



SOCIAL RESPONSIBILITY POLICY

AMI LIFESCIENCES PVT LTD

Driven by Chemistry, Powered by People

SOCIAL RESPONSIBILITY POLICY

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INTRODUCTION

Ami Lifesciences Pvt Ltd is committed to ensuring that worker's right are protected and the working conditions meet the required standards in all its stakeholder partnership and relationships.

Ami Lifesciences Pvt Ltd is committed to complying with local, national and all other applicable laws and prevailing industry standards.

Guided by the principles of Environmental, Social, and Governance (ESG), we are steadfast in our dedication to fostering a workplace culture that prioritizes the protection of workers' rights, enhances labor conditions, and elevates social performance within our organization and across all stakeholder partnerships and relationships.

Our commitment to social responsibility is deeply embedded in our corporate ethos, and we recognize the pivotal role it plays in sustaining not only our business but the communities we operate in. Aligned with ESG principles, Ami Lifesciences Pvt Ltd is firmly committed to not only formally complying with local, national, and all applicable laws, as well as prevailing industry standards but also integrating these social principles into the company's day-to-day practices. We recognize that adherence to these standards is essential not only for legal compliance but also as a testament to our dedication to ethical business practices.

SCOPE

This Policy is applicable to following sites and all the employees, job applicants and external stakeholders of the company in there:

Sr. No.	Site	Address
1	Ami Lifesciences Pvt Ltd [Corporate Office]	701 to 710, 7th Floor, 1038 Lilleria, Gotri-Sevasi Road, New Alkapuri, Vadodara, Gujarat – 390021
2	Ami Lifesciences Pvt Ltd [Manufacturing Unit]	Block No.82/B, ECP Road, At & Post. Karakhadi-391450 Taluka: Padra Dist.: Vadodara Gujarat, INDIA.
3	Ami Lifesciences Pvt Ltd [Marketing Office]	305, 3rd Floor, Nitco Biz Park, Rd Number 16U, Nehru Nagar, Wagle Industrial Estate, Thane West, Thane, Maharashtra 400604

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POLICY STATEMENT

Enduring success through financial prosperity and social accountability, Ami Lifesciences Pvt Ltd is committed to implementing innovative measures that boost operational efficiency and foster a healthier, more reliable future for our employees ahead.

PRINCIPLES

Child and Forced Labor

- Ami Lifesciences since inception has followed the practice of not engaging workers who are less than 18 years of age in its workforce.
- Ami Lifesciences does not engage or support the use of forced or compulsory labor - It promotes an environment for the workforce to work voluntarily, without any treat of punishment or retaliation.

Employee Health and Safety

- Ami Lifesciences is committed to providing a healthy and safe working environment for all personnel employed, contractors, interested parties & stakeholders by Ami Lifesciences.
- Implement proactive measures to prevent workplace accidents and injuries.
- Foster an environment where employees feel empowered to report safety concerns without fear of reprisal.
- Comply all applicable Legal & other requirements related to Health & Safety.
- Control and eliminated business and process risk; and seize opportunities.
- Adopting and promoting process approach and risk base thinking concept among the organization.

Labor Relations

- Ami Lifesciences respect and supports the right to freedom of association and ensure that workers and their organizations are not subjected to any discrimination in the workplace.
- Ami Lifesciences has always treated all its personnel with dignity and respect. All disciplinary actions are in accordance with law.
- The Security practices of Ami Lifesciences are drafted to ensure due consideration of human rights under all circumstances.
- Establish effective mechanisms for resolving labor-related conflicts through mediation and negotiation.

Working Conditions

- Ami Lifesciences complies with applicable laws and industry standards on working hours
- Ami Lifesciences ensures that its workforce is paid wages which meet or exceed the minimum wages laid out legally or as per local industry standards.
- The Company continuously tracks its human rights and social performance through establishing an effective management system. Any complaint or grievance is addressed judiciously and used as input to further improve the system and process.

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- Encourage collaboration between management and employees in shaping working conditions through open dialogue.

