RPG LIFE SCIENCES LIMITED

HUMAN RIGHTS POLICY

RPG Life Sciences Limited ("the Company") respects and supports the dignity, well-being, and human rights of all stakeholders. The company is committed to developing a culture that inculcates respect and support for human rights and seeks to avoid complicity in human rights abuses.

Applicability:

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

Guiding Principles:

- The company endeavours to respect fundamental rights by following the below guiding principles;
- Respect the right of all employees and workers to join and form unions of their choice without fear of intimidation or reprisal, in accordance with the law;
- Prohibiting interference in any way with the establishment, functioning, or administration of workers' organisations or collective bargaining;
- Valuing diversity, equal opportunity, and the importance of taking into account the rights of vulnerable groups such as indigenous peoples, women, migrant workers, and other minorities;
- Prohibiting all forms of child labour, forced or trafficked labour, discrimination, and harassment;
- Engaging with stakeholders in an inclusive, transparent, and culturally appropriate manner on human rights concerns related to the company's business activities;
- Ensuring that the company's existing policies, processes, and activities are aligned with its commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples, the supply chain, and security management;
- Safeguarding the integrity and confidentiality of data;
- Promoting awareness of human rights with employees at various levels of operations through training and communication;
- Persuading contractors, suppliers, and other organisations with whom the company has negotiating power to adopt its sustainable business framework and to encourage and support the development of comparable management systems;
- Sharing best practices and lessons learned to continuously improve human rights systems;
- Any instance of non-compliance with this policy will be redressed by the appropriate redressal mechanism in place.

Sheetal Gaba
Chief Human Resources Officer
RPG Life Sciences Limited

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