



## **Wockhardt Ltd., Sustainable Supply Chain Policy and Code of Conduct**

### **I. Introduction:**

At Wockhardt Ltd, we are dedicated to providing quality products and services that improve the health and well-being of patients. Our Sustainable Supply Chain Policy and Code of Conduct define the non-negotiable minimum standards we expect our suppliers, vendors, and service providers (hereafter referred to as “Suppliers”) to adhere to when conducting business with Workhardt Ltd.

### **II. Ethics:**

#### **1. Business Integrity:**

Suppliers must uphold the highest standards of integrity and transparency in all transactions and interactions with Workhardt Ltd. Corruption, extortion, and embezzlement will not be tolerated.

#### **2. Insider Trading:**

Suppliers should not disclose any inside information about Wockhardt Ltd that could affect the price of our securities, except as required by law or competent authority.

#### **3. Fair Competition:**

Suppliers shall conduct their business in line with fair competition and comply with all applicable anti-trust laws. Fair business practices, including truthful advertising, are expected.

#### **4. Privacy & Intellectual Property:**

Suppliers must safeguard and protect the data privacy and intellectual property rights of Wockhardt Ltd, our employees, agents, and business partners.

#### **5. Identification of Concerns:**

Suppliers shall provide means for their representatives to report concerns or potentially unlawful activities related to transactions with Wockhardt Ltd. Reports should be treated confidentially, and investigations should be conducted if needed.



6. Whistleblower Protection and Anonymous Complaints:

Suppliers must protect the confidentiality of whistleblowers and prohibit retaliation against employees who participate in such programs. Anonymous grievance mechanisms should be in place.

7. Fraud Prevention and Reporting:

Suppliers shall implement robust fraud prevention and reporting programs and report all occurrences of fraud involving Wockhardt Ltd.

8. Conflict of Interest:

Suppliers are expected to avoid any actual or potential conflicts of interest and report situations that may appear as such.

9. Acceptance of Entertainment and Gifts:

Suppliers should not offer gifts or benefits to Wockhardt Ltd employees that may influence judgment or actions. Corruption and non-compliance with laws are strictly prohibited.

10. Animal Welfare:

Suppliers should treat animals humanely and use alternatives to animal testing whenever scientifically valid and acceptable to regulators.

III. Labor and Human Rights:

1. Child Labour and Young Workers:

Suppliers shall not employ child labor and shall ensure that young workers above the legal age work only in non-hazardous conditions.

2. Forced Labour:

All forms of forced or compulsory labor are strictly prohibited. Workers must be free to leave their employment with reasonable notice.

3. Non-discrimination:

Suppliers shall not discriminate based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status.



#### 4. Fair Treatment:

Suppliers must provide a workplace free of harassment and inhumane treatment, including sexual harassment, mental coercion, or physical abuse.

#### 5. Employment Policy:

Suppliers should promote full, productive, and freely chosen employment, offering equal opportunities irrespective of various characteristics.

#### 6. Freedom to Express Oneself:

Suppliers must respect workers' right to associate freely, form unions, seek representation, and bargain collectively in accordance with applicable laws.

#### 7. Pre-Employment Screening:

Third parties providing manpower services must meet Wockhardt Ltd's standards through pre-employment screening processes.

#### IV. Wages and Benefits:

Suppliers must comply with applicable wage laws, including minimum wages, overtime hours, and mandated benefits. Equal remuneration for men and women workers for work of equal value is expected.

#### V. Health and Safety:

Suppliers shall provide a safe and healthy working environment for all employees. Measures should be in place to protect workers from physical, chemical, and biological hazards.

#### VI. Environment:

Suppliers must comply with all environmental regulations, handle waste and emissions responsibly, and promote resource conservation and climate protection.

#### VII. Management Systems:

Suppliers must establish a management system to ensure compliance with laws, identify and mitigate risks, and facilitate continuous improvement.



#### VIII. Bribery and Corruption:

Suppliers shall not make any payment, gift, or commitment contrary to applicable laws or Wockhardt Ltd's policies. Anti-bribery and anti-corruption training for relevant personnel is mandatory.

#### IX. International Trade Compliances and Sanctions:

Suppliers must comply with all trade laws, import/export regulations, and sanctions applicable to their business operations.

#### X. Personal Data Protection:

Suppliers must handle personal data provided by Wockhardt Ltd with confidentiality and comply with all applicable laws and regulations regarding personal data protection.

Wockhardt Ltd is committed to fostering sustainable practices and expects our Suppliers to share and uphold these principles in their business interactions. Non-compliance may result in appropriate actions, including termination of the supplier relationship.