Career Management

- Ami Lifesciences Pvt Ltd is committed to fair and transparent recruitment practices, ensuring that candidates are provided with accurate information in a format and language accessible to them.
- All key terms and conditions, including wages, benefits, work location, any significant costs to be charged to the employee, and the hazardous nature of the work (if applicable) will be clearly disclosed during the recruitment process and through a formal offer letter before joining.
- The company strictly prohibits charging applicants or candidates any form of recruitment fees during the hiring process.
- Destruction, concealment, confiscation, or denial of access to individuals' identity or immigration documents is strictly prohibited, regardless of the issuing authority.
- Developmental and promotional opportunities will be based purely on performance, ability and potential, (as per the existing Performance Management System) and will be consistent with the needs of the business.

Anti-Human Trafficking

- Ami Lifesciences Pvt Ltd strictly prohibits any engagement in trafficking in persons in all aspects of its operations.
- Employees are prohibited from using company funds or resources to view explicit material, especially involving trafficked persons.

Diversity, Equity & Inclusion

- Ami Lifesciences Pvt Ltd is committed to providing equal opportunities without any discrimination on the grounds of age, color, disability, origin, nationality, religion, race, gender, or sexual orientation and will not engage in any kind of verbal or physical harassment.
- Ami Lifesciences Pvt Ltd will not tolerate harassment, behavior that is discriminatory or behavior that victimizes any individual or group in our workplaces.
- Ami is dedicated to have "Zero" instances of sexual harassment within the workplace while complying to applicable POSH guidelines.
- Ami actively promotes a diverse and inclusive work culture that values the uniqueness of each individual. Our commitment to diversity is an integral part of our organizational identity.

External Stakeholder Human Rights

- Ami Lifesciences promotes all above mentioned Human rights practices in its supply chain through various engagement forums, training; third-party audits and by inclusion as a criterion in vendor registration process.

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- Conduct human rights impact assessments on external stakeholders with whom we engage.
- Collaborate with external stakeholders to address human rights challenges collectively.

OUR GOALS

Child and Forced Labor

1. **Minimum Age Requirement:**
 - Ensure strict adherence to the practice of not engaging workers under the age of 18 in the workforce.
2. **Voluntary Work Environment:**
 - Promote a voluntary work environment, free from any threat of punishment or retaliation, ensuring that no forced or compulsory labor is supported or tolerated within Ami Lifesciences.
3. **Strict Prohibition of Forced Labor:**
 - Enforce a strict prohibition on the use of forced labor in any work performed within the company.

Employee Health and Safety

1. **Healthy and Safe Working Environment:**
 - Commit to providing a healthy and safe working environment for all personnel employed, contractors, interested parties & stakeholders by Ami Lifesciences.
 - Commit to comply all applicable Legal & other requirements related to Health & Safety.
2. **Proactive Safety Measures:**
 - Implement proactive measures to prevent workplace accidents and injuries, fostering a culture of safety and well-being.
 - Eliminating & controlling healthy and safety hazards and its risk by regular medical checkup, inspection of safety equipment, providing suitable PPE at workplace, condition monitoring of workplace etc.
 - Enhancing awareness of workplace safety through training, communication, motivation and their consultation & participation where they exists.
 - Reaffirming committee to sustainable development through effective implementation and monitoring of health and safety management system.
3. **Empowering Reporting:**
 - Foster an environment where employees feel empowered to report safety concerns without fear of reprisal, encouraging open communication.

Labor Relations

1. **Freedom of Association:**
 - Respect and support the right to freedom of association, ensuring that workers and their organizations are not subjected to any discrimination.
2. **Dignity and Respect:**
 - Treat all personnel with dignity and respect, ensuring that all disciplinary actions align with legal standards.

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3. **Human Rights in Security Practices:**

- Draft and uphold security practices that ensure due consideration of human rights under all circumstances.

4. **Conflict Resolution:**

- Establish effective mechanisms for resolving labor-related conflicts through mediation and negotiation.

