

| <b>Glenmark's Human Rights Policy Statement</b> |                    |
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| <b>Effective Date: December 01, 2018</b>        | <b>Version 1.0</b> |

### Purpose

Glenmark Pharmaceuticals Ltd. or their respective subsidiary (“Glenmark” / “We” / “Us” / “Our”) as applicable is committed to maintaining an environment in which its employees are proud to work, its business partners know that they are being dealt with fairly, and its shareholders can invest with confidence.

Our core values and business principles require that our business be conducted with honesty and integrity, and in full compliance with all applicable laws. As we focus on growth, we at Glenmark believe that recognition of the inherent dignity and equal opportunity for all is the foundation of our business.

### Commitment

Glenmark is committed to the highest standards of business and ethical behaviour including compliance with all applicable laws and regulations, as well as Our policies, practices and procedures. In Glenmark and across our system, we are committed to ensuring the dignity and worth of the human person and in the equal rights of men and women.

Our support of internationally recognised Human Rights is consistent with our dedication to enriching our workplace, partnering with our supply chain, preserving the environment and supporting the communities where we operate. (Definition: Human Rights are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, colour, religion, language, or any other status.)

### Principles

Glenmark acknowledges, respects and commits to operating its business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights (“Principle”).

In line with this Principle, Glenmark recognises the corporate responsibility to respect this Principle and endeavour to mitigate potential human rights impacts.

Glenmark’s position is that when there is a difference between the national law and international Human Rights standards, we are expected to adhere to the most stringent requirements.

### Policy Scope

This Human Rights Policy Statement applies to all Glenmark employees. Glenmark expects anyone doing business for or with Glenmark and others acting on Glenmark’s behalf to respect all Human Rights.

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| <b>Issued : Compensation &amp; Benefits</b><br><b>Approved : Director, Corporate Affairs</b> | 1   Page           |

### Guidelines

- (i) Glenmark respects all Human Rights
- (ii) Employment with Glenmark is voluntary. Glenmark supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations.
- (iii) Glenmark does not use child labour and forced labour in any of its operations.
- (iv) Glenmark acknowledges the Human Rights of its employees throughout the globe and endeavours to provide a safe and healthy working environment for all of our employees.
- (v) Glenmark creates workplaces in which open and honest communications among all employees are valued and respected.

### Reporting

Glenmark is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation. Should you wish to report issues under this Human Rights Policy Statement, such reports should be made directly in writing to the local HR Department. If you have not received a timely and satisfactory response after reporting any incident of what you perceive to be a violation of this Policy, you may write to the Legal Team ([globalcompliance@glenmarkpharma.com](mailto:globalcompliance@glenmarkpharma.com)).

No reprisal or retaliatory action will be taken against any employee for raising concerns under this Human Rights Policy Statement.

### Compliance

Violation of this Human Rights Policy Statement or the refusal to cooperate will result in disciplinary action, up to and including termination. Where we have a sound reason to believe that our business partners infringe Human Rights, we reserve the right to re-consider our relationship with them.

Specific to this Human Rights Policy Statement, employees and business partners are expected to:

- i. Never infringe on Human Rights
- ii. Be alert to any evidences of Human Rights infringements in our direct operations or in the operations of our business partners and report any situation in which a Human Rights infringement is suspected.