

Human Rights

Policy Title	Human Rights Policy		
Scope	Applicable to all employees of Biocon Biologics Limited & its subsidiaries, including Business Partners, Parttime/Temporary, Contractual employees, trainees, consultants, volunteers & Apprentices.		
Objective & Preamble:	Biocon commitment to uphold and respect high standards of human rights of our employees, vendors, suppliers, and business associates.		
Policy Version No.	1.0	Policy effective date	01.11.2022
Policy Review Date	05.07.2022	Policy Implementation Date	01.11.2022
Policy revision & approval authority	CHRO. Head-Legal		
Policy Details			
<p>Biocon Biologics Limited & its subsidiaries recognize, respect, and promote human rights by treating everyone with dignity and to ensure that the third party we work with do the same. This human right policy is by reference made part of the Biocon Code of Conduct & Biocon supplier Code of Conduct which imbibes the spirit of human rights in our operations and value chain across globe.</p> <p>Our commitment to human rights arises from our Values, which is the basis of our code of ethics, and is formalized in our Code. The company strives to create a work environment that is conducive to safeguarding human rights protection. We expect all our employees, vendors, suppliers, and business associates to share our values in this regard.</p> <p><u>Vision & Values:</u></p> <p>Vision: Our vision is to enhance global healthcare through innovative and affordable products for patients, partners, and healthcare systems across the globe.</p> <p>Values: Every individual covered in this policy shall be responsible for achieving one’s goals efficiently and effectively, while being aligned to overall business goals and values of the Company. The Company advocates and practices five values listed herein, with a Zero Tolerance approach to violations.</p> <ul style="list-style-type: none"> • Integrity & ethical behavior • Performance driven work culture • Value creation through innovation & differentiation • Quality through compliance & best practices • Collaboration, teamwork & mutual respect <p>Our Code of Conduct confirms our commitment to abide by all applicable wage, benefit and safety laws and Human rights principals/aspects as mentioned below:</p>			

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- Child Labour and Forced/compulsory labor
 - Biocon does not use any form of forced, compulsory, trafficked, child or involuntary labor.
- Diversity, equal opportunity, and non-discrimination
 - Biocon is committed in promoting equitable, equality, diversity and mutual trust in workplace and provide 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 labour laws.
 - Biocon has incorporated merit-based and transparent processes in hiring, recruitment, development, compensation and promotions solely based on qualifications, performance, skills and experience.
 - Biocon employees are free to join or refrain from joining employee collectives without fear, retaliation, or harassment.
- Environment, Health and Safety
 - Biocon Prohibits and is committed to prevent wasteful use of natural resources and minimize any hazardous impact of the development, production, use and disposal of any of its products and services on the ecological environment while conducting its business.
- Wage, Working hours and Benefits
 - Biocon endeavors to promote work-life balance and compliance with all applicable laws of the domestic country pertaining to wage, workhours, over time and employee benefits.
- Harassment
 - Biocon commits to protect its employees from any acts of verbal, physical, sexual, or psychological harassment at workplace.

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- Data Privacy
 - At Biocon, the privacy of patients, health care professionals and our customers are paramount, we respect the privacy of all individuals and the confidentiality of any personal data that the company holds about them.
- Disciplinary Practices
 - Biocon complies with laws, regulations and codes that govern the pharmaceutical industry. Biocon therefore expects every individual to comply with the applicable laws, notifications from authorities, regulations, and company policies at work. Non-compliance shall attract disciplinary action as per group integrity policy and standing orders.
- Corporate Social Responsibility
 - Biocon encourages volunteering and collaborating by all its stakeholders with community groups as part of various CSR initiatives. Biocon shall not treat these activities as optional but strives to incorporate them as an integral part of its business plan
- Management Systems
 - Biocon encourages individuals including business partners, to speak up without hesitation and fear, if they believe in good faith that the Biocon policies including 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 interest of Biocon and or its employees. As enshrined in Biocon's integrity & Whistle blower policy, any individual can raise a concern against suspected unethical/non-complaint activities through multiple channels including writing to dedicated email id as mentioned in our Code of Conduct.
 - Biocon commits to work against corruption in all its forms, including extortion and bribery.
 - We carry out annual review of all relevant policies to identify any amendments to be made to the policies for ensuring all aspects relating to human rights are covered.

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- Roles & responsibilities:

Body/function/individuals	Roles and responsibilities
BBL Board of Directors (BoDs)	Responsible for policy Governance and oversight
BBL CMD and BBL ELT	Responsible for ensuring that this policy and related standards are implemented and adhered to, and that all relevant employees are made aware of the policy and its requirements. Ensure local compliance with the policy including adequate control measures to eliminate or reduce risks to express behaviours in breach with the policy. To the extent this policy requires notification and/or escalation to a representative of the Biocon-Biologics Group, outside of the BBL Group, a representative nominated by Biocon Ltd. shall be copied in such notification and/or escalation.
BBL HR	Drives the implementation of the policy, provides specific advice on human rights issues and dilemmas, and ensures that labour and human rights issues are identified and addressed. Audits, reviews, measures and reports on labour and human rights performance.
All Employees and contract workers of all entities in the BBL Group	Responsible for adhering to this policy. Comply with the letter and spirit of the policy. Engage and take responsibility for ensuring that all initiatives are developed in line with the policy.

Policy References:

1. Code of Conduct
2. Business Partner/Supplier Code of Conduct
3. Biocon Whistle blower and integrity policy
4. Biocon Standing orders
5. Employment Policy
6. Data privacy and protection guidelines.