

Ref No. VRX-HO/HR Policy/022B

Date: 1-May-2021

Policy on Freedom of Association
(Version - 2)

Objective

Vision Rx Lab Pvt. Ltd. believes all employees are important stakeholders in the enterprise and it is imperative to build a culture of mutual trust and respect, interdependence and meaningful engagement. This approach helps in building, strengthening and sustaining harmonious employee relations across the organization.

Policy

It is the policy of Vision Rx Lab Pvt. Ltd.:-

- To respect the dignity of the individual and the freedom of employees to lawfully organize themselves into interest groups subject to maintaining office decorum, independent of supervision by the management;
- To ensure that employees are not discriminated against for exercising this freedom in a lawful manner and consistent with the Company's core values.

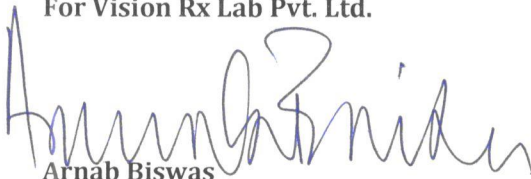
Implementation

- This policy is communicated to all employees in an appropriate and meaningful manner.
- Vision Rx Lab Private Limited have appropriate systems and processes in place to ensure compliance with the Policy and with statutory provisions, including processing of grievances for redressal through members of the respective Management Committees. It will ensure implementation of this Policy.
- Compliance with the Policy will be regularly monitored and evaluated by the Corporate Management Committee (CMC).

Corporate Management Committee of Vision Rx Lab Private Limited is comprised of:

1. Sanjiv Kumar Gupta
2. Arnab Biswas
3. Prasun Banerjee.

For Vision Rx Lab Pvt. Ltd.



Arnab Biswas

Chief Human Resource Officer