

Board Diversity Policy

SEKHMET PHARMAVENTURES PVT LTD





SEKHMET PHARMAVENTURES PVT LTD

Windmill, 404, Narar Plaza Complex, 18 Nagar, Andheri Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Board Diversity Policy

DOC NO: SEKH HR-27	ISSUE NO:01	ISSUE MONTH: DEC 2023	I	REVISION DATE: NA
--------------------	-------------	-----------------------	---	-------------------

Contents:

1. Objective
2. Scope
3. Policy Statement
4. Policy review and Monitoring

CS



SEKHMET PHARMAVENTURES PVT LTD
Wing:04, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Board Diversity Policy

DOC NO: SEKH-HR-27	ISSUE NO:01	ISSUE MONTH, DEC 2023	I	REVISION DATE: NA
--------------------	-------------	-----------------------	---	-------------------

1. Objective:

The Board Diversity policy aims to foster inclusivity and equitable representation within the organization's leadership. This commitment to diversity aligns with broader values and has been shown to correlate with improved innovation and performance. The policy underscores the organization's dedication to fairness, equality, and progressive governance, creating a more robust and effective leadership team.

2. Scope:

This Policy applies to the Directors on the Board of the Company. It does not apply to the employees of the Company.

3. Policy:

Sekhmet believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives, including to:

- Driving Business
- Effective Corporate governance
- Responsible decision making
- Ensure sustainable development

Sekhmet Shall:

- Evaluate the diversity, skills, experience, and expertise that the Board should encompass, and analyse the current Board composition aligns with the necessary skills.
- Make recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience, and expertise on the Board, and
- Periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.



SEKHMET PHARMAVENTURES PVT LTD

Wardhaji, 404, Sahar Plaza Complex, III Nagar, Andhvari-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Board Diversity Policy

DOC NO: SEKH-HR 27

ISSUE NO:01

ISSUE MONTH: DEC 2023


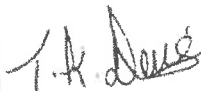


I

REVISION DATE: NA

4. Policy Review and Approval

Sekhmet shall review this Policy on a periodic basis and recommend revisions to the Board for consideration and approval. This policy has been reviewed and approved by the highest levels of management to ensure alignment with our company's values and objectives.

End of Document

	Prepared by	Reviewed by	Reviewed by	Approved by
Name	A SADASHIVA REDDY	T K DEVI	P N BASKARAN	ANIL KHUBCHANDANI
Designation	DIRECTOR-EHS	HEAD – C&B	COO	CEO
Signature				



Supplier Code of Conduct

SEKHMET PHARMAVENTURES PVT LTD



Optimus

BULK DRUGS
A D P L



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Supplier code of conduct

DOC NO: SEKH-CEHS-03

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

Contents:

1. Objective
2. Scope and Applicability
3. Commitment
 - 3.1. Human Rights
 - i. Forced Labour
 - ii. Child Labour
 - iii. Working Conditions
 - iv. Occupational Health & Safety
 - v. Discrimination & Harassment
 - vi. Freedom of Association and Collective Bargaining
 - vii. Product Safety
 - 3.2. Environment
 - i. Greenhouse Gas Emissions and Energy Consumption
 - ii. Pollution Prevention and Waste Management
 - iii. Resource Efficiency
 - iv. Biodiversity, No Deforestation
 - 3.3. Business Ethics
 - i. Anti-Corruption
 - ii. Conflict of Interest
 - iii. Anti-Competitiveness
 - iv. Data Privacy and Data Protection
 - v. Whistle-blower
4. Management Systems
 - i. Risk Management
 - ii. Training
 - iii. Documentation
 - iv. Commitment and Accountability
5. Policy Review and Approval



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Supplier code of conduct

DOC NO: SEKH-CEHS-03

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

1. Objective:

The objective is to establish a framework of ethical, environmental, and operational standards that all our suppliers and business partners must adhere to in order to ensure the highest level of product quality, patient safety, and corporate responsibility. This Supplier Code of Conduct outlines our expectations for suppliers regarding compliance with all applicable laws and regulations, transparency in business practices, protection of intellectual property, and the promotion of safe and healthy working conditions for their employees. By upholding these principles, we aim to create a robust and sustainable supply chain that aligns with our commitment to delivering safe, effective, and innovative healthcare solutions to patients worldwide while fostering trust and collaboration within the pharmaceutical industry ecosystem.

