



## Operation and Human Rights Policy

### Introduction

At Prism Industries Pvt Ltd, respect for human rights and ethical operations form the foundation of our business philosophy. As a responsible global manufacturer of pharmaceutical products — including nicotine-based formulations, quinine, hyoscine, lumefantrine, and artemether — we are committed to upholding the highest standards of integrity, fairness, and respect across all facets of our operations.

This **Employer's Rules of Operation and Human Rights Policy** outlines Prism Industries' commitment to protecting the rights of employees, contractors, and stakeholders while maintaining operational practices that align with legal requirements, international standards, and our core values.

### Scope and Applicability

This policy applies to all employees, contract workers, interns, suppliers, vendors, contractors, and business partners associated with Prism Industries Pvt Ltd. It is applicable across all operational units globally, including manufacturing, procurement, logistics, research and development, sales, and administrative functions.

### Objectives of the Policy

- 1. Uphold Fundamental Human Rights**  
Ensure that human rights are respected and protected in all business activities, both internally and throughout our supply chain.
- 2. Establish Clear Rules of Ethical Conduct**  
Define expectations for professional behavior, decision-making, and respect for individual dignity in the workplace.
- 3. Promote Accountability and Transparency**  
Maintain a culture of openness, ethical conduct, and responsibility among employees, suppliers, and other stakeholders.
- 4. Comply with National and International Standards**  
Align with relevant laws, the International Labour Organization (ILO) Conventions, the United Nations Guiding Principles on Business and Human Rights, and other best practice frameworks.

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## Key Principles of the Policy

### *1. Respect for Human Rights*

- Prism Industries Pvt Ltd prohibits any form of forced labour, child labour, discrimination, harassment, or inhumane treatment.
- We are committed to providing a safe, dignified, and inclusive workplace where everyone is treated with respect and fairness.

### *2. Ethical Operational Rules*

All employees and contractors are expected to:

- Conduct themselves with honesty, professionalism, and integrity at all times.
- Treat colleagues, clients, suppliers, and all stakeholders with respect and fairness.
- Avoid conflicts of interest and act in the best interests of Prism Industries Pvt Ltd.
- Uphold confidentiality, protect company assets, and comply with company policies and procedures.

### *3. Non-Discrimination and Equal Opportunity*

- All employment-related decisions, including recruitment, promotions, compensation, and training, are based solely on merit, performance, and organizational needs, without regard to gender, age, race, nationality, religion, disability, sexual orientation, or other protected characteristics.

### *4. Workplace Health and Safety*

- Prism Industries is committed to maintaining safe, healthy, and hazard-free workplaces in compliance with local laws and global best practices.
- Employees are expected to follow all health and safety protocols and to report unsafe conditions immediately.

### *5. Freedom of Association and Collective Bargaining*

- We respect the rights of employees to form or join associations of their choosing and to engage in collective bargaining, in accordance with local laws and international norms.

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#### 6. Fair Working Conditions

- Working hours, wages, rest periods, and benefits are designed to meet or exceed legal standards and support the well-being of our employees.

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### Supplier and Vendor Expectations

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

- Uphold human rights principles in their own operations.
- Maintain ethical business practices aligned with Prism Industries' standards.
- Avoid practices such as forced labour, unsafe working conditions, or discriminatory conduct.
- Support transparency, fair treatment, and respect for workers' rights at all times.

Non-compliance may result in corrective action, contract suspension, or termination.

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### Monitoring and Compliance

- **Internal Reviews:** Prism Industries will regularly assess compliance with human rights principles and ethical operational practices through internal audits, surveys, and reporting mechanisms.
- **Supplier Audits:** Audits and evaluations of suppliers' practices will be conducted to ensure alignment with our human rights and ethical standards.
- **Corrective Actions:** Non-compliance with this policy will trigger appropriate corrective measures.

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### Training and Awareness

- Regular training programs will be conducted for employees and managers on human rights principles, ethical conduct, and operational rules.
- Suppliers and business partners will be encouraged to implement similar training programs within their organizations.

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## Roles and Responsibilities

- **Human Resources Department:** Oversees implementation of human rights standards, ethical policies, and grievance mechanisms.
- **Compliance and Legal Teams:** Monitor adherence to legal and regulatory requirements, investigate violations, and recommend corrective actions.
- **Managers and Supervisors:** Promote ethical conduct, monitor workplace practices, and serve as role models of integrity and fairness.
- **Employees:** Uphold Prism Industries' standards of ethical conduct and respect for human rights in their daily work.
- **Suppliers and Vendors:** Required to comply with Prism Industries' human rights and ethical operating standards.

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## Conclusion

At Prism Industries Pvt Ltd, we view respect for human rights and ethical operations as non-negotiable principles fundamental to our identity and success. Through this **Employer's Rules of Operation and Human Rights Policy**, we reaffirm our commitment to fostering a safe, fair, ethical, and inclusive workplace — not only for our employees but across our entire value chain.

By championing these values, we strengthen our reputation as a responsible corporate citizen and build a better future for all stakeholders connected to Prism Industries Pvt Ltd.

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