



Sri Krishna Pharma
Trusted partners for life's journey

Social Accountability Policy

Sri Krishna Pharmaceuticals Limited (SKPL) is committed to satisfy our team members, associates and dependent society by being socially responsible organization in all spheres of our activities. We are committed to comply and implement the requirement of the SA8000:2014 Social Accountability Standards. In pursuit of this,

1. SKPL shall...

- a) Respect to Comply with the National & State Level Laws, International Human Rights Standards (International Bill of Human Rights & ILO Fundamental Conventions) and The UN Guiding Principles on Business and Human Rights (UNGPs), as applicable.
- b) Recognize and respect the right of employees to freely associate in accordance with existing laws.
- c) Pay employees the minimum wages and benefits required by the local law.
- d) Pay overtime charges for employee as applicable.
- e) Provide a Safe, Healthy and Environmentally managed working environment.
- f) Provide adequate periodic training to the employees.
- g) Respect the international instruments and their interpretations as required by the SA8000:2014 standards and environmental aspects.
- h) Propagate these values to all our suppliers and shall evaluate and select then based on their ability to adhere these requirements.
- i) Monitor the social standards implemented and continually improve the effectiveness of the system.

2. SKPL shall not...

- a) Use of child labour I young worker less than 18 years of age.
- b) Use of forced or compulsory labour.
- c) Discrimination in hiring, remuneration, access to training, promotion, termination, or retirement on the basis of gender, age, religion, race, caste, birth, social background, disability, ethnic and national or territorial or social origin, nationality, membership in worker's organizations including unions, political affiliation or opinions, sexual orientation, family responsibilities, marital status, pregnancy, diseases or any other personal characteristics.
- d) Physical, sexual or psychological harassment or abuse of any of our employees.
- e) Compelling the workers to work excessive overtime hours.
- f) Unfair deduction from wages for disciplinary purposes.

We strive to improve on the requirements of social and ethical standards on continual basis.

This stated policy is communicated to all employees in the organisation, interested parties and popularized by suitable communication.

The implementation status and the feedback on the policy are reviewed in the Management review Meetings.

We will endeavour to Implement this policy in our operations and supply chain to meet the expectations of our stakeholders for sustainable business.

V.V. Krishna Reddy
Managing Director
28 May 2025

SKPL/SA Policy/R1

Sri Krishna Pharmaceuticals Limited

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