2. Scope and Applicability:

The Code applies to all suppliers, encompassing individuals and organizations that furnish services, raw materials, active pharmaceutical ingredients, components, finished goods, or any other products (collectively referred to as "Suppliers") to Sekhmet, whether directly or indirectly.

3. Commitment:

3.1 Human Rights

At Sekhmet, we are unwavering in our commitment to upholding fundamental human rights and labour standards. Our expectations for our suppliers encompass:

- i. **Forced Labour:** Suppliers shall not engage in any form of forced or compulsory labour. Workers should be free to leave their employment at any time.
- ii. **Child Labour:** We prohibit the use of child labour in any form. Suppliers must adhere to all applicable laws and regulations regarding the employment of minors
- iii. **Working Conditions:** Suppliers shall provide safe and healthy working conditions, including reasonable working hours, fair wages, and adequate benefits. Workers must not be subjected to undue physical or mental demands.
- iv. **Occupational Health and Safety:** Suppliers are obligated to furnish their employees and contracted service providers with a working environment that is safe, clean, and



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Supplier code of conduct

DOC NO: SEKH-CEHS-03

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

conducive to good health. They should provide the necessary systems and tools to ensure compliance with all applicable laws, regulations, and rules. Suppliers must make every effort to prevent occupational injuries and safety incidents, including during transportation. To achieve this, they are required to engage certified logistics service providers equipped with qualified containers, facilities, personnel, systems, and emergency response capabilities, all aimed at minimizing adverse impacts on the environment and the communities in which they operate.

- v. **Discrimination and Harassment:** Discrimination or harassment of any kind is strictly prohibited. All individuals must be treated with respect and dignity, regardless of their background.
- vi. **Freedom of Associations and Collective Bargaining:** We support the rights of workers to join associations and engage in collective bargaining freely and without retaliation.
- vii. **Product Safety:** Suppliers are expected to comply with product safety regulations, label products properly, and submit any instructions as to the handling of products. Where legally required, they shall provide the parties involved with the relevant documentation containing all necessary safety-related information for all hazardous substances. This covers product information, safety data sheets, notification or registration confirmations, and scenarios for use and exposure. Suppliers shall proactively and transparently provide all parties involved with information on the health, safety, and environmental aspects of their products.

3.2 Environment

We are deeply committed to environmental sustainability. Our expectations for environmental responsibility include:

- i. **Greenhouse Gas Emissions and Energy Consumption:** Suppliers must work to reduce greenhouse gas emissions, promote energy efficiency, and transition towards renewable energy sources.
- ii. **Pollution Prevention and Waste Management:** The responsible management of waste and the prevention of pollution are imperative. Suppliers must employ practices that minimize environmental harm.
- iii. **Resource Efficiency:** Efficient resource utilization, including water and raw materials, is essential to minimize our environmental footprint.
- iv. **Biodiversity, No Deforestation:** Suppliers are expected to uphold principles of biodiversity conservation, avoid deforestation, and promote responsible land use.



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Supplier code of conduct

DOC NO: SEKH-CEHS-03

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

3.3 Business Ethics

Maintaining the highest ethical standards is non-negotiable. Our expectations for business ethics include:

- i. **Anti-Corruption:** Strictly forbid the disbursement of bribes, unlawful political donations, or any unlawful disbursements or methodologies under any circumstances. This includes abstaining from such actions to evade penalties, fines, or acquiring special advantages.
- ii. **Conflicts of Interest:** Suppliers must promptly notify Sekhmet of any circumstances that could potentially create a conflict of interest. For instance, if employees of Sekhmet have job-related, personal, or significant financial stakes or affiliations in any of the supplier's business endeavours.
- iii. **Anti-Competitiveness:** Suppliers shall not participate in anti-competitive practices that could harm fair market competition and consumer interests.
- iv. **Data Privacy and Data Protection:** Suppliers are responsible for the proper management and safeguarding of information systems that contain confidential information or data related to Sekhmet. These systems must be shielded against unauthorized access, use, disclosure, alteration, or destruction.
- v. **Whistle-blower:** Suppliers may report concerns or violations related to the Supplier Code of Conduct through a confidential reporting mechanism. This reporting mechanism is designed to protect the identity of the whistle-blower to the extent permitted by law.

By adhering to these commitments, we can collectively ensure that our partnership is rooted in ethical, sustainable, and responsible business practices. Your dedication to these principles aligns with our mission to advance healthcare while upholding the values of humanity, integrity, and environmental stewardship.

