

SOLARA ACTIVE PHARMA SCIENCES LIMITED

HUMAN RIGHTS POLICY

Document History		
Version	Status	Date
1.0	Effective	
Next Revision Date:		

Solara Active Pharma Sciences Limited (hereinafter referred as “Solara” or “company”) recognises the valuable role that business can play in the longer-term protection of human rights. Solara is committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers).

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

Solara endeavours to achieve our commitment by:

1. Respecting fundamental human rights in our operations, our value chain, and in the communities where we operate.
2. Open and fair in dialogue with all our stakeholders and commit to communicate effectively and courteously with external parties.
3. Respecting all fundamental human rights and will be guided in the conduct of our business by the provisions of The Protection of Human Rights Act, 1993 and amendments, United Nations Universal Declaration of Human rights (UNUDHR), the International Labor Organization’s (ILO) core labor standards and other national legislations.
4. Encouraging our employees to conduct themselves in accordance with the highest ethical standards.
5. Identifying and preventing any adverse human rights impacts in relation to our business activities through human rights due diligence and preventive compliance processes.
6. Ensuring that no form of discrimination is practiced in any area of our business including, recruitment, compensation, promotion, training, termination or retirement based on race, colour, ethnic origin, gender, age, religious beliefs, disability, marital status, social class, nationality, sexual orientation, gender reassignment or employment status.
7. Respecting the right of employees/workers to form and affiliate to a trade union of their choice without fear of intimidation or reprisal, in accordance with national law;
8. Ensuring that our employees are able to work in an environment, free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment and, accordingly such actions are forbidden.
9. Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment;
10. Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
11. Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
12. Promoting awareness of the human rights with employees and contracted employees at various levels of our operations through training and communication;
13. Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

Solara will influence or encourage each of its supplier/ contractors/partners to sign up to this policy or develop an equivalent which shall be implemented throughout its operations.

This policy shall be reviewed periodically for its suitability and updated as necessary.

Solara Management reserves the right to amend/ withdraw the policy at any time without assigning any reasons whatsoever. The utility and interpretation of this policy will be at the sole discretion of the HR Department.

References:

1. Code of Conduct and Business Ethics
2. POSH and Workplace Harassment Policy
3. Disciplinary Actions Matrix