

Human Rights Policy

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Table of Contents

1. Objective.....	3
2. Scope and Applicability	3
3. Vision and Value	3
4. Human Rights Commitments	3
5. Management Systems and Speak Up	5
6. Policy Integration and Supply Chain Expectations	5
7. Right to Terminate or Amend Policy	5
8. Policy References	5

1. Objective

- a) Syngene International Limited & its subsidiaries recognize, respect, and promote human rights by treating everyone with dignity. This human rights policy is by reference made part of the Syngene Code of Conduct (“Code of Conduct”) & Syngene Supplier Code of Conduct (“Supplier Code of Conduct”) which imbibes the spirit of human rights in our operations and value chain. We are also guided by the ten principles of the UN Global Compact, a global corporate sustainability initiative, promoting responsible business practices aligned with universal principles in human rights, labour, the environment, and anti-corruption.
- b) Our commitment to human rights arises from our values, which is the basis of our code of conduct. We strive to create a work environment that is conducive to safeguarding human rights. We expect all our employees, trainees, vendors, suppliers, consultants and business partners to abide by our values.

2. Scope and Applicability

- a) This Human Rights Policy (“Policy”) applies to all Employees (permanent and probationers) of Syngene International Limited and its subsidiaries/affiliates in India (together, the “Company”), unless otherwise specified. This Policy is also applicable to contract workers (i.e. individuals engaged through third party agencies or consultants), local community members, apprentices and trainees of the Company.
- b) This Policy is effective from **1st October 2026** and supersedes all legacy Human Rights policies previously applicable in Syngene International Limited, along with its subsidiaries.

The policy is aligned with international standards and guidelines on human rights:

- Universal Declaration of Human Rights
- UN guiding Principles on Business and Human Rights
- UN Global Compact
- ILO 1998 Declaration of Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprise
- International Bill of Human Rights

3. Vision and Value

- a) **Vision:** To be a world-class partner delivering innovative scientific solutions
- b) **Values:**
 - i. **Integrity:** To be ethical, honest and transparent in all we do.
 - ii. **Excellence:** To commit ourselves to the highest levels of scientific and operational excellence.
 - iii. **Professionalism:** To practice the highest degree of professionalism by fostering individual accountability, reliability, continuous improvement and customer focus.

4. Human Rights Commitments

4.1. Prohibition of Child Labour and Forced or Compulsory Labour

The Company does not engage in or support any form of forced, compulsory, trafficked, child, or involuntary labour. This commitment applies to all Company operations and to third parties with whom the Company conducts business.

4.2. Diversity, Equal Opportunity and Non-Discrimination

The Company promotes equality, diversity, and mutual trust in the workplace and provides equal

opportunity to all individuals regardless of race, colour, religion, age, gender, sexual orientation, nationality, disability, political opinion, or any other status protected under applicable labour laws. Recruitment, development, compensation, and promotions are merit-based and transparent.

4.3. Freedom of Association and Right to Collective Bargaining

Employees are free to join any employee collectives and may exercise the right to collective bargaining in accordance with applicable law, without fear of retaliation or harassment.

4.4. Environment, Health and Safety

The Company provides a safe, healthy, and clean working environment and encourages the adoption of environmentally responsible practices that minimise adverse ecological impact.

4.5. Wages, Working Hours and Benefits

The Company promotes work-life balance and complies with applicable laws relating to wages, working hours, overtime, and employee benefits in the jurisdictions where it operates.

4.6. Prevention of Harassment

The Company is committed to providing a workplace free from verbal, physical, sexual, or psychological harassment and addresses such conduct in accordance with applicable laws and Company policies.

4.7. Data Privacy

The Company respects the privacy of all individuals and ensures that personal data is protected and handled with appropriate confidentiality and care, in accordance with applicable laws and Company policies.

4.8. Disciplinary Practices and Compliance with Law

The Company complies with all applicable laws, regulations, and industry codes and expects all individuals covered by this Policy to adhere to the same. Non-compliance shall attract disciplinary action in accordance with the Code of Conduct and Standing Orders.

4.9. Corporate Social Responsibility

The Company demonstrates responsible corporate citizenship by complying with applicable laws and actively supporting initiatives that contribute to improving the quality of life in the communities in which it operates. As a responsible corporate citizen, Syngene is committed to respecting the rights, dignity, and interests of the communities in which we operate. Through our Corporate Social Responsibility (CSR) programs and community engagement initiatives, we engage with stakeholders to identify, prevent, mitigate, and address potential social, environmental, health, and human rights impacts associated with our operations and business activities. We support community well-being through initiatives focused on healthcare, education, skill development, environmental sustainability, employee volunteering, and inclusive growth. Through these efforts, we strive to foster trusted partnerships, create lasting social value, and contribute to the long-term resilience and development of the communities we serve.

4.10. Anti-Corruption

The Company adopts a zero-tolerance approach towards corruption in all its forms, including bribery and extortion.

5. Management Systems and Speak Up

The Company encourages employees and business partners to raise concerns in good faith if they believe that this human rights Policy, the Code of Conduct, applicable regulations, or laws are being violated, or if any conduct poses a risk to the interests of the Company or its stakeholders. Concerns may be raised in confidence while being protected against retaliation, through channels outlined in the Whistleblower and Integrity Policy and Disciplinary and Grievance Policy. This Policy is reviewed periodically to ensure continued alignment with human rights standards.

6. Policy Integration and Supply Chain Expectations

This Policy shall be read together with and forms an integral part of the Code of Conduct and Supplier Code of Conduct. The Company expects its suppliers, vendors, and business partners to uphold equivalent human rights standards across their operations and value chains.

7. Right to Terminate or Amend Policy

- a) This Policy will be read in conjunction with the individual employment contract of the Employees and other internal policies of the Company.
- b) Subject to applicable law, the Company reserves the right to amend, modify, suspend, or terminate this Policy at any time, subject to applicable business requirements and/or compliance with applicable local laws and regulations. Employees have a duty to always keep themselves familiarized with the latest version of this Policy. This Policy does not create any contractual rights or obligations, whether express or implied.
- c) If any Employee has any questions in relation to this Policy, they may reach out to their respective HR Business Partner.

8. Policy References

- i. Code of Conduct
- ii. Supplier Code of Conduct
- iii. Whistleblower and Integrity Policy
- iv. Standing Orders
- v. Employment Policy
- vi. Data Privacy and Protection Guidelines