
Land Policy

Pharmanza Herbal Pvt. Ltd. is committed to doing business the right way and has a zero tolerance for illegal activities in our supply chain and land displacements of any legitimate land tenure holders which are contrary to the International Performance Standards. We recognize these situations can occur, and Pharmanza Herbal Pvt. Ltd. has a responsibility to address them.

Agriculture is an integral part of Pharmanza Herbal Pvt. Ltd.'s supply chain. Our products depend on a safe, high- quality, and affordable supply of agricultural raw materials to meet the demands of our business as well as the expectations of our consumers, customers and other stakeholders. Pharmanza Herbal Pvt. Ltd.'s Land Policy is an essential part of the broader and more comprehensive. These incorporate appropriate portions of our Pharmanza Herbal Pvt. Ltd. Supplier Code of Conduct, Sustainable Farming Initiative, Environmental Health and Safety Policy.

Agriculturally based raw materials are supplied to Pharmanza Herbal Pvt. Ltd. by our suppliers, both directly and indirectly, from farms. Raw materials are sourced from represent a wide range of land tenure systems, both formal and informal.

In order to ensure a confidential and safe process for investigating grievances which are raised by affected parties and to help ensure the Pharmanza Herbal Pvt. Ltd. Land Policy is properly implemented.

Pharmanza Herbal Pvt. Ltd. follows the IFC Performance Standards definition of FPIC which can be summarized as:

- **Free** - Consent to the sale of land is given voluntarily and absent of "coercion, intimidation or manipulation."
- **Prior** - Consent is sought sufficiently in advance of any authorization or commencement of activities from an existing land owner.
- **Informed** - Ensures that information is provided prior to seeking consent to acquire and that information is provided as the acquisition process proceeds.
- **Consent** - Refers to the collective decision made by the land rights-holders and reached through the customary decision-making processes of the affected peoples or communities.

Review Date.
Rev.No 00

Reviewed & Approved By:
Managing Director