

## **HUMAN RIGHTS AND LABOR POLICY**

### **PURPOSE:**

Pharmagen HUMAN RIGHTS POLICY is derived and guided by International Human Rights Principles, International Labor Organization Principles and under the light of prevailing Laws and Regulations

Pharmagen is committed to work with dignity and respects human rights. Therefore, it is committed to acknowledge, avert and mitigate adverse effect (if so any) as Pharmagen recognizes the impact on the community in which it operates.

### **SCOPE:**

This policy shall be applicable to all entities/facilities of Pharmagen without any discrimination.

### **STAKEHOLDER ENGAGEMENT:**

Pharmagen shall keep all stakeholders engaged i.e. employees, vendors, contractors, buyer, suppliers etc. to ensure that Pharmagen is conducting its business as per the Human Rights standards and also to ensure that their business associates are also practicing it in full spirit. Where necessary, Pharmagen shall involve in dialogues on Human Rights issues with business associate related to our business.

### **EQUAL EMPLOYMENT OPPORTUNITY:**

Pharmagen gives significance importance to workforce diversity and Equal Employment Opportunity at all levels. Pharmagen is committed to maintain a workplace that is free from any discrimination on the basis of race, religion, sex, age, personal characteristics, political opinion, bullying, improper behavior.

Any type of harassment and discrimination shall be dealt under the company's policy of "Workplace Discrimination and Harassment".

### **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING:**

Pharmagen acknowledges its employee's right to join, form or not to join a labor union where employees are represented by a legally recognized union and shall be involved in establishing constructive dialogue with their nominated representative. Pharmagen shall protect their right in the light of prevailing law.

### **SECURE, SAFE AND HEALTHY WORKPLACE:**

Pharmagen is committed to provide a secure, safe and healthy workplace to all of its employees. Company complies with all applicable laws related to health and safety as well as ISO 45001:2018 standards. Pharmagen provides a working environment which is free from any kind of violence, unsafe or disruptive conditions due to any internal or external factors.

### **FORCED LABOR:**

Pharmagen strictly prohibits any form of forced labor i.e. bonded labor, indentured labor and/or any form of human trafficking. Employees are free to join or leave the company as per the company prescribed procedures. They are free to leave the company premises after completion of their scheduled working hours.

**CHILD LABOR:**

Hiring under the age of 18 is strictly prohibited, only those candidates shall be consider for hiring who have National Identity Card issued by Government of Pakistan.

**WORK HOURS, WAGES AND BENEFITS:**

Pharmagen provides competitive compensation to its employee relative to the industry and local labor market. Pharmagen complies with applicable law in terms of wage, workhours, overtime and other benefits, in its full spirit.

Pharmagen promotes open and honest communication among all of its employees and it is being valued and respected. Pharmagen is committed to follow all applicable labor and employment laws on all of its entities and facilities.