4. Management Systems

- i. **Risk Management:** Suppliers are required to establish mechanisms for recognizing, assessing, and mitigating risks across all aspects covered by this SCOC, in accordance with relevant laws, regulations, and standards.



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Supplier code of conduct

DOC NO: SEKH-CEHS-03

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

- ii. **Training:** Suppliers shall implement suitable training initiatives to ensure that their managers and employees acquire a sufficient level of knowledge and comprehension regarding this Supplier Code of Conduct, along with the relevant laws, regulations, and widely-recognized standards.
- iii. **Documentation:** Suppliers are required to create comprehensive documentation as evidence of their alignment with the principles and values outlined in this SCOC. This documentation may undergo periodic reviews by Sekhmet.
- iv. **Commitment and Accountability:** Suppliers are expected to exhibit their commitment to the principles outlined in this document by allocating suitable resources as needed.

5. Policy Review and Approval:

1. The Supplier Code of Conduct, endorsed by Head Procurement and embraced by Sekhmet, underscores our dedication to fostering ethical, social, environmental, and business integrity throughout our supplier network. This Code serves as a cornerstone, setting forth the standards and expectations that every supplier, along with their employees, representatives, and subcontractors, is anticipated to uphold when engaging in business with Sekhmet. The Code will be subject to periodic review and revision to ensure its continued alignment with evolving industry norms, legal requirements, and ethical best practice.

End of Document

	Prepared by		Reviewed by	Approved by
Name	A.SADASHIVA REDDY	HIMAL DESAI	P N BASKARAN	ANIL KHUBCHANDANI
Designation	DIRECTOR-EHS	VP-SCM	COO	CEO
Signature				

Sustainability Policy

SEKHMET PHARMAVENTURES PVT LTD



Optimus

BULK DRUGS
A D P L



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Sustainability policy

DOC NO: SEKH-CEHS-01

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

Contents

1. Objective
2. Scope
3. Commitments
 - i. Environment
 - ii. Biodiversity
 - iii. Social
 - iv. Ethics
4. Policy Review and Approval

A small, handwritten signature in blue ink, located in the bottom right corner of the page.



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Sustainability policy

DOC NO: SEKH-CEHS-01

ISSUE NO:01

ISSUE MONTH: NOV 2023

|

REVISION DATE: NA

1. Objective:

The objective of our sustainability policy is to ensure that our operations and activities align with our deep commitment to environmental stewardship, social responsibility, and unwavering ethical standards. We aim to minimize the environmental footprint of our production processes, embracing eco-friendly practices to reduce waste, energy consumption, and greenhouse gas emissions. Concurrently, we are dedicated to improving the well-being of the communities where we operate by fostering social initiatives that promote healthcare access, education, and workforce welfare. Furthermore, our unwavering commitment to ethical conduct is at the core of our sustainability mission, encompassing the responsible development, marketing, and distribution of pharmaceuticals, as well as fostering a culture of integrity, diversity, and inclusivity within our organization.

2. Scope

This policy extends to all the employees within the Sekhmet. The company is committed to fostering understanding and recognition of the commitments and principles outlined in this policy among its employees. Additionally, the company will encourage its business partners to embrace and implement these commitments and principles in their interactions with us.

3. Commitments

In Sekhmet's sustainability policy, we adhere to the highest national and international standards, recommendations, and best practices. The commitments and principles set forth by our company encompass three broad domains: environmental responsibility, social impact, as well as governance and cultural values.

3.1 Environment:

We acknowledge that the proficient management of environmental impacts is an integral part of our business operations. Our commitment is to diligently incorporate robust



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Sustainability policy

DOC NO: SEKH-CEHS-01

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

environmental practices throughout Sekhmet's management and governance frameworks. This strategic approach is aimed at not only reducing our environmental footprint but also positioning us as leaders in environmental stewardship.

The Company is committed to:

- Ensuring strict compliance with all relevant environmental laws and regulations. We will operate within the legal framework, taking proactive measures to meet and exceed these standards.
- Continuous enhancement of our environmental performance. We will regularly assess and refine our processes and practices to minimize environmental impacts.
- Setting clear and measurable targets and objectives aimed at reducing our environmental footprint.
- Continuously oversee, assess, and report the advancements and outcomes of environmental conservation and management efforts, adhering to globally accepted protocols. Effectively convey our strategies and accomplishments to pertinent stakeholders.
- Implementing sustainable practices in our production operations and business facilities to minimize environmental impacts and promote responsible resource use.
- Design, produce, and offer products and services that are environmentally responsible, safe, and efficient, contributing positively to sustainability.
- Optimize our distribution and logistics processes to reduce emissions, energy consumption, and waste throughout the supply chain.
- Our commitment extends to effective waste management practices, including reduction, recycling, and responsible disposal to minimize our waste footprint.

