



Code of Conduct



Table of Contents

1.	Our Mission and Values	3
2.	Our commitment	5
3.	Our Policies	7
4.	Whistle Blowing	11
5.	Questions you should ask yourself	13
6.	Definitions	15
7.	Policy owners and approvers	17
8.	Revision History	19



1. Our Mission and Values



Our Mission and Values

Our Values

Our promise of Bringing Life to Life is anchored to a passion that has made us protect, preserve and enhance quality of life guided by our organisational values of Transparency, Agility, Accountability and Collaboration.

Transparency

- Honest Communication
- 'Enterprise view' in communication
- Ongoing Conversations



Accountability

- Performance driven culture
- 'Explain the why'
- Team ownership of KRA's

Agility

- Resource prioritization
- Reduced Complexity
- Risk taking
- Early engagement

Collaboration

- Shared goals
- Cross functional operations
- Proactively asking for support

2. Our commitment



Our commitment

The purpose of this Code of Conduct is to promote ethical conduct and to deter any unethical practices. The matters covered in this Code are of utmost importance to the Company, its business partners and are essential to the Company's ability to conduct its business in accordance with its stated values.

To our Patients and Customers

We are committed to Bringing Life to Life. Our aim and objective is to meet the needs of patients and customers ethically.

To our Suppliers and Distributors

We value our supply chain and we treat our suppliers and distributors with respect and fairness and ensure transparency. In turn, we expect them to observe our values and abide by our policies.

To our Employees

Our employees are at the core of everything we do. Their research skills and risk-taking attitude drive innovation at BSV. We, as employers, ensure that we build an inclusive culture underpinned by respect and camaraderie, pride, fairness and credibility.

To our Shareholders

We are committed to our shareholders and the trust placed in us. We are aware that they expect good governance standards, honest, accurate, and timely reporting/disclosure. We strive to work towards making that happen.

To our community at large

Community around us trusts us for what we do as corporate citizens. We support various sustainable, environmental, social initiatives within our neighbourhood. We comply with the laws and regulations that apply to our business.

3. Our Policies



Our Policies

Our corporate policies

Section 1: Patient Safety

We are committed to safeguarding patient information and upholding the highest ethical and scientific standards in all the Company's patient-related activities.

All research and patient-related activities have to be designed and conducted in accordance with applicable local laws and regulations.

Section 2: Research and Development

We are committed to conducting research and development activities in compliance with all applicable laws, regulations, and ethical guidelines.

We ensure that we uphold the highest level of ethical, medical and scientific standards in all our research and development activities.

Section 3: Product Quality

We manufacture high quality products that meet all the necessary regulatory requirements. We protect patient safety by consistently pursuing a high level of compliance in all aspects of our manufacturing activities. We adhere to all requirements for reporting of adverse events. We provide drugs of exemplary quality with consistency and reliability, so as to serve patients globally.

Section 4: Marketing Integrity and Business practices

We abide by all laws that are applicable to the Company's marketing activities and are committed to fair competition as a matter of corporate conduct.

Section 5. Global Trade Compliance

We follow all the applicable international trade control requirements such as sanctions and embargoes concerning trade with targeted countries, regimes or groups while conducting business activities. We regularly track sanctions and embargoes, follow necessary protocols and maintain careful compliance with relevant restrictions

Section 6: Prevention of bribery and corruption

We conduct business in a transparent and ethical manner. BSV has zero tolerance to all forms of bribery and corruption, whether by employees or business partners.

Employees, Agents, Representatives and any other third party acting on behalf of the Company (including, but not limited to distributors, sales representatives, consultants, other vendors/ customers, and service providers) must comply with all applicable local anti-bribery and anti-corruption laws.

Section 7: Accuracy and Integrity of Books, Records and Accounts

We believe that financial transparency and fair representation are vital for safeguarding the Company's assets. We implement controls so that financial transactions are recorded as per generally accepted accounting principles and disclosure requirements.

Section 8: Conflicts of Interest

By recognizing situations that may influence our business and compromise business judgement, we implement appropriate controls to reduce such occurrences and risks involved therein.

Section 9: Protection of Information

We are committed to protecting an individual's privacy. We ensure that we collect only personal information that is necessary for our business. We ensure that such information is maintained in a secure and confidential manner.

Section 10: Environmental protection, Health and Safety of people

We are a responsible corporate citizen and recognize the importance of managing environment, health and safety matters. These are integral to our business. We are committed to take all practical measures to create a safe, healthy and clean workplace /environment for our employees and the local community.

