RPG LIFE SCIENCES LIMITED

HUMAN RESOURCE POLICY

RPG Life Sciences Limited ("the Company") aims for the best-in-class policies, processes and practices which helps it to create a conducive work environment where employees can perform at their best potential and grow without compromising on factors that contribute to their happiness.

Applicability:

This policy is applicable to RPG Life Sciences Limited and its subsidiary.

Guiding Principles

- Provide a safe and respectful work environment for its employees; both physically and mentally and instil a 'family like' culture contributing to a cordial and friendly workplace.
- Commitment and compliance to applicable policies, process C applicable laws.
- Commitment to fostering and nurturing a culture of diversity and inclusion at the workplace and ensuring equal opportunities based on meritocracy to all its employees and potential employees.
- Aim to create an empowering and enabling work environment through a framework which puts employees' happiness first and serves as a guiding light for policies, processes, and workplace initiatives.
- Promote amongst the employees the Culture of work-life balance and personal well-being, as well rejuvenation.
- Ensure personal growth of employees through Constructive Feedback and Progressive Career Prospects.
- Provide Self-directed Learning and Development Opportunities to the employees through various initiates.
- Encourage an environment of innovation and outperformance amongst employees.

Sheetal Gaba
Chief Human Resources Officer
RPG Life Sciences Limited

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