



**Pharmanza Herbal Pvt. Ltd.**  
Plot No 214, Borsad Tarapur Road, Kaniya - 388435

Conflict of Interest - Policy  
Pharmanza Herbal Pvt. Ltd.

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	Verified By	Approved By
Signature		
Date	19/10/2021	20/10/2021
Name	Vinit Thakkar	Mr. N. K. Patil
Designation	Manager HR	Plant Manager



## 1. PURPOSE

Pharmanza Herbal Pvt. Ltd. is committed to conducting business in a manner that ensures Employees' business judgment and decision making is not influenced by undue personal interests. When Employees' personal interests either influence, have the potential to influence, or are perceived to influence their decision making at Pharmanza Herbal Pvt. Ltd., a conflict-of-interest situation result. This Policy explains the relevant principles and rules for preventing or managing conflicts of interest.

## 2. SCOPE AND APPLICABILITY

This policy will avail by all the company employees (Staff and Workers).

This policy will start from 1<sup>st</sup> of November 2021.

## 3. POLICY

Conflicts of interest may arise where an employee places his or her personal interests before the interests of PHARMANZA HERBAL PVT. LTD. and where such personal interests unduly influence that Employee's business judgments, decisions, or actions. These situations may include both closely related persons defined below and friends. Making judgments, taking decisions, or pursuing actions when facing a conflict of interest may make it difficult to perform work for PHARMANZA HERBAL PVT. LTD. objectively and effectively and may have legal and regulatory consequences.

PHARMANZA HERBAL PVT. LTD. defines conflicts of interest broadly: actual conflicts of interest (the Employee faces a real, existing conflict); potential conflicts of interest (the Employee is in or could be in a situation that may result in a conflict); and perceived conflicts of interest (the Employee is in or could be in a situation that may appear to be a conflict, even if this is not the case).

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#### 4. Types of Conflict of Interest covered in the Policy

- **Personal workplace relationships** (e.g., hiring or supervising a closely related person)
- **External mandates** (e.g., serving on the board of directors or scientific advisory board of a PHARMANZA HERBAL PVT. LTD. competitor),
- **Outside employment** (e.g., having a second job with a PHARMANZA HERBAL PVT. LTD. customer, supplier, or competitor)
- **Promoting personal financial interests** (e.g., owning a substantial share of a PHARMANZA HERBAL PVT. LTD. supplier while in a position to steer PHARMANZA HERBAL PVT. LTD. business towards it)
- **Relationships with business partners and competitors**
- **Receiving fees, commissions, discounts, gifts, entertainment, or services** (e.g., receiving cash from a PHARMANZA HERBAL PVT. LTD. business partner)

#### 5. Reporting Potential Misconduct/Non-Retaliation

Employees who report potential misconduct or who provide information or otherwise assist in any inquiry or investigation of potential misconduct will be protected against retaliation.

#### 4. Breach of the Policy

Breaches of this Policy will not be tolerated and can lead to disciplinary and other actions up to and including termination of employment.

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