

 <p>Panacea Biotec Innovation in support of life</p>	<p>Policy on Freedom of Association</p>	<p>Policy No - PBL/CP/ Supersede - Nil w.e.f, 01.04.2024</p>
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A. TITLE

Panacea Biotec Limited and its subsidiaries (“**Panacea Biotec**” or “**We**” or “**Our**”) are committed to create an ethical workplace for its workmen. Panacea Biotec respects workmen’s right to freedom of association and collective bargaining without any obstacle and free from discrimination in accordance with the laws of the land, International Labour Organisation (“ILO”) Conventions and Principles of United Nation Global Compact (“UNGC”).

This policy shall be called “Policy on Freedom of Association” and applicable to Panacea Biotec Limited and its subsidiaries (“**Panacea Biotec**”).

B. OBJECTIVE:

The objective of this policy is to “Uphold the freedom of association and the effective recognition of the right to collective bargaining” for workmen as per Principle 3 of UNGC– Labour guidance, ILO convention and The Trade Union Act, 1926” and other applicable Indian laws and rules & regulations in force while maintaining respect and safety for all employees, contractors, external staff, etc., maintaining a peaceful environment, enabling a culture that delivers consistent quality, and with due regard to the high responsibility placed as we work to research, manufacture and supply high quality vaccines across the world.

C. OUR POSITION

We respect the right of its workmen and others in our extended value chain to freedom of association and collective bargaining (As per ILO Convention, Principle 3 of UNGC and The Trade Union Act, 1926). We always observe laws and regulations relating to freedom of association. Our Position in this regard includes:

- Respecting the right of workmen to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with Labour statutes, and recognizing such organizations for the purpose of collective bargaining as per the Trade Union Act,1926.



- Safeguarding workmen's right to associate freely and bargain collectively at the local level.
- Maintain and enable a culture that delivers consistent quality and maintains a peaceful enabling work environment where people are happy

D. CONFLICT

In the event of any conflict between any applicable laws and regulations, the requirements most favourable to the workmen shall apply.

E. POWER TO AMEND.

The Management of Panacea Biotec reserves the right to review and amend this policy in part or in whole as and when required as per the changes in the aforesaid provisions of applicable laws / ILO Conventions / Principles of UNGC.

Authorised By



Kulvinder Sarao

**CHRO & Sr. Vice President – Human Resources
Panacea Biotec Limited**