We expect our suppliers, service providers, and contractors to adhere to environmental standards and collaborate with us in pursuing sustainable practices throughout our supply chain. We will engage with key business partners, such as non-managed operations, joint venture partners, licensees, and outsourcing partners, to promote shared environmental responsibility and sustainable practices. In cases of due diligence, mergers, and acquisitions, we will consider and address environmental factors, striving to integrate acquired entities into our sustainability initiatives while ensuring compliance with environmental standards. We recognize the importance of raising awareness among both our internal and external stakeholders regarding our environmental management policy and its associated impacts. Additionally, we will provide training to our employees to



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Sustainability policy

DOC NO: SEKH-CEHS-01

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

ensure a comprehensive understanding of how their work activities influence the environment, thereby fostering responsible practices across the organization.

3.1.1. Biodiversity Commitment:

At Sekhmet, we recognize that biodiversity is vital for the well-being of our planet and is closely linked to the health and welfare of communities worldwide. As a responsible pharmaceutical company, we are committed to the conservation and sustainable management of biodiversity. This policy outlines our commitment and the principles we uphold to protect and enhance biodiversity across our operations.

We are committed to:

- Conserving and enhancing biodiversity in all areas where we operate. Our goal is to contribute to the protection of ecosystems, wildlife, and natural habitats, recognizing their intrinsic value.
- Comply with all relevant international, national, and local laws and regulations concerning biodiversity protection and conservation.
- Achieving no net loss of biodiversity within our operational boundaries and, where possible, striving for a net gain. We will set and work towards specific biodiversity-related targets to measure our progress.
- Implementing sustainable practices in our production operations and business facilities to minimize environmental impacts and promote responsible resource use.
- Actively engage with local communities, conservation organizations, government bodies, and other stakeholders to understand their concerns, share information, and collaborate on biodiversity initiatives.
- Encourage our suppliers, service providers, and partners within our value chain to adopt biodiversity-friendly practices and adhere to our commitment to avoid operational activities near sites containing globally or nationally important biodiversity.
- Apply a mitigation hierarchy approach, prioritizing actions that avoid, minimize, restore, and offset biodiversity impacts associated with our operations.
- Support forest restoration and reforestation initiatives, contributing to the rehabilitation of ecosystems and the sequestration of carbon to combat climate change.
- Utilize our best efforts to safeguard forests and prevent deforestation across all our operational activities.



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Sustainability policy

DOC NO: SEKH-CEHS-01

ISSUE NO:01

ISSUE MONTH: NOV 2023

REVISION DATE: NA

- Ensure a commitment to biodiversity by offsetting any potential impacts through future reforestation efforts, thereby achieving a no net deforestation outcome.
- Our biodiversity commitment extends to various segments of our value chain, including our own operations, suppliers, and partners.
- Promote awareness and knowledge among our employees, suppliers, and partners about biodiversity conservation and our commitment to it.
- Monitor and measure our progress in achieving biodiversity targets and regularly report our findings to stakeholders.

3.1.2 Social

At Sekhmet, we recognize that our social responsibility extends beyond the development of pharmaceutical products. We are committed to actively contributing to the well-being of society and fostering positive relationships with our stakeholders. Our social responsibility framework is committed to:

- Ensuring the health, safety, and well-being of our employees. This includes providing a safe working environment, promoting work-life balance, and fostering a culture of inclusivity and respect.
- Providing equal opportunities to all, regardless of race, gender, age, disability, or background.
- Create an inclusive workplace where everyone's unique perspectives are appreciated.
- Actively engage with the communities where we operate including supporting community development initiatives, contributing to local economies, and addressing community concerns through open and transparent communication.
- Ethical sourcing practices, ensuring that the materials and ingredients used in our pharmaceutical products are sourced responsibly, without exploitation or harm to workers or communities.
- Uphold human rights in all aspects of our operations and supply chain. This includes a commitment to not tolerate any form of forced labour, child labour, or human rights abuses.
- Producing pharmaceutical products of the highest safety and quality standards, ensuring that they meet or exceed regulatory requirements.



