

People Policy

At Aarti Pharmalabs Ltd (APL), we are always focused on delivering stakeholder value by providing the best working environment and experience through consistently integrating our core values of 'Care', 'Integrity', and 'Excellence' into our core business operations and people practices. This policy acts as a guiding force to ensure the display of behaviour that focuses on achieving the above objective for all the stakeholders internal or external.

This policy is applicable to all employees, contractors, suppliers, service providers, and business partners of APL's Active Pharmaceutical Ingredients & intermediates segment.

- Conduct business in a manner that respects the rights and dignity of all people and provides a work environment free from physical, verbal, sexual, psychological, or any form of harassment, abuse, unlawful treatment, bullying, or workplace (Offices, Sites and WFH) violence;
- Provide a safe, hygienic, and healthy workplace that complies with applicable health and safety laws, and minimises the possibility of accidents, injury, and exposure to health risks of our employees, contractor employees, and other interested parties;
- Proactively comply with all applicable statutory, regulatory, and other requirements of labour laws to ensure that our employees are fairly and reasonably paid and remuneration structure is compliant with statutory obligations of the jurisdiction;
- Be an equal opportunity employer, treat all employees with equal respect and dignity and evaluate them solely on merit during recruitment, skill enhancement, capability building, and career management;
- Recognize, respect, and value differences of individuals based on race, religion, caste, gender, age, nationality, disability, and any other characteristic and shall have zero tolerance towards discrimination in any form;
- Ensure zero tolerance towards the use of all forms of child labour;
- Ensure zero tolerance towards the use of forced, trafficked, bonded labour, and employment shall be done based on every individual's free will and mutually agreed terms of employment;
- Respect our employees' rights to freedom of peaceful association and engage in collective bargaining, and we also encourage and facilitate direct communication of all employees with APL leaders;
- Encourage our employees, contractors, suppliers, and other interested parties to respect generally accepted social, economic, cultural norms, and human rights of communities in which they operate;
- Promote a culture of appreciation and acknowledgment to employees and contractors through Reward & Recognition schemes and engagement initiatives;
- Promote a culture of Employee Well Being focusing on physical, financial, emotional, social, and occupational wellness;
- Promote awareness of people practices to employees at the various levels through training & communication;
- Establish a due diligence mechanism that focuses on identifying, assessing, mitigating, and managing, potential risks and impacts related to Human Capital;
- Provide access to remedy by resolving grievances in a transparent, fair, timely, and culturally appropriate manner;
- Set, monitor, benchmark and review objectives and targets on employee experience & performance and continually improve them by relevant interventions;
- Communicate People policy and achievement of relevant key performance indicators to employees, contractors, customers, community, business associates, and interested parties on a regular basis;



Hetal Gogri-Gala
Vice Chairperson & Managing Director
Aarti Pharmalabs Limited
Policy No: APL/POL/03/00
Date: June 15, 2023