



Living and Working Conditions Policy

Introduction

At Prism Industries Pvt Ltd, we recognize that providing safe, healthy, and dignified living and working conditions is fundamental to protecting the rights, well-being, and productivity of our employees. As a leading pharmaceutical company manufacturing nicotine-based formulations, quinine, hyoscine, lumefantrine, and artemether, we are committed to maintaining the highest standards of employee care and workplace safety.

This **Living and Working Conditions Policy** defines our approach to ensuring that all individuals associated with our operations — including employees, contractors, and suppliers — experience safe, respectful, and supportive environments, whether at the workplace or in employer-provided accommodations.

Scope and Applicability

This policy applies to all full-time, part-time, contract, and temporary employees at Prism Industries Pvt Ltd, as well as any third-party contractors, suppliers, and vendors who operate on our premises or provide housing facilities on our behalf.

The policy governs working and living conditions at all locations globally where Prism Industries Pvt Ltd operates.

Objectives of the Policy

- 1. Maintain Safe and Healthy Workplaces**
Ensure that all employees work in an environment that meets or exceeds applicable health, safety, and hygiene standards.
- 2. Provide Dignified Living Conditions Where Applicable**
Ensure that any accommodations provided by or through Prism Industries Pvt Ltd meet basic human rights standards, offering safety, privacy, and comfort.
- 3. Promote Employee Health, Safety, and Welfare**
Foster an environment that supports physical and mental well-being, contributing to employee engagement, satisfaction, and retention.

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4. **Align with Global Standards**

Comply with local laws and international standards, including International Labour Organization (ILO) conventions and human rights frameworks.

Key Principles of the Policy

1. *Safe and Healthy Working Environments*

- All workplace facilities, including production plants, laboratories, warehouses, and offices, must be safe, clean, adequately ventilated, well-lit, and maintained to protect employees from hazards.
- Emergency procedures, including fire safety protocols and first-aid facilities, must be in place at all operational sites.

2. *Dignified Living Conditions*

Where Prism Industries Pvt Ltd or its partners provide employee housing, the accommodations must:

- Be safe, structurally sound, clean, and hygienic.
- Provide sufficient space per occupant to ensure privacy and comfort.
- Include access to clean drinking water, sanitary facilities, proper ventilation, secure storage, and adequate lighting.
- Be compliant with local building and housing regulations.

3. *Access to Basic Amenities*

Employees must have access to:

- Clean and accessible restroom facilities.
- Safe drinking water supplies.
- Hygienic food preparation or dining areas (where provided).
- Rest and recreational spaces where applicable.

4. *Respect for Privacy and Freedom*

- Living accommodations must respect individual privacy and personal space.
- Freedom of movement must not be restricted within living quarters except for security reasons under clear and lawful conditions.

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5. No Forced Residency

- Employees must not be forced or pressured to reside in employer-provided accommodations.
- Living in company-arranged housing must always be voluntary unless required for operational safety or security reasons.

Supplier and Vendor Expectations

Suppliers, vendors, and contractors working with Prism Industries Pvt Ltd must:

- Ensure safe and healthy working environments at all their operational sites.
- Provide any employer-sponsored accommodations in line with the standards outlined in this policy.
- Allow Prism Industries to audit living and working conditions to verify compliance with our standards.

Failure to meet these expectations may result in corrective measures or termination of the business relationship.

Monitoring and Compliance

- **Internal Audits:** Regular assessments of Prism Industries' facilities and accommodations will be conducted to ensure compliance with health, safety, and welfare standards.
- **Supplier Audits:** Prism Industries may inspect supplier-provided accommodations and working conditions as part of routine compliance checks.
- **Corrective Actions:** Any identified deficiencies must be promptly addressed through corrective action plans.

Training and Awareness

- Employees and managers will receive regular training on workplace health, safety, hygiene standards, and emergency procedures.
- Contractors and suppliers will be informed of Prism Industries' expectations regarding working and living conditions as part of onboarding and contract management.

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Roles and Responsibilities

- **Human Resources and Administration Departments:** Responsible for overseeing workplace facilities, employee accommodations, and health and safety initiatives.
- **Site Managers and Supervisors:** Ensure day-to-day maintenance of safe and healthy working conditions.
- **Suppliers and Vendors:** Obligated to align with Prism Industries' standards for living and working conditions and cooperate fully with audits and reviews.

Conclusion

At Prism Industries Pvt Ltd, we believe that safe, healthy, and dignified living and working conditions are not merely regulatory obligations — they are integral to creating an empowered, productive, and resilient workforce. Through this **Living and Working Conditions Policy**, we reinforce our commitment to respecting human dignity, promoting well-being, and driving excellence throughout our operations and supply chain.

Together, we uphold a work environment and community where everyone can work, live, and thrive with dignity and pride.

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