



Vivimed

ENVIRONMENT POLICY

Vivimed Labs Ltd. is committed to:

- Maintaining a clean, green and safe environment.
- Maintaining health, safety and environmental matters as an integral part of business.
- Strive for continuous improvement in the effectiveness of environmental management and pollution prevention.
- Provide appropriate environmental training and educate employees to be environmentally responsible on the job.
- Comply with all applicable laws regulations by adopting procedures specifically designed to prevent activities and/or conditions that pose threat to human health and safety or the environment.

Raghunandan S.
Director - Operations



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HEALTH AND SAFETY POLICY

At Vivimed, our mission is to be a leading specialty chemicals and pharmaceutical company. An important part of our mission is to be the employer of choice and be recognized for our good citizenship where we do business. We support this mission by providing a safe working environment and seeking opportunities to excel in health and safety.

We define our commitment to safety and health and for continuous improvement of OH&S system by the following principles:

- We manage our business with an active commitment to safety and health excellence.
- We integrate safety and health into our business strategies to enhance our competitive advantage.
- We comply with applicable safety and health laws and regulations, and implement prudent standards of safety operations.
- We hold each employee and contractor accountable for integrating safety and health into their work activities. We encourage our business partners to adopt this same accountability.
- We do not permit child labour.
- We strive for continuous improvement in our safety and health programs by setting challenging goals, measuring and evaluating performance and learning from our experience.

Our objective is to maintain an open line of communication for employees to question or report any unsafe acts or conditions. At Vivimed, we incorporate safety and health practices into our business every day.

Raghunandan S.
Director - Operations



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QUALITY POLICY

Vivimed Labs Limited is committed to the manufacturing of quality products that meet our customer requirements and applicable regulations. We strive for continuous improvement in our performance and quality management system in an environment-friendly and safe manner through the participation and dedication of our employees at all levels within the business.

Raghunandan S.
Director - Operations



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SOCIAL ACCOUNTABILITY POLICY

Vivimed Labs Limited is committed to provide safe, healthy and socially accountable work culture in the organization and will practice the following:

- Compliance to the requirements of internationally recognized Social Accountability Standard SA 8000.
- Will not engage, support or tolerate the use of
 - a) Child Labour
 - b) Forced or Compulsory Labour
 - c) Discrimination based on Race, National or Social Origin, Caste, Birth Religion, Disability, Gender etc.
 - d) Corporal Punishment, Mental or Physical coercion, verbal abuse, harsh or inhumane treatment of personnel.
- Comply with all the requirements as outlined by National and other applicable Laws including the International instruments & their interpretation.
- Respect & effectively communicate on freedom of Association & right to Collective Bargaining.
- Communicate this policy to all personnel whether directly employed, contracted with or otherwise representing the company and make it publicly available to interested parties upon request.
- Review the policy regularly taking into consideration of changes in legislation, code of conduct requirement & any other company requirements for continual improvement.

Raghunandan S.
Director - Operations

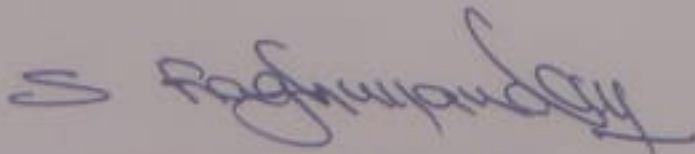


Vivimed

సామజిక జవాబుదారి విధానం

వివిమెడ్ లిమిటెడ్ సురక్షితమైన ఆరోగ్యకరమైన, సామజిక జవాబుదారితం గల పని సంస్కృతికి కట్టుబడి దిగువ తెలిపినవి ఆచరిస్తుంది.

1. అంతర్జాతీయ గుర్తింపు పొందిన సోషల్ అకౌంటబిలిటీ సాండర్డ్స్(800) ప్రకారం నడుస్తుంది
2. అసాంఘికమైన, చట్ట వ్యతిరేకమైన చర్యలకు దూరంగా ఉంటూ
 - అ). బాల కార్మికుల సేవలను తీసుకోదు
 - ఆ). నిర్బంధిత శ్రమను ప్రోత్సహించదు
 - ఇ). కుల, మత, జాతి, ప్రాంతీయ, వర్గ, లింగ, వైకల్యం వంటి వివక్షలను చుపదు.
 - ఈ). శారీరక, మనసిక హింస, ఇతర అమానుష చర్యలకు పాల్పడదు
3. జాతీయ, ఇతర వర్తించే చట్టాలు, అంతర్జాతీయ ఒప్పందాలు, అవగాహనల మేరకు వ్యవహరిస్తున్నది
4. సంఘటిత స్వేచ్ఛనీ, శక్తినీ గౌరవిస్తూ ప్రచారం చేస్తున్నది
5. ఈ జవాబుదారి విధానాన్ని కంపెనీ ఉద్యోగులలో కాంట్రాక్టు ఉద్యోగులలో ఇతర ప్రతినిధులలో ప్రచారం చేస్తున్నది, కోరిన వారికి పూర్తి వివరాలను అందిస్తున్నది
6. ఈ విధానాన్ని మరింత మెరుగు పరచడాకై చట్టపరమైన ప్రవర్తనా నియమవళికి సంబంధించిన కంపెనీ అవసరాలకు సంబంధించిన మార్పులను దృష్టిలో ఉంచుకొని తరచూ సమీక్షించడం జరుగుతున్నది.



రఘునందన్. ఎస్

డైరెక్టర్ - ఆపరేషన్స్