Section 11: Misconduct – reporting and responding mechanism

We support the reporting of any potential misconduct to safeguard the reputation of the Company. When we suspect something improper, we encourage the flagging up of concerns and we do not tolerate retaliation against anyone who raises concern or provides information in connection with any investigations.

Section 12: Intellectual Property Rights

Protecting the Company's Intellectual Property is essential to maintain our competitive advantage. No third party should use the Company's Intellectual Property without prior authorization. We are committed to safeguard others' Intellectual Property as we do our own.

Section 13: Information Security

We are committed to ensure:

- Protection of BSV assets and information against damage or destruction and unauthorized disclosure or changes, whether accidental or deliberate
- BSV information systems comply with relevant laws and regulations
- Accountability of user actions through information systems
- Awareness is generated around security risks associated with information and information systems among employees
- Implementation of mechanisms that report and investigate every breach of information security and suspected weakness, followed by adequate action
- Sufficient controls to minimize loss of BSV information, data and other resources due to fraudulent activities

Section 14: Public Disclosures

We are committed to making timely, accurate, full and proper disclosures in all public reports. All filings are made in compliance with -the applicable local laws, including applicable financial reporting and accounting regulations. We are committed to cooperate - with internal and external auditors.

Section 15: Global Human Resources

We are an equal opportunity employer and are committed to fostering diversity in the workplace and an inclusive environment. We oppose all forms of discrimination and support equal opportunities and rights.

We are committed to providing a conducive and a safe working environment that is free from any form of discrimination or harassment. Our aim is to recruit, retain and develop the best people for the job based solely on their professional abilities and experience.

Section 16: Animal care

We ensure that the animals we use in research are taken care in a humane manner and used for research only in the absence of a scientifically valid alternative.

Section 17: Charitable contribution and Corporate Social responsibility

We champion various charitable causes, address critical issues, encourage employee volunteerism and undertake initiatives that will improve livelihoods of individuals through the promotion of education.

4. Whistle Blowing



Whistle Blowing

The Company has appointed designated officers to oversee the implementation of the Code, policies, and its compliance. The Company promotes open and honest communication. In case an employee becomes aware of any material breach or potential breach of the Code, they are encouraged to report it to the management. Breach of the Code may include but is not limited to the following:

- Accounting or auditing irregularities
- Fraud, bribery, or any other corrupt business practices
- Any form of discrimination or harassment
- Any form of conflict of interest
- Product quality issues

The Company views all reports of potential violations seriously and ensures full investigation of all allegations while maintaining confidentiality. All employees are required to co-operate fully at the time of such investigations and failure to do so may result in disciplinary actions.

The disciplinary actions are decided based on the nature of the violation and may include penalties, suspension or even termination of employment. Based on the facts of the case, and if considered necessary by the management, appropriate regulatory authorities may be informed and involved.

If in doubt please talk to your manager---or Compliance or Legal or Human Resources or request for the relevant policies from them.

5. Questions you should ask yourself



Questions you should ask yourself

Our values and Company policies address many situations but at times they may not address all types of workplace situations. If faced with a challenge, here are some questions one should ask oneself:

1. Can my conduct harm the reputation of my company or stakeholders?
2. Will this action violate the trust of my company or stakeholders?
3. Am I ready to take responsibility for my actions and its consequences?
4. Is my action consistent with the letter and spirit of the policies?
5. Is this in violation of any law of the land?

6. Definitions



Definitions

Term	Definition
Books, Records and Accounts	These include but are not restricted to ledgers, vouchers, bills, invoices, payroll and benefit data, time sheets, expense reports, and other essential data of the Company.
Company's Assets	Company's assets include Company's buildings, plant and machinery, vehicles, furniture, confidential and proprietary information, electronic systems, computers, patents, copyrights and trademarks.
Intellectual Property	Intellectual property includes patents, trademarks, trade secrets and copyrights, as well as scientific and technical knowledge, know-how, and experience.



7. Policy owners and approvers



Policy owners and approvers

Role	Name	Designation	Approval Date
Policy owners	Ms. Anupama Pai	Head – Legal & Company Secretary	-
Approved by	Audit Committee	-	26 th August 2022
Approved by	Board of Directors	-	26 th August 2022



8. Revision History



Revision History

Version No.	Date of revision	Change control no. for reference	Summary of changes (from previous version to this version)



THANK YOU