

	POLICY	Doc. No.:	QP 6.2-14/00
	HUMAN RIGHTS POLICY	Supersedes:	None
		Effective date:	22-01-2018
		Review date:	Jan-2020
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Aditya Dispomed Products Private Limited acknowledges and respects the principles contained in the Universal Declaration of Human Rights. Human Rights Policy reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the company's sphere of influence. Company demonstrates global leadership in responsible workplace practices, and endeavours to conduct its business operations in a manner that is free from complicity in human rights abuses. The Company's core values and culture embody a commitment to ethical business practices and good corporate citizenship.

Ethical Business Conduct

Aditya Dispomed Products Private Limited policies require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how we do business and establish accountability. All company associates are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The Company has clear accountability mechanisms in place to monitor and report on compliance with these directives.

Protection of the Rights of Children

Aditya Dispomed Products Private Limited condemns all forms of exploitation of children. The Company does not recruit child labour, and supports the elimination of exploitative child labour. Aditya Dispomed Products Private Limited also supports laws duly enacted to prevent and punish the crime of sexual exploitation of children. Aditya Dispomed Products Private Limited will work to raise awareness concerning such exploitation, and will cooperate with law enforcement authorities to address any such instances of exploitation of which the Company becomes aware.

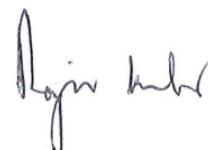
Protection of the Rights of Associates

Aditya Dispomed Products Private Limited supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. Aditya Dispomed Products Private Limited further supports the elimination of all forms of forced, bonded or compulsory labour and the freedom of association and the right to choose a collective bargaining representative, if desired. Aditya Dispomed Products Private Limited will also provide a safe and healthy working environment for all its associates.

Review

Our policies and procedures will be reviewed periodically to ensure that they meet the spirit and intent of this Statement and, to the extent that they do not, we will promptly amend the policies and procedures and inform staff accordingly.

The Company will make this policy publicly available (via our website) and the policy will also be communicated to employees in the first instance, and also to all contractors, sub-contractors and suppliers.



Rajiv Kehra

Managing Director