



## Forced Labour and Human Trafficking Policy

### Introduction

At Prism Industries Pvt Ltd, our commitment to ethical business practices extends beyond product quality and regulatory compliance. We recognize that protecting human rights is fundamental to responsible business operations. As a global player in the pharmaceutical industry, producing high-quality nicotine-based formulations, quinine, hyoscine, lumefantrine, and artemether, we ensure that all facets of our operations — including our supply chain — are free from any form of forced labour or human trafficking.

This **Forced Labour and Human Trafficking Policy** establishes clear standards for preventing forced labour in all its forms, including bonded labour, debt repayment exploitation, involuntary overtime, forced prison labour, and human trafficking, across all operations and business relationships associated with Prism Industries Pvt Ltd.

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### Scope and Applicability

This policy applies to all employees, contractors, suppliers, vendors, service providers, and business partners associated with Prism Industries Pvt Ltd. It covers all stages of operations, including sourcing of raw materials, manufacturing, research, logistics, and distribution of our pharmaceutical products.

This policy applies across all jurisdictions where we operate, and compliance is mandatory for direct and indirect suppliers engaged in any part of our supply chain.

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### Objectives of the Policy

- 1. Prohibit Forced Labour and Human Trafficking**  
Ensure that no individual is subjected to forced labour, bonded labour, debt servitude, involuntary prison work, or human trafficking within any part of our operations or supply chain.
- 2. Promote Ethical Labour Practices**  
Foster a workplace environment and supply chain that respects the dignity, freedom, and rights of all individuals.

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**3. Ensure Compliance with Global Standards**

Align our practices with international frameworks such as the UN Global Compact, International Labour Organization (ILO) Conventions, and applicable local and international laws.

**4. Strengthen Supplier Accountability**

Require suppliers and vendors to comply with Prism Industries' zero-tolerance approach toward forced labour and trafficking through agreements, audits, and ongoing evaluations.

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## Key Principles of the Policy

### *1. Prohibition of All Forms of Forced Labour*

- Suppliers, vendors, and partners must not engage in or benefit from any form of forced, bonded, or indentured labour.
- Employment must be freely chosen, and workers must be free to leave employment after reasonable notice without penalty.

### *2. Debt Bondage and Wage Practices*

- Workers must not be required to deposit identity documents or pay recruitment fees.
- Employment terms must be communicated clearly in a language understood by the worker, and wages must be paid regularly without unlawful deductions.

### *3. Prohibition of Forced Overtime*

- All overtime must be voluntary. Employees must not be compelled to work beyond their contract hours through coercion, threat, or penalty.

### *4. Ban on Forced Prison Labour*

- Suppliers and partners must not use prison labour unless it is voluntary and compliant with internationally recognized standards and human rights.

### *5. Elimination of Human Trafficking*

- Suppliers must have measures in place to prevent human trafficking within their operations and extended supply chains, including training programs and due diligence procedures.

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## Supplier and Vendor Compliance

At Prism Industries Pvt Ltd, we require all suppliers and vendors to:

- Sign an agreement affirming their compliance with this Forced Labour and Human Trafficking Policy.
- Allow Prism Industries or authorized auditors to conduct inspections and audits related to labour practices without prior notice.
- Promptly report any violations or suspected violations involving forced labour or human trafficking.

Failure to comply with this policy may result in termination of the business relationship and reporting to appropriate authorities.

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## Monitoring and Auditing

Prism Industries Pvt Ltd will conduct:

- **Periodic Supplier Audits:** Audits will assess labour practices, working conditions, and adherence to the policy.
- **Risk Assessments:** Routine reviews to identify parts of the supply chain most vulnerable to forced labour risks.
- **Corrective Action Plans:** Where non-compliance is detected, suppliers must promptly correct deficiencies, or the business relationship may be terminated.

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## Training and Awareness

- Regular internal training programs will be conducted for employees, procurement teams, and relevant business units.
- Awareness programs for suppliers and vendors will be organized to promote understanding and implementation of best practices against forced labour and human trafficking.

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## Roles and Responsibilities

- **Procurement Department:** Ensures that supplier selection and retention processes incorporate forced labour compliance criteria.
- **Quality Assurance and Compliance Team:** Verifies that products and materials meet not only technical specifications but also ethical labour practices.
- **Suppliers and Vendors:** Must abide by Prism Industries' standards and take immediate corrective action in case of any breaches.

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## Conclusion

Prism Industries Pvt Ltd is dedicated to eradicating forced labour, debt bondage, forced overtime, prison labour, and human trafficking from our operations and supply chain. Our strict compliance protocols, continuous audits, and clear ethical standards ensure that we contribute to a global economy that upholds human dignity, freedom, and rights.

Through collective commitment, we aim to build a safe, responsible, and sustainable future for all stakeholders associated with Prism Industries Pvt Ltd.

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