



Tatva Chintan Human Rights Policy

Purpose

At Tatva Chintan Pharma Chem Limited (hereinafter may be referred as “The Company” or “TCPCL” or “Tatva Chintan”), we are dedicated to workplace equality, inclusive business goals and respecting human rights. This commitment is fundamental to our core value of People. We aim to provide an equal and invigorating workplace for employees that encourages innovation, creativity, and efficiency. We also maintain a relationship of mutual respect with all our suppliers and contractors.

Scope

This policy applies to all Tatva Chintan employees and employees of subsidiaries. To protect human rights beyond our direct operations, Tatva Chintan further requires our suppliers and contractors to adopt the same or similar standards. In addition, we endeavor to evaluate human rights implications arising across our entire value chain, including with respect to our products and services. The policy also covers the communities where we operate.

Our Commitment

Respect for Human Rights is fundamental to the success of Tatva Chintan, our subsidiaries and the communities where we operate. Employees are united by values that demonstrate our insistence on achieving the right results, the right way:

1. Have the Courage to Lead
2. Communicate Openly and Transparently
3. Commit to Support Each Other
4. Promote and Protect Quality Outcomes
5. Honor Our Past While We Proudly Pursue Our Future

Tatva Chintan's commitment to human rights embodies and reflects these values as they influence everything we do and serve as the guiding principles that drive our Company every day. This policy defines Tatva Chintan's commitment to respect Human Rights as defined by –

- International Bill of Human Rights including the two Covenants: The International Covenant on Civil and Political Rights and the International Covenant on Economic, Social, and Cultural Rights
- International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights

Objectives

Tatva Chintan is built on the two values, respect and adherence to basic human rights and non-discrimination. We inculcate these two ideas into all our business operations, internal and external.

Respect for Human Rights:

We emphasize treating individuals with dignity and respect inside our organization and throughout our supply chain. Where we do not have managerial control, we actively seek to promote the objectives of this policy among our business partners and stakeholders. We commit to continuously reviewing and updating company policies and business procedures to proactively identify, address and respond to unfavorable treatment and violations of Human Rights. We are dedicated to complying with pertinent human rights laws and implementing controls wherever we operate.

Non-Discrimination:

All employees must be treated equally regardless of race, colour, sex, age, religion, political opinion, nationality, marital status, disability, or any other personal characteristic of an individual that may be prescribed by local law and unrelated to the employee's ability to perform his or her work.

Employment and Labour

At Tatva Chintan all work is voluntary. We prohibit the use of any form of forced labour, including prison labour, bonded labour, child labour, or any form of human trafficking.

Prohibition of Child Labour and Forced Labour:

In line with our unflinching commitment to good labour practices, we ensure that no person below the age of eighteen years is employed by Tatva Chintan and forced or compulsory labour is prohibited in all our units. We do not engage with vendors and suppliers who use child and/or forced labour.

Minimum Wage, Hours, and Benefits:

We are committed to compensating our employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage laws, including those relating to minimum wages, and employee benefits. Working hours for our employees shall be limited to what is permitted by local Labour laws.

Worker Health and Safety:

Tatva Chintan is committed to worker and general health and safety in our own operations and along our entire value chain. Compliance with all applicable health and safety laws is a minimum requirement at all Tatva Chintan premises. Tatva Chintan

implements, maintains, and validates the conformance of our health and safety management systems to internationally recognized ISO standards to help assure worker safety.

Freedom of Association and Collective Bargaining:

Tatva Chintan respects the rights of workers to form and join trade unions of their own choosing, to bargain collectively and to peacefully assemble as permitted under applicable local Labour law. Tatva Chintan also respects the rights of workers to choose to refrain from such activities. It is the right of workers to share ideas and concerns with management, free of fear of reprisal. In addition, all Tatva Chintan employees have a duty to speak up (through a variety of communication options, including anonymously) if they observe something that does not seem right, as Tatva Chintan does not condone reprisals or retribution against anyone who lodges a complaint or raises concern in good faith.

Diversity and Equal Opportunity:

Our workforce operating across Indian geographies clearly demonstrates Tatva Chintan's commitment to diversity in the workplace and equal opportunities for all employees based solely on merit and ability. We have Policies in place to ensure that the work environment across Tatva Chintan is free from discrimination in any form, whether compensation, training and employee benefits, caste, religion, disability, gender, sexual orientation, race, colour, ancestry, marital status or affiliation with a political, religious or union organization or majority/minority group. In the event of any case of sexual harassment or any other offensive conduct, we have established suitable processes and mechanisms to address them. Internal Redressal Committees have been constituted across businesses to handle such cases. To prevent such incidents from occurring, all employees undergo sensitization training.

Process for Implementation

Tatva Chintan and its subsidiaries are expected to follow the spirit and intent of our guiding principles to ensure respect for Human Rights. These principles are an integral part of other related policies, including the Code of Business Conduct.

We regularly review and update the progress on our efforts, and publicly communicate the results. A copy of this policy will be provided internally and externally. It will be communicated to our employees, shareholders, contractors, and suppliers.

If any employee believes that someone is violating the Human Rights Policy or the law, they are asked to report it to their Human Resources Department where we will review the concern and conduct an appropriate investigation. Concerns can be reported through Tatva Chintan's HR Department anonymously.

Training and Awareness

We conduct regular training of our employees, workers and contractors on Human rights education and training. This includes information-sharing, awareness-raising of all human rights and fundamental freedoms, thereby, among other things, preventing human rights violations and abuses by empowering individuals to contribute to the development of a just society.

This policy shall be reviewed periodically for its suitability and updated as necessary.