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Sustainability policy

DOC NO: SEKH-CEHS-01

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

- Conduct our marketing and sales practices with integrity and transparency, providing accurate and balanced information to healthcare professionals, patients, and the public.
- Engage with stakeholders, including patients, healthcare professionals, advocacy groups, and regulatory authorities, to ensure that our products and practices align with societal expectations and needs.
- Invest in the professional development of our employees, providing opportunities for skill enhancement, career growth, and leadership development.
- We will invest in the professional development of our employees, providing opportunities for skill enhancement, career growth, and leadership development.

3.1.3. Ethics

At Sekhmet, we understand that our ethical responsibility transcends the mere development of pharmaceutical products. We are dedicated to actively enhancing societal well-being and nurturing constructive relationships with our stakeholders. Our ethical commitment encompasses:

- Continuously uphold rigorous corporate governance and ethical standards. Our practices will undergo regular reviews to ensure alignment with industry benchmark standards.
- Cultivating a culture of sustainability and ethical conduct among all employees, emphasizing their interactions with company stakeholders in their daily responsibilities.
- Encourage dialogue and collaboration among diverse stakeholders. We will establish communication channels and inquiry platforms to ensure the availability of comprehensive, precise, and valuable information about the company
- Set measurable targets and publicly report on our progress towards achieving these objectives.
- Uphold the highest ethical standards across all our activities, adhering to strict codes of conduct and fostering a culture of ethical behaviour throughout our organization.
- Comply with all cybersecurity laws, regulations, and best practices to safeguard our digital assets, protect sensitive information, and ensure the privacy and security of data.



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Sustainability policy

DOC NO: SEKH-CEHS-01

ISSUE NO:01

ISSUE MONTH: NOV 2023

I




REVISION DATE: NA

- Invest in ongoing training and awareness programs to keep our employees well-informed about cybersecurity laws and ethical practices, empowering them to act responsibly and securely in the digital landscape.
- Conduct regular audits and assessments of our cybersecurity measures to identify vulnerabilities, promptly address any issues, and maintain robust cybersecurity defences.

4. Policy Review and Approval

The Sustainability Policy will be disseminated both internally and externally, ensuring that all stakeholders are well-informed about our commitments and the progress we make in achieving them. Consistent communication and engagement initiatives will play a pivotal role in reinforcing our sustainability objectives. We expect all individuals affiliated with Sekhmet, including employees, contractors, suppliers, and partners, to embrace and uphold the principles outlined in this Sustainability Policy. Our collective dedication is indispensable for effectively integrating sustainable practices throughout our organization. The formal approval of the Sustainability Policy by the Board of Directors underscores our firm commitment to responsible and sustainable practices, highlighting our unwavering dedication to environmental and social responsibility and emphasizing the paramount importance of sustainability in all aspects of our operations.

End of Document

	Prepared by	Reviewed by	Approved by
Name	A.SADASHIVA REDDY	P N BASKARAN	ANIL KHUBCHANDANI
Designation	DIRECTOR-EHS	COO	CEO
Signature			

Occupational Health and Safety Policy

SEKHMET PHARMAVENTURES PVT LTD



Optimus

BULK DRUGS
A D P L



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Occupational health and safety policy

DOC NO: SEKH-EEHS-02

ISSUE NO:01

ISSUE MONTH: NOV 2023

REVISION DATE: NA

Contents

1. Objective
2. Scope
3. Commitment
 - i. Compliance
 - ii. Consultation with and Participation of Workers
 - iii. Commitment to Continual Improvement
 - iv. Prioritization and Action Plans
 - v. Targets for OHS Performance Metrics
 - vi. Emergency Response Procedures and Contingency Plans
 - vii. Learning from incidents
 - viii. Hazard Awareness and Training
 - ix. Minimizing Environmental Impact
 - x. Periodic Audits and Reporting
4. Policy Review and Approval



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Occupational health and safety policy

DOC NO: SEKH-EEHS-02

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

1. Objective

The primary objective is to ensure the well-being and safety of our employees, visitors, and the surrounding environment. We are committed to fostering a workplace culture where health and safety are paramount, aiming to prevent workplace injuries, illnesses, and accidents. Our goal is to continually assess and mitigate risks associated with pharmaceutical manufacturing and research activities, adhere to regulatory compliance, and promote a proactive approach to safety through education, training, and the implementation of effective safety protocols. Through these efforts, we aim to create a workplace where every employee can perform their duties confidently, knowing that their health and safety are of utmost importance.

