



VITAL

SYNTHETIC LABS PVT. LTD.

Committed to Quality, Committed to a Better Future.



**SPEAK UP
STAY SAFE
YOUR VOICE MATTERS**

WHISTLEBLOWER POLICY

Vital Synthetic Labs Pvt. Ltd. encourages employees and stakeholders to report any suspected misconduct, unethical behavior, or violation of laws without fear of retaliation.

WE ARE COMMITTED TO:



Providing a safe and confidential reporting mechanism.



Protecting the identity of whistleblowers.



Investigating all reports fairly and impartially.



Taking appropriate action on substantiated reports.



Prohibiting retaliation against whistleblowers.



Encouraging a culture of integrity, transparency, and accountability.



YOU CAN REPORT:



**Toll-Free
Helpline**

+91 7799889787



Email

info@vitalsynthetics.in
compliance@
vitalsynthetics.in



Web Portal

www.vitalsynthetics.in/
whistleblower



Post

To the Compliance
Officer at
registered office

“

**Speak Up, Stay Safe –
Your Voice Matters.**

”

APPROVED BY SIGNATURE:

**G. GANGADHAR RAO
(MANAGING DIRECTOR)**



Unit I: Plot No. D-10, Industrial Estate Medchal,
Medchal - 501 401, Hyderabad, Telangana, India.

Unit II: Plot.No.278, Phase - II, IDA, Pashamylaram - 502307,
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SAFE WORKPLACE
RESPECT FOR ALL

ANTI-DISCRIMINATION POLICY



Vital Synthetic Labs Pvt. Ltd. is committed to providing a work environment free from discrimination, bias, and harassment. We treat every individual with dignity and respect and ensure equal opportunity for all in employment and career advancement, regardless of differences.



WE ARE COMMITTED TO:



Promoting equality and fairness in all aspects of employment.



Prohibiting discrimination based on race, caste, religion, colour, gender, age, disability, marital status, sexual orientation, or any other status.



Ensuring equal opportunities in recruitment, training, promotion, compensation, and all other employment practices.



Fostering a culture of respect, inclusion, and belonging.



Encouraging employees to report any discriminatory behavior without fear of retaliation.



Taking appropriate action against any act of discrimination.

EVERY PERSON HAS THE RIGHT TO:



Be treated with dignity and respect



Work in a safe, inclusive, and supportive environment



Equal opportunity and fair treatment



Zero tolerance for discrimination in any form

“

Diversity is Our Strength,
Inclusion is Our Culture.

”

APPROVED BY SIGNATURE:

G. GANGADHAR RAO
(MANAGING DIRECTOR)



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INTEGRITY IN ACTION
CORRUPTION-FREE ALWAYS

ANTI-CORRUPTION & ANTI-BRIBERY POLICY



Vital Synthetic Labs Pvt. Ltd. maintains a zero-tolerance approach towards corruption, bribery, and any unethical practices. We are committed to conducting our business with integrity and in full compliance with all applicable anti-corruption laws.

WE ARE COMMITTED TO:



Prohibiting bribery, corruption, and any form of improper advantage.



Not offering, giving, or accepting bribes or kickbacks.



Maintaining accurate and transparent records of all transactions.



Conducting due diligence with business partners and third parties.



