

Policies

V-Ensure is committed to adhering to the highest standards of ethical and legal conduct of its business operations. At V-Ensure integrity, transparency and trust form part of the core beliefs of all activities.

V-Ensure requires its team and affiliates to observe high standards of business and personal ethics in the conduct of their duties and responsibilities, practice integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

The Company has various policies and procedures in place including a Code of Conduct & Ethics Policy, Whistleblower Policy, Policy for Prevention of Sexual Harassment, Anti-Corruption and Anti-Bribery Policy, Policy on Management of Environment, Social and Governance aspects, Anti-Money Laundering Policy.

Policy on Prevention of Sexual Harassment

V-Ensure believes that its success is based on its people and henceforth believes in equal employment opportunity for their growth and advancement ensuring their privacy as well and hence do not tolerate any form of Discrimination or harassment.

The Policy on Prevention of Sexual Harassment of Women at workplace intends to provide protection against sexual harassment of women at workplace and the prevention and redressal of complaints of sexual harassment and matters related to it.

For more information on V-Ensure's Policy on Prevention of Sexual Harassment, or any complaints or reporting of any instance or behavior of sexual harassment, you may write to compliance@v-ensure.com

Policy on Anti-Bribery and Corruption

The Anti-Bribery and Anti-Corruption Policy (ABAC) emphasizes V-Ensure's zero tolerance approach to bribery and corruption in any form. It provides guidance on maintaining highest level of professional and ethical standards in conduct of business.

V-Ensure's Policy on Compliance with Anti-Corruption and Anti-Bribery laws prohibits the receipt, offering and payment of 'bribes' and 'other illicit payments' by V-Ensure, its personnel, and its/their affiliates from/ to any person or entity to secure an improper advantage, and sets forth guidelines for compliance with anti-bribery and anti-corruption laws of all jurisdiction applicable to it.

For more information on V-Ensure's Policy on Anti-Bribery and Corruption, or any complaints or reporting, you may write to compliance@v-ensure.com

Whistleblower and Grievance Policy

The Whistleblower and Grievance Policy at V-Ensure provides guidance on reporting violations, wrong-doings on non-compliances, to enable management to address them appropriately and promptly. V-Ensure has formulated this policy to provide a mechanism for encouraging employees of the firm or any other person or third party to raise concerns on any violations of legal or regulatory requirements, suspected improper activities, incorrect or misrepresentation of any financial statements and reports etc. with respect to V-Ensure Pharma (including its employees, advisors, affiliates from/to any person or entity to secure an improper advantage, and sets forth guidelines for compliance with anti-bribery and anti-corruption laws of all jurisdictions applicable to it.

For more information on V-Ensure Pharma's Whistleblower and grievance policy, you may write to

compliance@v-ensure.com

Environment Health and Safety Policy

V-Ensure Pharma values environment and people as most important resource and are committed to achieve excellence in Safety, Occupational Health & Environment management by providing a safe and healthy work environment, at all locations. The Company shall take all practicable measures to create a safety & healthy workplace for its employees and a clean environment for its employees as well as surrounding community.

For more information on V-Ensure Pharma's Environment, health and Safety policy, you may write to

compliance@v-ensure.com

Code of Conduct

The Code of Conduct policy provides guidance on doing the right thing and sustaining the ethical, fair and responsible behaviour and drive the culture of compliance. Our code is based on our values and principles, resonating across horizons. It emphasizes our commitment to integrity, honesty, fair dealing and full compliance with all applicable laws. V-Ensure employees across the locations have upheld and lived this commitment in every day since, and V-Ensure believes in conducting its business with the highest standards of ethical and professional conduct.

For more information on V-Ensure Pharma's Code of conduct policy, you may write to

compliance@v-ensure.com