



SYNTHIMED LABS PRIVATE LIMITED

Social Accountability Policy

Synthimed Labs Private Limited is committed to protect workers' rights and improve labour conditions and social performance within the organization and also in all its stakeholder partnerships and relationships.

Management of SLPL is committed to comply to the following elements:

- We are committed to comply with the provisions of law concerning prohibition of child labour deployment in the factory
- We do not engage in or support the indulge of forced or compulsory labour.
- We will comply with local, national and other applicable laws & legal requirements to which company subscribes
- We are committed to involve our employees in the process of collective bargaining and to redress their issue/grievances
- We are committed to providing a secure & safe working environment to all workforce considering sexual or any other harassment.
- We are committed to comply with our existing Non-discrimination policy & EHS policy
- We always treat all our personnel with dignity and respect
- We are committed towards all security practices to ensure due consideration of human rights under all circumstances.
- We ensure compliance of working hours and wages disbursement to all our workforce which meet or exceed the minimum wages laid out legally and applicable industry standards
- We promote human rights practices throughout its supply chain management in various engagement
- We ensure continual improvement in our social policy, taking into consideration, changes in legislation, company own code of conduct and requirements

Date – 17/06/2024

Approved By

A handwritten signature in blue ink, followed by the date "17/06/2024" written in blue ink below it.

Managing Director & CEO