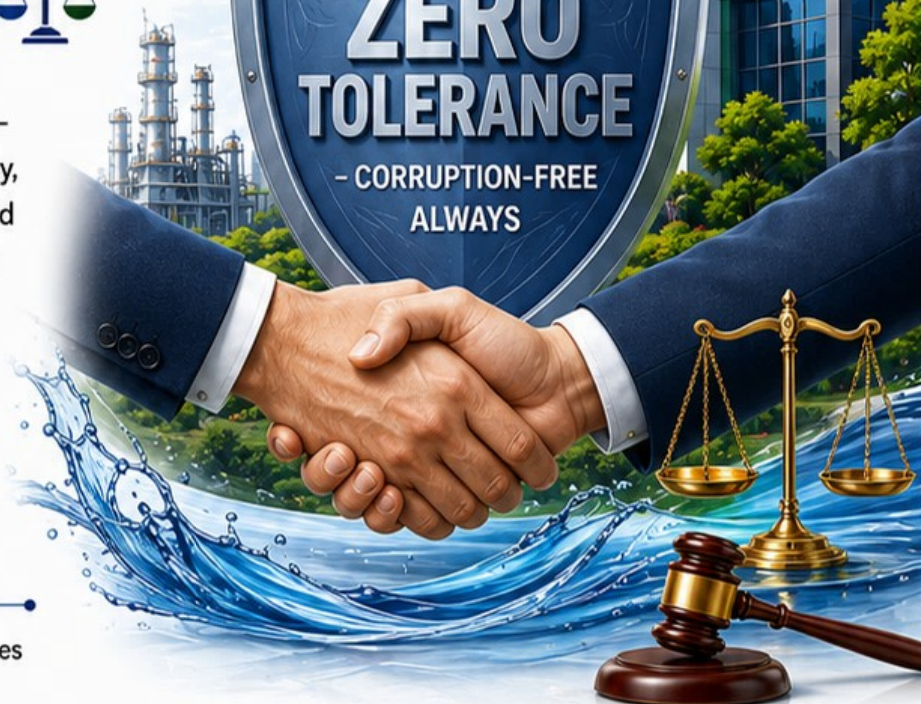
Encouraging reporting of any suspected unethical behavior.



Complying with all applicable anti-corruption and anti-bribery laws.



Providing training and awareness on anti-corruption practices.



NO BRIBERY



ZERO
TOLERANCE



TRANSPARENCY



REPORT
CONCERN

“

Integrity in Action,
Corruption-Free Always.

”

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INTEGRITY TODAY
TRUST FOREVER

BUSINESS ETHICS POLICY

Vital Synthetic Labs Pvt. Ltd. is committed to conducting all business activities with the highest standards of integrity, honesty, transparency, and professionalism. We comply with all applicable laws and regulations and foster an ethical culture that promotes trust, accountability, and responsible business practices.

WE ARE COMMITTED TO:



Conducting business with honesty, integrity, and fairness.



Complying with all applicable legal, regulatory, and customer requirements.



Prohibiting bribery, corruption, fraud, and unethical business practices.



Maintaining accurate, transparent, and reliable business records.



Respecting confidentiality and protecting intellectual property.



Promoting ethical behavior among employees, suppliers, and partners.



Encouraging fair dealings with contractors, suppliers, and communities.



Encouraging reporting of unethical behavior without fear of retaliation.



INTEGRITY



TRANSPARENCY



TRUST



ACCOUNTABILITY



ETHICAL
PRACTICES

“

**Integrity in Action,
Trust in Every Transaction.**

”

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SAFE WORKPLACE
RESPECT FOR ALL

CHILD LABOUR POLICY

Vital Synthetic Labs Pvt. Ltd. is committed to upholding the rights and dignity of every child. We strictly prohibit the employment of children in any form and comply with all applicable laws relating to child labour, including the Child Labour (Prohibition and Regulation) Act, 1986 and its amendments.

OUR COMMITMENT



We do not employ, engage or support the employment of any child in any of our operations or supply chain.



We verify the age of all employees before hiring through valid identity proofs.



We strictly comply with all applicable laws and regulations related to child labour.



We provide a safe, healthy and conducive work environment for all employees.



We support education and skill development initiatives to promote the well-being and future of children in our communities.



We have a zero tolerance policy towards any form of child labour, exploitation or abuse.



We encourage our business partners, suppliers and contractors to follow the same high standards.



WHAT IS CHILD LABOUR?

