



PARRISH PHARMACEUTICAL

COMPANY POLICY



**HUMAN RIGHTS AND EQUAL
OPPORTUNITY POLICY**

USER

Title: Human Rights and Equal Opportunity Policy

PARRISH PHARMACEUTICAL PVT. LTD.

Plot No-50, Sector-8A, SIDCUL, Haridwar, Uttarakhand, 249403

- **Introduction**

Parrish Pharmaceutical Pvt. Ltd. is committed to upholding the principles of human rights and equal opportunity for all employees, stakeholders, and individuals we interact with. We firmly believe that diversity and inclusion are essential components of a thriving and ethical organization. This policy outlines our commitment to promoting and safeguarding human rights and equal opportunities within our pharmaceutical company.

1. Equal Opportunity Employment

Parrish Pharmaceutical Pvt. Ltd is an equal opportunity employer. We do not discriminate on the basis of race, colour, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other characteristic protected by law. We value the diversity of our employees and actively strive to create an inclusive work environment that fosters innovation and respect for all.

2. Human Rights and Dignity

We respect and uphold the fundamental human rights of all individuals, including but not limited to the rights to life, liberty, and security of person. We will not engage in or support activities that compromise the human rights and dignity of any person, whether within or outside the organization.

3. Ethical Business Practices

Parrish Pharmaceutical Pvt. Ltd is committed to conducting business in an ethical and responsible manner. We will not tolerate any form of discrimination, harassment, or violation of human rights within our organization or in our interactions with external stakeholders. This includes but is not limited to child labour, forced labour, and the exploitation of vulnerable populations.

4. Workplace Diversity and Inclusion

We actively promote diversity and inclusion within our workplace. We believe that diverse teams lead to more innovative solutions and a richer company culture. We are dedicated to providing a work environment that is free from discrimination and harassment and where all employees can reach their full potential.

5. Harassment and Discrimination Prevention

Parrish Pharmaceutical Pvt. Ltd. has a zero-tolerance policy for harassment, discrimination, and retaliation. We encourage employees to report any incidents of such behaviour promptly and assure them that their concerns will be taken seriously and handled confidentially. All reports will be thoroughly investigated, and appropriate corrective action will be taken.

6. Training and Education

We provide ongoing training and education to our employees to ensure they understand the principles of human rights and equal opportunity. Training programs are designed to raise awareness, promote inclusive behaviours, and prevent discrimination and harassment.

7. Supplier and Partner Engagement

Parrish Pharmaceutical Pvt. Ltd. extends its commitment to human rights and equal opportunity to our suppliers, partners, and contractors. We expect these entities to adhere to similar principles and actively promote human rights and equal opportunity in their operations.

8. Reporting and Accountability

Parrish Pharmaceutical Pvt. Ltd. is dedicated to transparency and accountability in our commitment to human rights and equal opportunity. We regularly assess and review our policies, practices, and progress towards these objectives. We encourage employees and stakeholders to report any concerns related to this policy so that we can address them effectively.

- **Conclusion**

Parrish Pharmaceutical Pvt. Ltd. is firmly committed to the principles of human rights and equal opportunity in all aspects of our pharmaceutical business. We believe that by embracing diversity, inclusion, and ethical conduct, we can create a thriving organization that benefits our employees, stakeholders, and society as a whole.

This policy reflects our dedication to these principles, and we expect all employees to support and uphold them. By doing so, we contribute to a better and more just world while fostering a positive and inclusive work environment.