



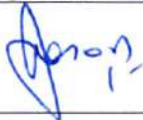


GOOD PEOPLE
for GOOD HEALTH

J B CHEMICALS AND PHARMACEUTICALS LIMITED

HUMAN RIGHTS POLICY



Human Rights Policy

Human Rights policy	Name	Date	Signature
Approved by: JB Pharma ESG Team	Mr. Jason Dsouza	22-11-2023	
Approved by: JB Pharma : President Operations	Mr. Kunal Khanna	02-12-2023	
Approved by: KKR ESG Team	Mr. Akshit Thaman / Ms. Erika Rodriguez	09-12-2023 / 12-12- 2023	Approval on email
Approved by: JB Pharma CEO & Whole -Time Director	Mr. Nikhil Chopra	13-12-2023	

Nature of changes: New Policy

Reason: At JB Pharma, we lay great emphasis on Human Rights. Our human rights policy forms the basis for embedding the responsibility to protect human rights as identified by UN Guiding Principles on Business Human Rights throughout of our business functions.



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1. Terms and Abbreviations

Sr. No.	Term and Abbreviation	Meaning
1	Human Rights	Basic rights and freedoms inherent to all individuals, such as the right to life, liberty, equality, and freedom from discrimination or persecution.
2	Child Labour	The exploitation of children through any form of work that is mentally, physically, socially, or morally harmful to their well-being and interferes with their education.
3	Forced Labour	Coercing individuals to work against their will, often under threat or penalty, without consent or control over their employment conditions.
4	Discrimination	Unfair or unequal treatment based on characteristics such as race, gender, age, religion, nationality, or disability.
5	Equal Opportunity	Ensuring that all individuals have the same access and chances to succeed, without discrimination or barriers.
6	Fair Treatment	Providing just and equitable treatment to all individuals, without bias or favoritism.
7	Freedom Of Association	The right of individuals to join together in groups, unions, or associations to protect their interests and engage in collective bargaining.
8	Equal Remuneration	Ensuring that individuals receive equal pay for work of equal value, regardless of gender or other protected characteristics.
9	UNGP	Abbreviation for the United Nations Guiding Principles on Business and Human Rights, a framework that outlines the responsibilities of businesses in respecting human rights.
10	ILO	Abbreviation for the International Labour Organization, a United Nations agency that sets international labor standards and promotes social justice and decent work.
11	Grievance Mechanism	A formal or informal procedure established by an organization to address and resolve complaints, concerns, or disputes raised by individuals regarding their rights, working conditions, or treatment.

2. Introduction

JB PHARMA values and upholds the rights of every individual, and we are dedicated to treating all individuals with dignity and respect. Within our organization, we foster an inclusive environment that appreciates and respects diverse perspectives. This is supported by the exploration of medical breakthroughs that enhance and support well-being, while also empowering our employees to achieve their highest potential as they push the boundaries of scientific knowledge.

This Human Rights statement outlines our commitment to preventing child labour, forced labour, discrimination and promoting equal opportunity, fair treatment, freedom of association, and ensuring equal remuneration for all, in all aspects of our operations associated with our organization.

We are committed to respecting human rights in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organization's (ILO) Core Labour Rights Conventions.

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Key JB PHARMA policy documents governing human rights statement include, but are not limited to:

- Business Responsibility Policy
- Internal Code of Conduct
- Policy on Prevention of Sexual Harassment (POSH)
- Anti-Bribery and Anti-Corruption Policy
- Supplier Code of Conduct

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We believe that upholding human rights is not just a legal obligation, but a moral responsibility. We are dedicated to fostering a workplace culture that embraces diversity, inclusivity, and equality.

Nikhil Chopra, CEO &
Whole Time Director

3. Purpose

The Human Rights Statement guides our approach to protect and promote fundamental human rights. The statement aims to ensure that all individuals associated with the organization, including employees, contractors, suppliers, and stakeholders, are treated with dignity, fairness, and equality, regardless of their race, colour, gender, sexual orientation, religion, national origin, disability, or any other protected characteristic.

The human rights statement serves as a commitment by JB PHARMA to comply with applicable laws, regulations, and international standards related to human rights. It outlines our stance against practices such as child labour and forced labour, emphasizing the importance of providing fair and voluntary employment opportunities. The statement prohibits discrimination and promotes equal opportunity, recognizing the value of diversity and fostering an inclusive work environment.