2. Scope

This policy applies to all individuals under the company's supervision, including employees, contractors, and any other relevant parties. It also encompasses all of our operations, subsidiaries, and applicable joint ventures.

3. Commitment

i. Compliance:

- We will rigorously adhere to all applicable OHS international standards, regulations, voluntary programs, and collective agreements, taking into consideration the evolving landscape of occupational health and safety.
- We will comply with EHS considerations and will be integrated into every phase of our projects, products, processes, and equipment/material procurement, to ensure the highest standards of safety and environmental responsibility.

ii. Consultation with and Participation of Workers:

- We recognize the importance of our employees' expertise and will actively involve them in decision-making processes regarding safety and health matters, along with workers' representatives where applicable.

iii. Commitment to Continual Improvement:

- We are dedicated to continually enhancing the performance of our OHS management system through regular reviews, assessments, and proactive measures.

iv. Prioritization and Action Plans:

- We will establish prioritization and action plans to address identified OHS risks and opportunities systematically.



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Occupational health and safety policy

DOC NO: SEKH-EEHS-02

ISSUE NO:01

ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

- All incidents will be promptly reported, recorded, and thoroughly investigated to identify root causes and prevent recurrence.
- v. **Targets for OHS Performance Metrics:**
 - We will set quantitative targets to measure and improve OHS performance metrics, ensuring that we meet and exceed industry benchmarks.
- vi. **Emergency Response Procedures and Contingency Plans:**
 - We will develop, maintain, and regularly update emergency response procedures and contingency plans to mitigate potential risks and ensure the safety of our workforce and communities.
- vii. **Learning from incidents:**
 - We will learn from both internal and external EHS incidents and take appropriate actions to prevent their reoccurrence.
- viii. **Hazard Awareness and Training:**
 - We will inform and train our workforce on workplace hazards, associated risks, and arrangements to mitigate them, empowering employees to contribute to a safe work environment.
 - We will work towards EHS best practices to continually improve our operations and safeguard the safety and health of our workforce.
- ix. **Minimizing Environmental Impact:**
 - We will assess and minimize the adverse impact of our business activities on the environment and communities wherever we operate, striving for sustainable practices.
 - We are committed to preventing pollution by eliminating or reducing environmental emissions, waste, and resource consumption, including efficient use of energy and water.
- x. **Periodic Audits and Reporting:**
 - We will conduct periodic audits of our EHS systems and monitor EHS performance against progressive international standards, ensuring accountability and transparency.
 - We will provide periodic reports on our EHS performance to relevant stakeholders.

4. Policy Review and Approval:

The Occupational Health and Safety (OHS) Policy is integral to our organization's commitment to safeguarding the well-being of our workforce and promoting a safe working environment. This



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Occupational health and safety policy

DOC NO: SEKH-EEHS-02

ISSUE NO:01




ISSUE MONTH: NOV 2023

I

REVISION DATE: NA

policy has been reviewed and approved by the highest levels of management to ensure alignment with our company's values and objectives. It is the responsibility of all employees to adhere to this policy, and any breaches or concerns should be reported promptly. Regular monitoring and evaluation of our OHS performance will be conducted to assess compliance, identify areas for improvement, and ensure that our operations align with evolving international standards and regulations. The OHS Policy will be periodically reviewed to reflect changes in our organization, industry standards, and any lessons learned from incidents or accidents, ensuring its continued relevance and effectiveness in protecting the health and safety of our workforce.

End of Document

	Prepared by	Reviewed by	Approved by
Name	A.SADASHIVA REDDY	P N BASKARAN	ANIL KHUBCHANDANI
Designation	DIRECTOR-EHS	COO	CEO
Signature			

Human Rights Policy

SEKHMET PHARMAVENTURES PVT LTD



Optimus

BULK DRUGS
A D P L



SEKHMET PHARMAVENTURES PVT LTD

Wing 01, 104, Sahar Plaza Complex, IT Nagar, Andheri-Kurla Road, Andheri (E)
Mumbai, MH 400059 IN

Human Rights policy

DOC NO: SEKH-HR-28

ISSUE NO:01

ISSUE MONTH: DEC 2023

REVISION DATE: NA

Contents:

