

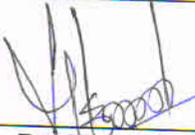
 <i>The Joy of Growing Together</i>	<b>SOCIAL ACCOUNTABILITY POLICY</b>			
	MLL/COM/SA/015	Date of Issue : 10.02.23	Next Revision Date : 2026	Rev No. 00

**Morepen Laboratories Ltd.** is committed to protect workers' rights and improve labour conditions and social performance within the organization and also in all its stakeholder partnerships and relationships.

MLL is committed to comply with local, national and all other applicable laws and prevailing industry standards.

Management of MLL has chosen to comply and is committed to conform to the following foundational elements:

- **Health and Safety:** MLL is committed to providing a healthy and safe working environment for all personnel employed or contracted by MLL.
- **Child Labour:** MLL since inception has followed the practice of not engaging workers who are less than 18 years of age in its workforce.
- **Forced or Compulsory Labour:** MLL does not engage or support the use of forced or compulsory labour. It promotes an environment for the workforce to work voluntarily, without any threat of punishment or retaliation.
- **Non-Discrimination:** In consonance with MLL Code of Conduct, MLL provides equal opportunity to all its employees and all qualified applicants for employment without discrimination of any kind. MLL exercises positive discrimination in favour of socially disadvantaged communities, provided potential employees fulfill its merit-based criteria.
- **Disciplinary Practices:** MLL has always treated all its personnel with dignity and respect. All disciplinary actions are in accordance with law.
- **Security Practices:** The security practices of MLL are drafted to ensure due considerations of human rights under all circumstances.
- **Working Hours:** MLL complies with applicable laws and industry standards on working hours.
- **Compensation Practices:** MLL ensures that its workforce is paid wages which meet or exceed the minimum wages laid out legally or as per local industry standard

		
<b>Prepared By</b> Sr. Manager-HR	<b>Reviewed By</b> DGM-HR	<b>Approved By</b> Director



### SOCIAL ACCOUNTABILITY POLICY

MLL/COM/SA/015	Date of Issue : 10.02.23	Next Revision Date : 2026	Rev No. 00	Page 2 of 2
----------------	-----------------------------	------------------------------	---------------	----------------

- **Freedom of Association:** MLL respects and supports the right to freedom of association and ensures that workers and their organizations are not subjected to any discrimination in the workplace.
- **Supply Chain Practices:** MLL promotes human rights practices in its supply chain through various engagement forums, training, surveys, third-party audits and by inclusion as a criterion in vendor registration process.
- **Management System:** The Company continuously tracks its human rights and social performance through establishing effective management systems. Any complaint or grievance is addressed judiciously and used as input to further improve the systems and processes.
- **Company's top management:** The top management has the responsibility of ensuring that the policy of social accountability is communicated and understood by all the personnel engaged in the tasks that can influence social accountability matters and that they are aware of their obligations under the standard. And
- **The top management is aware of its responsibility** to provide resources for the control of management systems for control of social accountability and resolve any issues in an expedient and professional manner.

<b>Prepared By</b> Sr. Manager-HR	<b>Reviewed By</b> DGM-HR	<b>Approved By</b> Director