



CHILD LABOUR AND HUMAN TRAFFICKING POLICY

We as a "Shilpa Medicare Limited" understand that our biggest exposure to Modern Slavery is in our product supply chain. All pharmaceutical products or components which are used in humans must comply with Good Manufacturing Practice (GMP) rules. To be GMP compliant, manufacturers must follow detailed rules and guidance regarding the quality of products they produce, their facilities and their staff. All manufacturing sites are subject to periodic inspections based on a risk assessment by applicable government regulators to check they are GMP compliant. It is intended that all potential new suppliers and manufacturers shall be subject to additional due diligence checks in the form of ethical/compliance audits conducted by or on our behalf. No contract will be awarded to a supplier who is unable to comply with the Modern Slavery Act 2015. Any member of our supply chain found to be indulging in irresponsible, unfair and unethical business practices should be condemned and appropriate action shall be taken.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING:

Shilpa Medicare Limited., support the Modern Slavery Act 2015 in all parts of its business services. We have a zero-tolerance approach to any form of Child labour and human trafficking. We are committed to ensuring that modern slavery and human trafficking do not take place within our business or supply chain.

Policy Statement:

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners.

We at Shilpa Medicare Limited., do not employ any child labour/forced labour, who is less than 18 year of age in our organizations for any of the activities.



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- Child labour/Forced labour are neither employed nor supported.
- Support our staff to be aware of the risks of human trafficking and modern slavery and to act appropriately when any such risk is detected.
- Conduct due diligence on business partners within our supplier chain.
- Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the appropriate authorities.
- Encourage workers to report cases of third-party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
- Positively encourage and support employees and contractors to report such exploitation which may be occurring within their communities. Points of reference include Line Managers, the Head of Human resource and avenues outlined in the Shilpa Medicare Whistle blowing Policy.
- Shilpa Medicare accepts that job finding fees are a business cost and will not allow these to be paid by job Applicants.
- As appropriate, designate managers to attend training on the prevention of labour exploitation who will have responsibility for developing and operating company procedures.
- Expects our business partners and associates to have and uphold similar standards and abide by country governing laws in countries where in they operate. If violation of these Principles become known to Shilpa Medicare and not be remediated, Shilpa Medicare will take serious action, including discontinuation of business relationship.