Furthermore, the human rights statement supports the freedom of association and collective bargaining rights of employees, ensuring their right to engage in associations and unions for their protection and representation. The statement also emphasizes the principle of equal remuneration, ensuring that individuals performing work of equal value receive fair and non-discriminatory compensation.

Overall, the purpose of this human rights statement is to demonstrate JB PHARMA 's commitment to upholding and promoting human rights, both within its own operations and throughout its supply chain.

4. Scope and Applicability

This Human Rights Statement applies to all individuals working at or on behalf of J.B. Chemicals & Pharmaceuticals Limited's ("JB PHARMA" or "the Company"), including employees, suppliers, customers, and the communities in which we operate. It encompasses all our facilities, operations, and activities, regardless of location or scale. We are committed to implementing and promoting this statement throughout our organization and supply chain.

The Human Rights Statement shall apply to all operations, divisions, and geographic locations of JB PHARMA, including its international subsidiaries.

5. Objectives

Following are the key objectives of the Human Rights Statement:

- **Child Labour:** We strictly prohibit the use of child labour in any form. We will not employ individuals below the legal working age determined by the applicable laws and regulations of the respective country. We will take measures to verify the age of employees and suppliers' workers to ensure compliance with relevant standards.
- **Forced Labour:** We condemn the use of forced labour in any form, including slavery, human trafficking, and debt bondage. We will not tolerate any forced labour practices within our organization or supply chain. We are committed to providing fair and voluntary employment opportunities to all individuals associated with our operations.
- **Non-Discrimination:** We are dedicated to creating an inclusive work environment that values and respects diversity. We prohibit discrimination based on factors such as race, colour, gender, sexual orientation, religion, national origin, disability, or any other protected characteristic. Equal opportunities for all individuals will be provided throughout the employment cycle.
- **Equal Opportunity:** We are committed to providing equal opportunities to all individuals, ensuring fair treatment in recruitment, hiring, promotion, training, and all other employment-related decisions. Our processes will be based on merit, skills, qualifications, and relevant job requirements at the time of recruitment, during the course of employment, and at the time of separation without any discrimination, fostering a culture of equal opportunity and advancement.
- **Fair Treatment:** We promote a work environment that fosters mutual respect, dignity, and fair treatment for all individuals. We will not tolerate any form of harassment, bullying, or unfair treatment. Grievance mechanisms will be in place to address complaints and concerns promptly and impartially.
- **Freedom of Association:** We recognize and respect the rights of employees to associate freely, join or form trade unions or employee organizations, and engage in collective bargaining. We will not interfere with these rights and will establish open channels of communication for effective dialogue between management and employees.
- **Equal Remuneration:** We ensure that all individuals performing work of equal value receive equal remuneration, free from any form of discrimination. We will establish and maintain transparent and fair compensation systems that reward employees based on their skills, experience, and contributions.
- **Grievance Mechanism:** We offer various accessible communication channels and effective systems to address stakeholder concerns regarding human rights in a transparent, equitable, and timely manner. In accordance with the principles outlined in the UN Guiding Principles on Business and Human Rights, we have established a grievance channel under our Business Responsibility Policy to cater to the needs of our stakeholders.

At JB PHARMA, we are committed to upholding this Human Rights statement and continuously improving our practices to ensure the protection of human rights, fair treatment, and equal opportunities for all. We will allocate the necessary resources, provide training, and establish monitoring and reporting mechanisms to fulfil our commitments. This policy will be accessible to all employees, suppliers, customers, community members, and other relevant stakeholders, as deemed suitable.



Document History

Version	Approved by	Date of Approval / Amendment	Nature of changes
1	KKR ESG Team: Mr. Akshit Thaman / Ms. Erika Rodriguez	09-12-2023 / 12-12- 2023	New policy*
	JB PHARMA CEO & Whole-Time Director: Mr. Nikhil Chopra	13-12-2023	



J.B. Chemicals & Pharmaceuticals Limited (“JB PHARMA”)

Neelam Centre, B Wing, 4th Floor, Hind Cycle Road
Worli, Mumbai – 400030
jbpharma.com