



Pharmanza Herbal Pvt. Ltd.
Plot No 214, BorsadTarapur Road, Kaniya-388435

“Anti-Money Laundering Policy &
Procedures” -
Pharmanza Herbal Pvt. Ltd.

	Verified By	Approved By
Signature		
Date	01/08/2023	01/08/2023
Name	Vinit Thakkar	Dr. Lal Hingorani
Designation	HR Manager	Technical Director



1. INTRODUCTIONS

At Pharmanza Herbal Pvt. Ltd., we are committed to conducting our business with the highest standards of ethics, integrity, and responsibility. Our reputation for honesty, fairness, and ethical behavior is a cornerstone of our success. This Business Ethics Policy outlines our commitment to ethical conduct and provides guidelines for our employees, contractors, and partners to uphold these principles in all our business activities.

A written statement that clearly defines our company's approach to managing labour issues. This includes commitments to:

- Implementing the ETI Base Code.
- Adhering to all customer requirements, including customer-specific codes of conduct.
- Regulatory compliance.
- Continual improvement in social responsibility performance.

2. SCOPE

The scope of the policy includes all of the labour standards of the ETI Base Code, including:

- Employment is freely chosen.
- No harsh or inhumane treatment is allowed.
- Working conditions are safe and hygienic.
- Child labour shall not be used.
- Working hours are not excessive.
- No discrimination is practised.
- Regular employment is provided.

3. POLICY

1. Compliance with Laws and Regulations:

We are dedicated to full compliance with all applicable laws and regulations in the countries in which we operate. This includes but is not limited to laws related to product safety, environmental protection, labor practices, and competition.

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2. Honest and Transparent Conduct:

We will conduct all business activities with honesty, transparency, and fairness. This includes accurate and complete reporting of financial and non-financial information, both internally and externally.

3. Conflict of Interest:

All employees, officers, and directors must avoid any situation where their personal interests could conflict with the interests of the company. If a potential conflict of interest arises, it must be promptly disclosed to the appropriate authority.

4. Equal Opportunity and Diversity:

We are committed to providing equal employment opportunities to all individuals, regardless of their race, color, religion, gender, sexual orientation, age; or disability. We value diversity and believe it strengthens our organization.

5. Health and Safety:

The safety and well-being of our employees, customers, and the communities in which we operate are of utmost importance. We will maintain a safe and healthy working environment and strive for continuous improvement in health and safety practices.

6. Environmental Responsibility:

We will minimize our environmental impact by adopting sustainable practices and complying with all environmental laws and regulations. We will also strive to reduce waste, conserve resources, and promote responsible use of natural resources.

7. Quality Assurance:

We are committed to providing high-quality products and services that meet or exceed customer expectations. We will uphold stringent quality standards in all our processes and continuously strive for improvement.

8. Respect for Human Rights:

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We will respect and uphold the fundamental human rights of our employees and stakeholders. This includes a commitment to eliminate any form of forced labor, child labor, and discrimination.

9. Social Responsibility:

We will actively contribute to the betterment of the communities in which we operate through philanthropic activities and by engaging in socially responsible initiatives.

10. Reporting Violations:

Employees are encouraged to report any violations of this Business Ethics Policy through established channels without fear of retaliation. Reports will be investigated promptly and confidentially.

11. Accountability and Consequences:

Failure to adhere to this Business Ethics Policy may result in disciplinary action, up to and including termination of employment or legal action, as applicable.

4. CONCLUSION

At Pharmanza Herbal Pvt. Ltd., we believe that ethical conduct is not just a set of rules but a fundamental value that defines who we are as a company. All employees, officers, and directors share the responsibility of upholding these ethical principles in all aspects of our business. By doing so, we will continue to earn the trust and respect of our customers, partners, and the communities we serve.

This Business Ethics Policy is a living document and will be periodically reviewed and updated to ensure its continued relevance and effectiveness.

5. APPLICABLE

This policy will be effective from 1st of August 2023.

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