

Desitin Pharma Ltd Human Rights Policy

Desitin Pharma Ltd recognises that all individuals are born free and equal in dignity and rights. We are committed to upholding and protecting the fundamental human rights. This Human Rights Policy outlines our commitment to respecting human rights in our operations and business relationships.

Equality and Non-discrimination: Desitin Pharma Ltd is committed to ensuring that all individuals, including employees, contractors, customers, and stakeholders, are treated with fairness, equality, and dignity, regardless of race, ethnicity, gender, sexual orientation, gender identity, religion, disability, age, or any other characteristic.

Freedom of Expression: We recognise and respect the importance of freedom of expression and we encourage individuals to express themselves freely, while respecting the rights and reputation of others.

Right to Privacy and Data Protection: Our company respects the right to privacy and protects personal data in accordance with the law.

Discipline: We prohibit physical and verbal abuse, the threat of physical abuse, sexual or other harassment, and any other forms of intimidation.

Environmental Responsibility: We recognise the interdependence of human rights and environmental sustainability. We commit to conducting our business in a manner that respects the environment and minimises harm to human health and well-being and we are committed to achieving net zero greenhouse gas emissions.

Responsibility for the policy: Desitin Pharma Ltd has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. The Company has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective.

Compliance with the policy: We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensure no one suffers any detrimental treatment as a result of reporting in good faith their suspicion of identifying a human rights violation. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. Employees believing that they have suffered any such treatment should inform their line manager immediately. If the matter is not remedied, it should be raised formally through the Grievance Procedure, which can be found in the current employee handbook.

Communication & awareness of this policy: Training on this policy forms part of the induction process for all individuals who work for us, and updates will be provided using established methods of communication within the business. Desitin Pharma Ltd is committed to continuously improving our human rights performance. We will regularly review and update this policy to reflect evolving best practices, stakeholder expectations, and changes in the operating context.

Breaches of this policy: Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Conclusion: Desitin Pharma Ltd reaffirms its commitment to respect and promote human rights in all aspects of our operations and business relationships. We believe that upholding human rights is not only a moral imperative but also essential for sustainable business success and the well-being of society as a whole.



Andy Stewart, Managing Director, July 2024