



Sai Life Sciences

Human Rights Policy Implementation Guidelines

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1. Introduction

As a responsible corporate citizen and active participant in the United Nations Global Compact (UNGC), Sai Life Sciences Limited reaffirms its unwavering commitment to the Ten Principles of the UNGC, particularly in the areas of Human Rights and Labour. We also align our practices with international standards including the ILO Core Conventions, Universal Declaration of Human Rights, SA8000 Standard, and expectations of social accountability bodies.

2. Scope

This Human Rights Policy applies to all employees, contractors, and suppliers engaged in any part of Sai Life Sciences' operations, both locally and internationally. This policy sets the framework for compliance with both local labor laws and internationally recognized human rights standards, ensuring that all individuals engaged in Sai Life Sciences' operations experience respect, fairness, and dignity.

3. Our Commitments

1. Employment Health & Safety

Sai Life Sciences is dedicated to ensuring a healthy and safe working environment for all employees. We comply with applicable health and safety regulations and strive to proactively identify and mitigate risks to employee well-being. We are committed to providing adequate safety training, protective equipment, and emergency procedures to safeguard the health and physical safety of our workforce.

2. Working Conditions

- At Sai Life Sciences, we are steadfast in our commitment to maintaining a workplace free from violence, harassment, intimidation, and any other unsafe

or disruptive conditions for all employees, contractors, and stakeholders. Ensuring the safety and health of our employees is of utmost importance. Our policy is to provide a safe, healthy, and compliant work environment, adhering to all relevant safety and health laws, regulations, and internal guidelines.

- Sai Life Sciences ensures that working hours are compliant with local regulations and are not excessive. We aim to foster a positive work-life balance and provide a respectful and safe working environment.
- We foster a workplace environment built on mutual respect, where every employee is treated with dignity. Any form of discrimination, bullying, or disrespectful behaviour is strictly prohibited, and we ensure that employees feel comfortable and valued in their roles
- Sai is committed to providing a living wage to all categories of employees, ensuring a decent standard of living. This commitment will be sustained by conducting a living wage assessment once every three years

3. Social Dialogue

Sai Life Sciences supports constructive social dialogue between employees, management, and external stakeholders. We recognize the importance of open communication, transparency, and collaboration to address workplace concerns and improve working conditions. We promote a culture of mutual respect, fairness, and inclusivity through continuous engagement with workers and their representatives.

4. Career Management & Training

We are committed to providing opportunities for career development and training. Employees are encouraged to participate in skill-building programs that support personal growth, career advancement, and enhance their performance. Sai Life Sciences invests in continuous learning and

development, ensuring that all employees have access to the necessary tools and resources for success.

5. Child Labour, Forced Labour and Human Trafficking

Sai Life Sciences strictly prohibits the use of child labor in any form within our operations and supply chain.

- We are committed to adhering to international conventions and local laws concerning the protection of children's rights and the prevention of child exploitation.
- We do not tolerate forced labor, human trafficking, or any form of involuntary servitude. We ensure that employment is freely chosen, and all workers have the right to voluntarily leave employment with appropriate notice.
- We adhere to all relevant local, national, and international laws and conventions regarding child labour, including the International Labour Organization (ILO) conventions, the United Nations Convention on the Rights of the Child (CRC), and applicable national regulations.
- In the event that child labour is detected, immediate corrective actions will be taken. This may include removing the child from the workplace, ensuring their access to education and support services, and addressing the root cause of the violation. We will work with local authorities and social services to ensure the child's welfare is prioritized.

6. Equal Opportunity:

Sai Life Sciences promotes diversity, equity, and inclusion in all aspects of its operations. We are committed to fostering an inclusive culture where all employees are treated with dignity and respect, regardless of their race, gender, age, religion, nationality, disability, or sexual orientation. We aim to ensure equal opportunities for all employees, and we take proactive steps to eliminate discrimination, bias, and unequal treatment.

7. Anti-Discrimination

We are committed to providing equal opportunities for all individuals, regardless of their background or characteristics. Sai Life Sciences will not tolerate any form of discrimination or harassment, including but not limited to discrimination based on race, color, gender, sexual orientation, religion, or disability. We aim to foster an environment where diversity is valued, and all employees are treated fairly and with respect.

8. Anti-Harassment

Sai Life Sciences is committed to providing a work environment that is free from all forms of harassment, including but not limited to sexual harassment, verbal abuse, bullying, and any form of discriminatory or offensive behavior. We expect all employees, contractors, and stakeholders to treat each other with dignity, respect, and courtesy at all times.

9. Prevention of sexual harassment:

The Company is committed to protect the employees from sexual harassment and ensures the compliance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company recognizes that protection of employees against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions. The Company shall deal expeditiously and fairly as per its policy for prevention of Sexual Harassment.

10. Freedom of Speech and Expression:

Sai is committed to promote a culture where diversity of thoughts and opinion foster and are openly shared without any fear and inhibition. Sai is committed to provide an environment to promote such freedom at all times.

4. Targets

- Achieve zero lost-time injuries and occupational illnesses and Total Recordable Incident Rate (TRIR)
- 20% of female employee working in organization by 2030
- Achieve average 8 hours of training per employee annually by 2030
- Fair compensation structure aligned with industry benchmarks and at least 100% above the minimum wage by 2030.
- Continue supporting to employees to form a freedom of association
- 100% compliance to child labour, forced labour, human trafficking, and any form of modern slavery.
- Zero incidents of human rights violation annually
- Ensure training for 100% of employees and contractors on human rights, child labour prevention, and fair labour practices annually.
- Screening of 100% new suppliers for human rights risks before onboarding.
- Conducting regular social audits for high-risk suppliers (minimum every 2 years), with corrective action plans for any non-compliance.
- Establishment of anonymous grievance mechanisms at all operational sites and critical suppliers.
- Timely resolution of 100% of human rights-related complaints within 60 days.
- Ongoing monitoring and public disclosure of our progress in our annual sustainability report and/or through platforms such as EcoVadis, and UNGC Communication on Progress (CoP).

5. Implementation & Monitoring:

Sai Life Sciences implement this policy through regular training, clear communication of expectations to all employees, and ongoing monitoring of human rights practices across our operations and supply chain. We will conduct periodic reviews to ensure that the policy remains effective and that any necessary adjustments are made to align with evolving legal and societal expectations.

6. Accountability:

The responsibility for upholding this policy lies with all levels of management and employees within Sai Life Sciences. Violations of this policy will not be tolerated and will result in disciplinary actions, which may include termination of employment and legal actions, if applicable.

We call upon all our employees, partners, and suppliers to actively support these principles and work with us to advance respect for human dignity in all areas of our business.

7. Review Mechanism

This commitment is reviewed annually to ensure continued alignment with emerging standards and stakeholder expectations.



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**Make it
better
together**