



## SUPPLIER CODE OF CONDUCT

**Objective:** This Code clarifies Ocimum Labs ethical and legal expectations for vendors, suppliers, and contractors, providing practical examples of good practices. It ensures alignment with the organization's values and principles.

**Applicability:** This Code of Conduct applies to all external parties providing products, services, or support to Ocimum Labs and its affiliates, including their employees and subcontractors.

### Code of Conduct:

**Quality and safety:** Pharmaceutical suppliers must adhere to stringent quality and safety standards, including GMP, GDP, GLP, GCP, and GVP, ensuring their products and services are safe, effective, and compliant with all regulatory requirements throughout labeling, packaging, storage, transportation, and disposal; they must promptly report any quality or safety issues, cooperate in investigations, and implement risk mitigation strategies to maintain safety at As Low As Reasonably Practicable (ALARP), while also prioritizing employee safety by managing physically demanding tasks, infrastructure risks, and providing safe workplaces through adequate maintenance and protective measures to prevent accidents and occupational illnesses.

**Human rights and labour standards:** Suppliers are required to uphold ethical labour practices by prohibiting discrimination, harassment, forced labour, child labour, and human trafficking, while respecting workers rights and dignity through fair wages, benefits, and working conditions; they must comply with all applicable labour laws, including those concerning wages, hours, health, safety, and collective bargaining, and ensure a safe and healthy work environment with necessary training, equipment, and protective gear to prevent workplace accidents and illnesses.



**Environmental protection:** Suppliers must prioritize environmental sustainability by minimizing their impact through reduced waste, emissions, and resource consumption, while complying with regulations and reporting incidents; they should utilize eco-friendly materials, manage waste responsibly, set environmental targets, and align with climate change strategies, focusing on renewable energy and energy efficiency.

**Business ethics and integrity:** Suppliers must operate with integrity, avoiding corruption, fraud, and anti-competitive practices, ensuring all promotional materials are accurate and compliant, and providing clear product information; they must maintain ethical interactions with healthcare professionals, prevent insider trading, and disclose any potential conflicts of interest or undue influence when engaging with Ocimum Labs.

**Compliance and monitoring:** Suppliers must comply with the supplier code of conduct and all applicable laws, cooperate with compliance verification through audits, and report any violations.

**Disclosure and Confidentiality:** Suppliers must maintain comprehensive documentation demonstrating compliance with the Code of Conduct including audit findings, labour records, and training materials, while respecting confidentiality and protecting intellectual property; they must ensure regulatory compliance evidence is valid and accessible, process personal data legally and transparently, implement robust data protection measures, and maintain accurate financial and non-financial records

Date: 02<sup>nd</sup> January 2025

  
**Mr. Ramulu Oruganti**  
AGM - SCM  


**Ocimum Labs Private Limited**  
(An ISO 9001:2015 Certified Company)

**Registered Office & R&D Centre**

Plot No. SS-1, Phase-III, IDA Cherlapally,  
Medchal, Malkajgiri District, Hyderabad-500051, T.S. INDIA

**Manufacturing Unit**

Plot No.: 27A 42, 27 A 42B, 27A 43, Industrial Park, APIIC, Rambilli Mandal,  
Atchuthapuram - APSEZ, Anakapalli, Andhra Pradesh-531061, INDIA

Ph: + 91 040 2988 1348  
7569762253  
info@ocimumlabs.com