Working Conditions

1. **Compliance with Laws and Standards:**

- Ensure compliance with applicable laws and industry standards regarding working hours.

2. **Fair Compensation:**

- Ensure that the workforce is paid wages meeting or exceeding legal minimums, promoting fair compensation.

3. **Continuous Monitoring and Improvement:**

- Continuously track human rights and social performance, using complaints or grievances as input to improve the system and processes.

4. **Collaborative Working Conditions:**

- Encourage collaboration between management and employees in shaping working conditions through open dialogue.

Career Management

1. **Fair and Transparent Recruitment:**

- Commit to fair and transparent recruitment practices, providing accurate information accessible to candidates.

2. **Disclosure of Terms and Conditions:**

- Clearly disclose key terms and conditions, including wages, benefits, work location, and other relevant details during the recruitment process.

3. **Prohibition of Recruitment Fees:**

- Strictly prohibit charging applicants any form of recruitment fees during the hiring process.

4. **Protection of Identity Documents:**

- Strictly prohibit the destruction, concealment, confiscation, or denial of access to individuals' identity or immigration documents.

Anti-Human Trafficking

1. **Zero-Tolerance for Trafficking:**

- Strictly prohibit any engagement in trafficking in persons in all aspects of operations.

2. **Prohibition of Explicit Material Use:**

- Prohibit employees from using company funds or resources to view explicit material, especially involving trafficked persons.

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Diversity, Equity & Inclusion

- 1. Equal Opportunities:**
 - Provide equal opportunities without discrimination on the grounds of age, color, disability, origin, nationality, religion, race, gender, or sexual orientation.
- 2. Promotion of Inclusive Culture:**
 - Actively promote a diverse and inclusive work culture that values the uniqueness of each individual.

External Stakeholder Human Rights

- 1. Promotion in Supply Chain:**
 - Promote human rights practices, including those mentioned above, in the supply chain through engagement forums, training, third-party audits, and vendor registration criteria.
- 2. Human Rights Impact Assessments:**
 - Conduct human rights impact assessments on external stakeholders engaged by the company.
- 3. Collaboration with External Stakeholders:**
 - Collaborate with external stakeholders to collectively address human rights challenges, fostering a responsible and ethical business ecosystem.

TARGETS

Child and Forced Labor

- Maintain 100% compliance with regulations and internal policies related to child and forced labor.
- Conduct regular audits to ensure zero occurrence of forced labor in any work performed within the company.

Employee Health and Safety

- Aim for a zero Loss time accidents in workplace and injuries by implementing proactive safety measures.
- 100% compliance with legal requirements.
- Aim 35000 manhours training shall be imparted on health & safety subjects on or before 31st march 2028.

Labor Relations

- Implement training programs and set a target of 75% employee satisfaction.
- Employees surveys shall be done every year, and score shall be achieved more than 70%.
- 100% of the works committees' meetings shall be done to resolve all labor-related conflicts through effective mediation and negotiation processes.

Working Conditions

- 100% compliance with legal rules and regulations regarding minimum wages.
- Employees surveys shall be done for working condition every year and score shall be achieved more than 70%.
- 100% of employees and their families are covered in medical insurance to take care of medical expenses.

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- 100% benefits prescribed in laws and regulations shall be provided and ensure regular audits of compliance.

Career Management

- Increase the percentage of internal promotions by 10% within the next year through targeted training and development programs.
- Ensure 100% information is disclosed before the candidate joins the organization as a part of the recruitment process, targeting improvement through feedback.
- Maintain zero cases of recruitment fees charged to applicants by establishing strict monitoring mechanism.

Anti-Human Trafficking

- Maintain checks in the organization to ensure that Zero employee is a victim of Human Trafficking.

Diversity, Equity & Inclusion

- Continue to ensure 100% compliance with equal opportunity policies, ensuring no discrimination.
- Aim for a 5% increase in the promotion of a diverse and inclusive workculture by 31st March 2028.
- Employees surveys for diversity and inclusion shall be done every year and score shall be achieved more than 70%.

