Gujrat - 387001 India, South Asia.
Email : care@pharmovauk.com Contact No. : 9411675229

Human-Rights-Policy

-2-

5. **Recruitment:** In terms of hiring, paying employees, and promoting employees, we have established merit-based procedures. All of the terms and conditions of employment are disclosed fully, and we do not tolerate any fraudulent recruitment practices.
6. **Data Privacy:** By taking the legal steps required by law to secure and protect personal data, we respect the privacy of our employees, vendors, suppliers and business associates. Except as required by law, we never divulge anyone's financial, medical, or personal information.
7. **Safe Workplace:** We are dedicated to upholding a secure workplace, free from threats from both inside and outside the company, including violence, harassment, intimidation, and other harmful or disruptive situations.
8. **Sexual Harassment:** We value a work environment that is free from sexual harassment and offers equal opportunity to men and women. The gender equality includes safeguarding women from sexual harassment and right to work with dignity.
9. **Ethics, Accountability & Integrity:** We believe in rightness of our business conduct and assume responsibility for right business actions. Our business decisions are guided by ethics, accountability and integrity. We are committed to maintaining an environment in which all employees are treated with respect and dignity. We believe in open dialogue and clear communication with all stake holders. We encourage lawful and ethical conduct in all spheres of business. The Senior Management team and Head of Locations shall continue to inculcate a culture of setting high standards of ethics, accountability and integrity.

Policy No.	Rev. No.	Original Copy
231550		
Registered Office : No. 1 Gaurav Park, Behind Punjabi Society, Nadiad, Distt. Kheda State Gujrat - 387001 India, South Asia. Email : care@pharmovauk.com, Contact No : +9111675229		



PHARMOVA ENGLAND



VYS.DM PHARMOVA INC. N
www.pharmovauk.com

Registered Office : No. 1 Gaurav Park, Behind Punjabi Society, Nadiad, Distt. Kheda State Gujrat - 387001 India, South Asia.
Email : care@pharmovauk.com, Contact No : +9111675229

Human-Rights-Policy

-3-

10. **Conflict of Interest:** The company is committed to preserve the values and employees are duty bound to protect the fundamental interest of the company in their functions. The relationship of the company with its employees is based on mutual trust. We expect our employees not to make use of their position with the company for their personal advantage, private purposes, engage in activities that will bring direct or indirect profit to the competitor, using company equipments, data and / or intellectual property or means, to support an external business and the employees acting in ways that compromises the company's business interest. Thus, our emphasis is to bring awareness among our employees, towards value based functioning, to avoid any sort of conflict of interest on the part of employees.

Date : 15th December, 2023

Policy No.	Rev. No.	Or Copy
231550		

PHARMOVA ENGLAND
VYS.DM PHARMOVA INC. N


VYS.DM PHARMOVA INC. N
www.pharmovauk.com