

MOREPEN LABORATORIES LIMITED

CIN: L24231HP1984PLC006028

Registered Office: Village Morepen, Nalagarh Road, Near Baddi Distt. Solan, Himachal Pradesh – 173 205

Email: plants@morepen.com, Website: www.morepen.com

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Corporate Office: 2nd Floor, Tower C, DLF Cyber Park, Udyog Vihar-III, Sector-20, Gurugram, Haryana-122016

Email: corporate@morepen.com, Website: www.morepen.com

Tel.: +91-124-4892000

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Company Union Policy

1. Purpose

The purpose of this policy is to outline Morepen Lab's approach to recognizing, engaging, and collaborating with employee unions. The company is committed to building a transparent, respectful, and cooperative relationship with unions while ensuring compliance with labor laws, industry standards and regulatory requirements.

2. Scope

This policy applies to all employees of Morepen Laboratories Ltd. and their recognized unions/employee associations across all manufacturing plants.

3. Policy Statement

- Morepen Laboratories Ltd. respects the right of employees to form or join unions/associations of their choice in accordance with applicable laws.
- The company recognizes registered and legally compliant unions as the legitimate representatives of employees for the purpose of collective representation and negotiation.
- Engagement with unions will be carried out in good faith, with fairness, and with the aim of fostering mutual trust and long-term industrial harmony.
- The company will not tolerate any form of discrimination, harassment, or retaliation against employees due to their union membership or activities.

4. Principles

1. Recognition & Legitimacy – Only unions that are legally registered and have majority support among employees will be recognized for collective discussions.
2. Good Faith Engagement – Both management and unions will approach dialogue with honesty, integrity, and a problem-solving approach.
3. Compliance with Laws – All interactions and agreements will strictly adhere to labor laws, the Industrial Disputes Act, Factories Act, and regulations specific to the pharmaceutical sector.
4. Health, Safety & Quality Commitment – Union activities and negotiations must align with the company's responsibility to ensure employee safety, product quality, and compliance with GMP (Good Manufacturing Practices).

Prepared By	Reviewed By	Approved By
Asst. Manager-HR	Advisor – HR	Director

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5. Non-Interference – The company will not interfere in the internal affairs of unions, and unions are expected to respect management’s decision-making authority on business matters outside employment issues.
6. Constructive Dialogue – Disputes and grievances will be addressed through structured discussions, conciliation, or arbitration before considering industrial action.

5. Union Recognition Process

- Unions must apply for recognition in line with statutory provisions.
- Recognition will be granted based on majority representation or as per the competent labor authority’s guidelines.
- In case of multiple unions, representation will be decided through secret ballot or legal provisions applicable.

6. Engagement Framework

1. Meetings: Regular joint meetings will be scheduled between management and union representatives to discuss employment conditions, workplace, safety, welfare measures, and productivity initiatives.
2. Collective Bargaining: Recognized unions may submit a Charter of Demands, which will be reviewed and negotiated as per the Collective Bargaining Policy.
3. Dispute Resolution: Disagreements will be resolved through conciliation, arbitration, or other statutory mechanisms, with strikes/lockouts being treated as a last resort.
4. Communication: Both parties will maintain open, respectful, and timely communication to avoid misunderstandings or industrial unrest.

7. Responsibilities

- Management: Ensure fair recognition of unions, engage in transparent discussions, and implement agreed outcomes.
- Unions: Represent employees responsibly, maintain discipline at the workplace, and ensure union activities do not disrupt production or quality compliance.
- HR Department: Act as the facilitator for union interactions, maintain documentation, and ensure statutory compliance.

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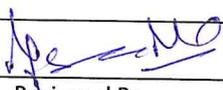
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8. Review & Amendments

This policy will be reviewed every two years or earlier if necessitated by changes in labor laws or business requirements. Amendments will be made in consultation with stakeholders.

		
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Asst. Manager-HR	Advisor – HR	Director