

SOLARA ACTIVE PHARMA SCIENCES LIMITED

HUMAN RIGHTS POLICY

Document History		
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Policy Statement:

Solara Active Pharma Sciences Limited (hereinafter referred to as "Solara") recognizes the critical role of business in upholding and protecting human rights. Solara is committed to respecting the human rights of its workforce, communities, and all those impacted by its operations, including contractors and suppliers. We aim to foster a work culture where every individual is treated with dignity and respect, ensuring the protection of their fundamental rights.

Purpose:

1. To create a workplace culture characterized by dignity, respect, and protection of human rights.
2. To establish a zero-tolerance policy toward human rights violations by employees, affiliates, partners, vendors, or contractors.
3. To respect the freedom of expression and association, ensuring employees and contractors, including their rights to establish and to join organizations of their own choosing to bargain collectively and advance their occupational interest without our previous authorization or un-reasonable interference.

Scope:

The policy is applicable to:

1. All Solara employees, including consultants and trainees.
2. Contractors, vendors, partners or suppliers contracted/engaged with Solara for work/services.

Abbreviations:

1. HR: Human Resources
2. HOD: Head of Department
3. SLC: Solara Leadership Council

Responsibilities:

1. Implementation & Governance
 - 1.1. HR Team and SLC members are responsible for policy implementation and monitoring compliance.
2. Adherence/ Compliance
 - 2.1. All employees, including contract workers, consultants, and trainees, must comply with this policy.

Description:

Solara is committed to achieving its Human Rights goals by:

1. Respecting Fundamental Rights
 - 1.1. Ensuring respect for human rights in operations, the value chain, and the communities where we operate.
2. Stakeholders Engagement
 - 2.1. Maintaining open and fair dialogue with stakeholders and ensuring effective communication.
3. Guiding Standards

- 3.1. Adhering to The Protection of Human Rights Act, 1993, the United Nations Universal Declaration of Human Rights (UNUDHR), and International Labor Organization (ILO) core labor standards.
4. Ethical Conduct
 - 4.1. Encouraging employees to uphold the highest ethical standards
5. Preventive Measures
 - 5.1. Conducting human rights due diligence to prevent adverse impacts related to business activities.
6. Non-Discrimination
 - 6.1. Prohibiting discrimination based on race, color, ethnic origin, gender, age, religion, disability, marital status, nationality, sexual orientation, or employment status.
7. Freedom of Association
 - 7.1. Respecting employees' right to form and join trade unions without fear of intimidation.
8. Safe Work Environment
 - 8.1. Ensuring a workplace free from abuse, harassment, and exploitation.
9. Prohibition of Exploitative Practices
 - 9.1. Prohibiting child labour, forced labour, discrimination, and harassment
10. Conflict Prevention
 - 10.1. Avoiding contributions to armed conflicts or human rights abuses in high-risk areas.
11. Grievance Mechanism
 - 11.1. Providing timely access to remedies for grievances in a culturally appropriate manner
12. Awareness & Training
 - 12.1. Promoting awareness and providing training on human rights to employees and contractors.
13. Continuous Improvement
 - 13.1. Setting and reviewing human rights performance targets and sharing best practices.
14. Supply Chain Adherence
 - 14.1. Encouraging suppliers, contractors, and partners to adhere to this policy or establish equivalent standards

Review & Administration:

1. This policy will be reviewed periodically to ensure relevance and alignment with changing business needs and regulations.
2. Amendments or withdrawals of this policy are at the discretion of the HR Department of Solara.

References:

- Code of Conduct and Business Ethics
- POSH and Workplace Harassment Policy
- Disciplinary Actions Matrix
- Applicable International and National Guidelines (ILO, Factories Act etc.)