

Human Resources		
Policy on Forced Labour		
Policy No.	Version No.	Effective date.
COHANCE/HR/118	01	01.09.2025

1. Objective

To ensure that no form of forced or compulsory labour — including debt bondage, human trafficking, or prison labour — is practiced within Cohance Lifesciences Limited or by its suppliers and contractors. All workers must be free to leave their jobs with reasonable notice, exit the workplace after their shift, and manage their personal time without coercion or intimidation.

2. Scope




This policy applies to all employees of Cohance Lifesciences Limited, as well as individuals working with its suppliers and contractors.

3. Policy against forced or compulsory Labour

- 3.1 We at Cohance Lifesciences Limited., shall not engage or support, forced or compulsory labour in any form. (i.e. Bonded, forced or compulsory prison labour).
- 3.2 All employees work voluntarily without any obligation. Every prospective employee is fully informed of the terms and conditions relating to the employment prior to recruitment/ at the time of interview. Submission of documents do not relate to identity papers, originals or any monetary or non-monetary deposits.
- 3.3 Cohance Lifesciences does not withhold any part of any personnel's salary, benefits, property, in order to force such personnel to continue working for the company.
- 3.4 Employees do not have exit barriers; they are free to terminate their employment provided that they give reasonable notice as per the terms of appointment letter.
- 3.5 Neither Cohance Lifesciences nor any entity supplying labour to Cohance Lifesciences shall engage in or support trafficking in human beings.
- 3.6 Neither Cohance Lifesciences nor any entity supplying labour to Cohance Lifesciences Limited, shall collect any employment fees or costs in whole or in part from workers.
- 3.7 Cohance Lifesciences Limited shall strive to put efforts for promoting awareness on forced labour among employees and all interested parties in all means.
- 3.8 Establish the process necessary to deliver the results in accordance with the requirements and implement the process against forced and compulsory labour.
- 3.9 Monitor and measure the process against the requirements and take actions to continually improve the system.

4. Procedure

- 4.1 Cohance Lifesciences Limited. will not support Prohibition of monetary sanctions, physical punishment, withholding of working papers/passports, loss of rights or privileges, restrictions on movements, benefits, property, in order to force such personnel to continue working for the company.

		
Prepared by	Reviewed by	Approved by
R Saritha	Soumya Sarkar	Gaurav Bahadur
Sr. Manager – HR	Vice President – HR	CHRO

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- 4.2 Freedom of Movement: Cohance Lifesciences Limited., will ensure that the employees will have the right to leave the workplace after completing the standard workday or contingent work on account of business continuity reasons and be free to terminate their employment provided that they give notice period to the Organisation, as per the terms and conditions of employment.
- 4.3 The employees work over-time voluntarily and engage in critical works as per the operational SOP and the payment of fair compensation on account of this engagement.
- 4.4 Withholding Documents: Cohance Lifesciences Limited, will ensure that it will not demand deposits from the employees nor engage in the practice of retaining original identity papers or certificates such as passport, birth certificate, mark sheet & testimonials etc. prior to employment or during the tenure of his/ her service.
- 4.5 Debt Bondage: Cohance Lifesciences Limited, will ensure that, no employment fee or costs are borne by the employees either whole or part.
- 4.6 Private Employment Agencies: Cohance Lifesciences Limited., will conduct due diligence of any entities that supply labour to make sure that they do not create circumstances that may make employees vulnerable to forced or compulsory labour.
- 4.7 Cohance Lifesciences Limited will ensure that such entities have effective policies and procedures to prevent workers from being charged fees or expenses to obtain employment. The organisation should also review the labour practices of directly contracted/purchased goods and services (for example, entities that supply materials, goods, transportation services, security services, cleaning services, or food preparation services).
- 4.8 Cohance Lifesciences Limited will ensure that the contract with the vendors, supplier and contractors should be clearly mentioned, not to withhold any part of their personnel's salary, benefits, property or documents in order to force the labour to work.
- 4.9 Training: Cohance Lifesciences Limited, will take care of all costs for a employees job-related training, so repayment of such costs is not a condition of a worker's departure from the company and there are no conditions under which the worker would be forced to remain in employment with the organisation against his or her will.
- 4.10 We train all Managers to understand types of forced labour, compulsory labour bonded labour and captive labour. Moreover, all workers are made aware of the Standing Orders / Service rules / code of conduct in respective area.
- 4.11 Cohance Lifesciences Limited will ensure that the employees will have the right to resign their job with prior notice as per agreed contract terms.
- 4.12 Human Trafficking: We have defined our transfer policy which is transparent to all and hence Cohance Lifesciences Limited, or its contractors/suppliers, under no circumstances will support or engage in human trafficking.



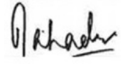
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5. Company Rights

The Company reserves the right to modify or withdraw this policy, in whole or in part, at any time without prior notice. This policy does not create an employment contract, nor does it guarantee benefits or continued employment. Amendments may be made whenever necessary.

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