

Supplier Code of Conduct

SEKHMET PHARMAVENTURES PVT LTD



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SEKHMET PHARMAVENTURES PVT LTD

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

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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



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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.



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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.



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- 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

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