External Stakeholder Human Rights

- Training shall be imparted on External stakeholder Human Rights to identified 2.5 % of External stakeholders on or before 31st March 2028.

RESPONSIBILITY ALLOCATION

1. Employee Responsibilities

All Ami Lifesciences Pvt Ltd employees have the following responsibilities:

To comply with this policy and all applicable laws and regulations. Compliance is required whenever an employee is acting in their capacity as a representative of the Company.

2. Responsibilities of Managers and supervisors

Managers and supervisors have the following additional responsibilities:

To take reasonable steps to resolve complaints that are brought to their attention and to maintain confidentiality as far as practicable.

3. Human Resources Responsibilities

Human Resources representatives have the following additional responsibilities:

To provide advice and address grievances relating to the employment of persons with disabilities and /or any other complaints regarding discrimination in any other form against any job applicant/employee.

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REPORTING

Reporting is crucial for transparency, accountability, and continuous improvement. Ami is committed for communicating its performance and progresses in implementing various ESG principles in its operations. The below reporting mechanism is developed for better understanding on current scenario and future improvement requirement. The following outlines the key components of our reporting mechanism:

1. Monitoring and Audit Reports:

Reports from internal monitoring, audits, or external assessments related to above social responsibility performance.

2. Employee Feedback Surveys:

Surveys or feedback mechanisms used to gather input from employees on the effectiveness and impact of social responsibility initiatives.

3. External Stakeholder Communication Records:

Records of communication with external stakeholders regarding social responsibility initiatives, partnerships, and collaborations.

4. Legal and Regulatory Compliance Documents:

Documentation ensuring compliance with all relevant local, national, and international laws and regulations related to social responsibility.

CONTINUOUS IMPROVEMENT

The policy will be reviewed basis changes in legal and market guidelines.

The responsibility for this periodic review lies with the Environment, Social and Governance (ESG) Team, comprising representatives from key departments within the organization. Their task is to evaluate the policy's implementation, assess the achievement of set targets, and recommend adjustments or enhancements to align with emerging Social standards and best practices.

The final approval of any policy adjustments shall be given by the Top Management of Ami Lifesciences Pvt Ltd, ensuring the highest level of leadership endorsement for our Social initiatives.

REVIEW MECHANISM

The Policy will undergo regular reviews to assess its relevance and effectiveness. The review frequency is as follows:

- **Every 03 Years Review:** A comprehensive review of the policy will be conducted during a period of 03 Years.
- **Ad Hoc Reviews:** Ad hoc reviews may be initiated in response to significant changes in regulations, emerging sustainability risks, or feedback from stakeholders.

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- Data Collection:** Relevant data on social responsibilities and social practices, policy compliance, and sustainability performance will be collected from internal sources, various internal/external audit reports, stakeholder feedback and employees survey.
- Assessment:** The collected data will be assessed to evaluate the policy's effectiveness in achieving its objectives. Key performance indicators (KPIs) will be analyzed to gauge progress.
- Feedback:** Feedback from employees, suppliers, customers, and other stakeholders will be considered during the review process. Input will be gathered through surveys, interviews, and engagement forums.
- Legal and Regulatory Compliance:** The policy will be assessed for alignment with evolving social regulations and standards.
- Identification of Gaps and Opportunities:** Any gaps in policy implementation or emerging opportunities for improvement will be identified.
- Policy Updates:** Based on the assessment, identified gaps, stakeholder feedback, and regulatory changes, updates and revisions to the Social Responsibility Policy will be proposed.
- Approval:** Proposed updates will undergo an internal approval process involving key stakeholders, including the Sustainability Committee and senior management.
- Communication:** Once approved, the updated policy will be communicated to all relevant stakeholders, including employees, suppliers, customers and partners.
- Implementation:** The revised policy will be implemented, and stakeholders will be educated on any changes to ensure smooth compliance.
- Monitoring:** Ongoing monitoring and assessment of policy implementation will continue to track progress and address emerging issues.

APPROVED BY:



DIRECTOR

NEXT REVIEW DATE: 01.05.2026

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