1. Objective
2. Scope
3. Commitment
 - i. Child labour and forced labour
 - ii. Modern Slavery and Human trafficking
 - iii. Freedom of Association and Collective Bargaining
 - iv. Equal Remuneration
 - v. Non-discrimination
 - vi. Wages, working hours, and leave benefits
 - vii. Environment health and safety
 - viii. Drug safety and pharmacovigilance
 - ix. Data privacy
 - x. Human Rights Due diligence
 - xi. Grievance Committee
4. Policy Review and Approval



SEKHMET PHARMAVENTURES PVT LTD

Windfall, 4th, Solar Plaza Complex, 1B Nagar, Andheri Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Human Rights policy

DOC NO: SEKH-HR-28

ISSUE NO:01

ISSUE MONTH: DEC 2023

I

REVISION DATE: NA

1. Objective

The objective of our human rights policy at Sekhmet is to uphold and promote the fundamental principles of human dignity, equality, and justice in all aspects of our operations. Our aim is to create a workplace and supply chain that fosters inclusivity, non-discrimination, and fair treatment for all, regardless of race, gender, religion, nationality, or any other characteristic. Through this policy, we pledge to align our practices with international human rights standards, including the principles outlined in the International Labour Organization (ILO) conventions. Our commitment encompasses the promotion of transparency and accountability while maintaining a steadfast dedication to continuous improvement in our efforts to contribute positively to the well-being and dignity of people worldwide. We firmly believe that by upholding human rights, we can not only enhance our reputation as a responsible corporate citizen but also contribute to a more just and equitable world.

2. Scope

The scope of this human rights policy extends comprehensively across all facets of our pharmaceutical company's operations, encompassing not only our internal practices but also those of our suppliers and partners. We are committed to respecting and protecting the human rights of all individuals affected by our business activities, including employees, customers, suppliers, and communities and also committed to upholding the highest standards of human rights, ensuring that every individual involved in our global network is treated with dignity, respect, and fairness. Our policy strives to safeguard human rights throughout our entire value chain, fostering a culture of accountability, inclusivity, and ethical conduct, and promoting sustainable business practices that respect and protect the rights of all individuals, regardless of their background or circumstances.

3. Commitment

i. Child labour and forced labour:

We vehemently oppose any form of forced labour or child labour within our operations and along our value chain. Our commitment extends to upholding the minimum working age standards mandated by local regulations and strictly prohibiting the employment of child labour.

Furthermore, we respect the fundamental right of all workers to freely choose their employment and unequivocally reject any engagement in compulsory, forced, indentured, or bonded labour.

ii. Modern Slavery and Human trafficking:

In our commitment to human rights, we vehemently oppose modern slavery and human trafficking. We stand firm against any form of forced labor or exploitation within our company and throughout our supply chain. We pledge to implement rigorous measures to detect, prevent, and address these



SEKHMET PHARMAVENTURES PVT LTD

Wing 01, 1st Floor, Sakinaka Pharma Complex, JY Chugh, Andheri Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Human Rights policy

DOC NO: SEKH-HR-28	ISSUE NO:01	ISSUE MONTH: DEC 2023	REVISION DATE: NA
--------------------	-------------	-----------------------	-------------------

grave violations, ensuring that every individual involved in our operations is treated fairly and with dignity. Upholding these principles, we aim to contribute to a world where modern slavery and human trafficking are eradicated, promoting justice and respect for all.

iii. **Freedom of Association and Collective Bargaining:**

We firmly support the right of our employees and workers in our supply chain to freely associate, join unions, and engage in collective bargaining. We believe that open dialogue and cooperation are essential for a fair and respectful workplace. We are committed to respecting and protecting these fundamental rights, ensuring that our employees and partners have the freedom to voice their concerns, negotiate for fair wages and working conditions, and collectively work towards better solutions.

iv. **Equal Remuneration**

We ensure that equal pay is a fundamental principle within our pharmaceutical company. We believe that all employees, regardless of gender, should receive fair and equal compensation for their work. We strive to eliminate any wage gaps that may exist, ensuring that everyone is paid fairly for their skills and contributions, and fostering a workplace that values equality and diversity.

v. **Non-discrimination**

We pledge to uphold a strict policy against discrimination in any form. We respect and value diversity, and we ensure that no one is mistreated or disadvantaged based on their race, gender, religion, age, disability, or any other characteristic. We believe that fostering an inclusive and diverse workplace not only benefits our employees but also helps us to better serve our global community.

