

MOREPEN LABORATORIES LIMITED

CIN: L24231HP1984PLC006028

Registered Office: Village Morepen, Nalagarh Road, Near Baddi Distt. Solan, Himachal Pradesh – 173 205

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Tel.: +91-124-4892000

FORCED AND COMPULSORY LABOUR POLICY

POLICY DOCUMENT:

Morepen Laboratories Limited is committed to ensuring that there is a restriction in any kind of forced or compulsory labour for the employees working in any of the business unit.

Morepen is committed to comply to the following foundational elements:

- We ensure that employees working in its facility are doing so voluntarily and does not engage in or support the use of forced labour.
- The company shall not engage in or support the use of forced or compulsory labour as defined in ILO Convention 29, nor shall personnel be required to pay 'deposits' or lodge identification papers with the company upon commencing employment.
- Neither the company nor any entity supplying labour to the company shall withhold any part of any personnel's salary, benefits, property, or documents in order to force such personnel to continue working for the company.
- Personnel shall have the right to leave the workplace premises after completing the standard workday, and be free to terminate their employment provided that they give reasonable notice to their employer.
- Neither the company nor any entity supplying labour to the company shall engage in or support trafficking in human beings.
- All employees are informed of the terms of their employment i.e. job description, hours of work, over time details etc and are not expected to work beyond these hours without their consent.
- Employees are not required to work on any holiday or work overtime without their consent.
- We are committed to ensure that our entire supply chain including suppliers, sub-suppliers, contractors, service providers are communicated about this policy and ensure compliance through agreement & periodic audits.
- Retention of Original Documents except as per Regulatory requirement which are submitted in Drug office.