
Business Ethics Policy

Pharmanza Herbal Pvt. Ltd. policies include the following:

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

The scope of the policy include 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.

Review Date.

Rev.No 00

Reviewed & Approved By:

Managing Director