

サンザイム

Sanzyme Biologics®

Est. 1969

**Sanzyme Biologics Private Limited**

**Human Rights Policy**

## Purpose

Sanzyme Biologics Private Limited (herein referred to as 'the company') is committed to respect and protect human rights, manage risks associated with human rights violations and demonstrate a commitment to ethical practices, thereby enhancing the company's reputation and compliance with legal standards. We are committed to uphold basic human values – values that are vital to our social and economic lives.

## Scope

The scope of this policy covers employees, workers and all value chain partners.

## Principles

The company is committed to abide by

- **Freedom of Association:** We uphold all employee-related legislation ensuring the right to fair wages and association freedom, across the entire value chain, participation and collective bargaining. Our workers are free to avoid being retaliated against for joining, forming, or staying out of any employee collectives, any form of harassment or intimidation.
- **Prohibition of child labor and forced labor:** We strongly oppose employment of paid or unpaid child labor or forced labor in any form. We shall abide by our local regulations with respect to minimum age for working and prohibit the use of forced or child labor throughout our value chain. We also expect our value chain partners to comply with prohibition of child and forced labor.
- **Human trafficking and slavery:** We strive to address human trafficking and slavery risks through periodic assessments, supplier evaluations, internal accountability measures, and employee training to promote awareness and mitigation within our supply chains
- **Work-life balance:** We strive to create a productive and inviting workplace benefits for employees to help them achieve their professional and personal goals.
- **Security in the Workplace:** We are committed to ensuring that our workplace is free of harassment, intimidation, and other unsafe or disruptive circumstances as a result of threats, both internal and external. In the event of such unfortunate events, we take appropriate response to the problem.
- **Data Security:** We keep all our employees and value chain partners personal information private by implementing legal safeguards to secure and protect personal data except as required by law.

## Implementation and Governance

HR department is responsible for

- Overall implementation of this policy
- Training and awareness programs for employees

- Regular human rights impact assessments and reporting
- Implementing grievance mechanisms for reporting human rights violations

**Monitoring and Reporting**

- Annual human rights assessments by external agencies and semi-annual assessment by HR department
- Transparent reporting on human rights issues and progress to Board of directors, if any on semi-annual basis
- Stakeholder engagement to improve human rights practices on semi-annual basis

**Concerns**

For any suspected human right violations, please reach out to [humanrights@sanzymbiologics.com](mailto:humanrights@sanzymbiologics.com)

**Review and Updation**

Board of Directors shall review the human rights policy on an annual basis to ensure that the same is up to date and in line with the latest ILO developments.