vi. **Wages, working hours, and leave benefits**

We are committed to upholding the fundamental human rights of our employees, and as such, we prioritize fair wages, reasonable working hours, and comprehensive leave benefits. We believe that every individual deserves to earn a living wage that supports their basic needs, ensuring their dignity and well-being. Our commitment extends to fostering a work environment that respects the importance of work-life balance, by limiting working hours and promoting adequate rest. Additionally, we recognize the significance of providing ample leave benefits, allowing employees to attend to personal matters, maintain their health, and nurture their families.

vii. **Environment health and safety**

We are committed to safeguarding the safety, health, and overall welfare of our stakeholders by implementing EHS management systems and safety standards for our value chain collaborators. Our commitment extends to promoting environmentally responsible business practices and striving



SEKHMET PHARMAVENTURES PVT LTD

Windfall 405, Subar Plaza Complex, B Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, 400 059 IN

Human Rights policy

DOC NO: SEKH-HR-28	ISSUE NO:01	ISSUE MONTH: DEC 2023	I	REVISION DATE: NA
--------------------	-------------	-----------------------	---	-------------------

for ongoing enhancements in our EHS performance annually. We diligently document and investigate all incidents, while also providing training aimed at enhancing the competence of our employees and contractors in managing workplace-related hazards. This includes comprehensive knowledge of associated risks and the necessary measures to effectively mitigate them.

viii. Drug safety and pharmacovigilance

We diligently implement measures to detect and evaluate any potential adverse effects of our pharmaceutical products on patients. While we firmly believe that our business contributes to enhancing human well-being through our products, we also acknowledge that without appropriate oversight, it may pose risks to human rights. Our pharmacovigilance team ensures strict compliance with all regulatory requirements and works tirelessly to maintain a favourable risk-benefit profile for our products. We have established a comprehensive global pharmacovigilance system with well-defined Standard Operating Procedures (SOPs) for addressing drug safety concerns. Additionally, we have established a dedicated phone line and email address to receive safety-related complaints from consumers, patients, and healthcare professionals. We regularly assess the safety profile of our drugs by actively seeking feedback and information from patients. Furthermore, we conduct awareness sessions for our field team to sensitize them about the paramount importance of patient health and safety.

ix. Data privacy


We adhere to the data security standards and ensure confidentiality in data management. We provide strong data protection methods to safeguard employee personal information.

x. Human Rights Due diligence

In our commitment to upholding fundamental human rights, we recognize the imperative need for proactive Human Rights Due Diligence as a cornerstone of our operations. As part of our evolving Human Rights Policy, we pledge to implement a comprehensive due diligence framework that identifies, prevents, mitigates, and accounts for potential adverse human rights impacts throughout our entire value chain. By proactively addressing these issues, we aim to foster a future where our company not only meets legal and ethical obligations but also serves as a beacon of responsible corporate citizenship, ensuring the dignity, well-being, and rights of all individuals affected by our activities.

xi. Grievance Committee

We are firmly committed to addressing the genuine concerns of our stakeholders and business partners. They are encouraged to report any such concerns to the Chairperson of the Grievance Committee. Our Grievance Committee is responsible for the diligent investigation of whistleblower complaints and the resolution of any instances of violation, misconduct, or non-compliance. We

	SEKHMET PHARMAVENTURES PVT LTD Wing 01/1, 4th Floor, Plaza Complex, JF Nagar, Andheta, Kuria Road, Andheta (E), Mandla, MH 491002 IN		
	Human Rights policy		
DOC NO: SEKH-HR-28	ISSUE NO:01	ISSUE MONTH: DEC 2023	REVISION DATE: NA

unequivocally prohibit any form of retaliation against an employee who submits a report regarding non-compliance incidents. Each report undergoes a thorough investigation, and appropriate remedial actions are implemented to prevent future violations and hold individuals accountable for past misconduct, as determined by the inquiry.

4. Policy Review and Approval

This policy is signed by CEO and possesses the authority to modify the Policy as needed to implement any necessary changes or amendments as circumstances may dictate. The Board receives support from the sustainability committee, which is responsible for supervising the group's sustainability strategy. This includes the continuous management of initiatives related to our dedication to upholding human rights.

End of Document

	Prepared by	Reviewed by	Reviewed by	Approved by
Name	A SADASHIVA REDDY	T K DEVI	P N BASKARAN	ANIL KHUBCHANDANI
Designation	DIRECTOR-EHS	HEAD – C&B	COO	CEO
Signature	