Child labour refers to work that deprives children of their childhood, potential and dignity, and that is harmful to their physical and mental development. It includes any work that:

- Interferes with the child's education
- Is hazardous or harmful to the child's health or safety
- Involves long hours or excessive workload
- Is performed under conditions that are exploitative



OUR ACTIONS

- Regularly monitor and review our operations and supply chain to ensure compliance.
- Provide training and awareness to employees and stakeholders on child labour issues.
- Report any suspected cases of child labour to the appropriate authorities immediately.
- Take appropriate corrective and disciplinary action if any violations are found.

“

Respect. Dignity & Safety –
Our Commitment Always.

”

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SAVE ENERGY
SAVE FUTURE

ENERGY POLICY

Vital Synthetic Labs Pvt. Ltd. is committed to the efficient use of energy and continual improvement in energy performance across all operations. We strive to reduce energy consumption, comply with applicable legal and regulatory requirements, and promote sustainable manufacturing practices.

WE ARE COMMITTED TO:



Conserving energy through efficient use of resources.



Complying with all applicable energy-related legal requirements.



Implementing energy-efficient technologies and practices.



Monitoring and reducing energy consumption.



Creating awareness among employees on energy conservation.



Continually improving our Energy Management System to support environmental protection and sustainable business growth.



SAVE
ENERGY



REDUCE
EMISSIONS



IMPROVE
EFFICIENCY



SUSTAIN
THE FUTURE

“

Save Energy Today
for a Sustainable Tomorrow. ”

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FAIR TODAY
SUSTAINABLE TOMORROW

FAIR TRADE POLICY

Vital Synthetic Labs Pvt. Ltd. is committed to fair, ethical, and transparent business practices with our suppliers, customers, and stakeholders.

WE ARE COMMITTED TO:



Conducting business with fairness, transparency, and honesty.



Ensuring ethical sourcing and responsible supply chain practices.



Respecting the rights of workers and communities.



Complying with all applicable trade laws and regulations.



Building long-term partnerships based on trust and mutual respect.



FAIRNESS



TRANSPARENCY



RESPONSIBLE
SOURCING



RESPECT



SUSTAINABLE
PARTNERSHIPS

“ Fair Today, Sustainable Tomorrow. ”

APPROVED BY SIGNATURE:

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RESPECT HUMANITY
RESPECT RIGHTS

HUMAN RIGHTS POLICY

Vital Synthetic Labs Pvt. Ltd. is committed to respecting and upholding the fundamental human rights of all individuals associated with our business. We are committed to creating a work environment that promotes dignity, equality, and respect for everyone.



WE ARE COMMITTED TO:



Upholding internationally recognized human rights.



Prohibiting any form of discrimination, harassment, or inhumane treatment.



Ensuring equal opportunity and fair treatment for all.



Providing safe, healthy, and fair working conditions.



Respecting the rights of our employees, contractors, suppliers, and communities.



Complying with all applicable human rights laws and regulations.



DIGNITY



EQUALITY



RESPECT



FAIRNESS



JUSTICE

“

Upholding Rights,
Building a Better Tomorrow.

”

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SAFE WORKPLACE
RESPECT FOR ALL

POSH POLICY

Vital Synthetic Labs Pvt. Ltd. is committed to providing a safe, inclusive, and respectful work environment for all employees. We have a zero tolerance for sexual harassment and are dedicated to preventing, prohibiting and redressing incidents in accordance with the POSH Act, 2013.

WE ARE COMMITTED TO:



Ensuring a respectful and dignified workplace for all.



Preventing and addressing sexual harassment.



Encouraging reporting of incidents without fear or retaliation.



Ensuring timely, fair, and confidential inquiry.



Building trust, care and mutual respect.



Creating a culture of awareness, sensitivity and gender equality.

EVERY PERSON HAS THE RIGHT TO:



Work in a safe and secure environment



Be treated with dignity and respect



Raise concerns without fear or bias



Timely action and fair redressal

“ Respect. Dignity & Safety –
Our Commitment Always. ”

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SUSTAIN TODAY
BETTER TOMORROW

SUSTAINABILITY POLICY

Vital Synthetic Labs Pvt. Ltd. is committed to conducting its business in a sustainable, responsible, and ethical manner. We strive to minimize our environmental impact, promote social responsibility, and ensure long-term economic growth through continual improvement and compliance with applicable legal and regulatory requirements.

WE ARE COMMITTED TO:



Protecting the environment by reducing waste, emissions, and resource consumption.



Conserving energy and water through efficient management practices.



Complying with all applicable environmental, health, safety, and statutory requirements.



Promoting employee health, safety, and well-being.



Supporting ethical business practices and responsible sourcing.



Encouraging innovation and continual improvement in sustainability performance.



Raising awareness among employees and stakeholders on sustainable practices.



ENVIRONMENT
PROTECTION



RESOURCE
CONSERVATION



SOCIAL
RESPONSIBILITY



ETHICAL
GOVERNANCE



SUSTAINABLE
GROWTH

“

**Sustainability Today
for a Better Tomorrow.**

”

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FAIR PAY
FAIR PLAY
RESPECT FOR
EVERY EMPLOYEE

WAGE POLICY

Vital Synthetic Labs Pvt. Ltd. is committed to paying fair and equitable wages to all employees in compliance with applicable laws and industry standards. We value the contribution of every individual and ensure transparency, timeliness, and respect in all wage-related matters.

WE ARE COMMITTED TO:



Paying fair wages that meet or exceed legal requirements.



Ensuring timely payment of wages without any deductions.



Providing equal pay for equal work.



Respecting the rights of all employees to fair compensation.



Reviewing and improving our wage practices regularly.



FAIR PAY



TIMELY
PAYMENT



EQUAL
PAY



TRANSPARENCY



COMPLIANCE

“

**Fair Pay, Fair Play –
Respect for Every Employee.**

”

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EVERY DROP COUNTS
CONSERVE WATER

WATER POLICY

Vital Synthetic Labs Pvt. Ltd. is committed to the responsible and sustainable use of water in all its operations. We recognize water as a valuable natural resource and are dedicated to conserving it through efficient management and continual improvement.

WE ARE COMMITTED TO:



Using water efficiently and preventing unnecessary wastage.



Complying with all applicable legal and regulatory requirements related to water management.



Monitoring water consumption and implementing conservation measures.



Promoting water reuse and recycling wherever technically and economically feasible.



Preventing water pollution through proper treatment and disposal of wastewater.



Creating awareness among employees on responsible water use.



Continually improving our water management practices to support environmental sustainability.



CONSERVE
WATER



REUSE
RECYCLE



REDUCE
WASTAGE



PROTECT
RESOURCES

“

Every Drop Counts –
Conserve Water, Protect the Future. ”

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CARING FOR PEOPLE
BUILDING A BETTER FUTURE

WELFARE POLICY

Vital Synthetic Labs Pvt. Ltd. is committed to the health, safety, and well-being of our employees and their families. We strive to create a supportive and inclusive work environment that enhances quality of life, encourages personal and professional growth, and ensures overall well-being.



WE ARE COMMITTED TO:



Providing a safe, healthy, and hygienic work environment.



Promoting physical, mental, and emotional well-being of employees.



Supporting education and skill development opportunities.



Ensuring social security and welfare benefits as per applicable laws and company provisions.



Promoting work-life balance and respecting the personal time of employees.



Supporting employee and family welfare through various initiatives and programs.



Encouraging inclusion, diversity, and equal opportunity for all.



Continuously improving welfare facilities based on employee needs and feedback.



HEALTH & SAFETY



WELL-BEING



GROWTH & DEVELOPMENT



SOCIAL SECURITY



EQUALITY & INCLUSION



CARE & SUPPORT

“

Caring for People,
Building a Better Future.

”

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