



Inspiring Human Belief  
in a Healthier World

## Policy Against Remuneration

---

- The Remuneration Policy of Hetero is designed to attract, motivate and retain talent in a competitive and international market either in the roles of Hetero or through contract system.
- Hetero shall respect the right of personnel to a living wage and ensure that wages paid shall always meet at least legal or industry minimum standards, or collective bargaining agreements (where applicable) and shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.
- Hetero shall ensure that deductions from wages are not made for disciplinary purposes.
- Exceptions to this rule apply only when both of the following conditions exist:
- Deductions from wages for disciplinary purposes are permitted by national law; and a freely negotiated collective bargaining agreement is in force.
- Hetero shall ensure that personnel's wages and benefits composition are detailed clearly and regularly in writing for them for each pays period. Hetero shall lawfully render all wages and benefits due in a manner convenient to workers/staff, but in no circumstances in delayed or restricted forms, such as vouchers, coupons or promissory notes.
- All overtime shall be reimbursed at a premium rate as defined by national law or established by a collective bargaining agreement.
- Hetero shall not use labour-only contracting arrangements, consecutive short-term contracts, and/or false apprenticeship or other schemes to avoid meeting its obligations to personnel under applicable laws & regulations pertaining to labour and social security.
- Hetero shall periodically review and improve the above Remuneration Policy to ensure its continual suitability and would also ensure that it is understood and implemented at all levels of the organizations.
- Hetero shall strive to put efforts for promoting awareness on Remuneration policy in our employees and related interested parties.
- Hetero shall monitor and measure the process against the requirement and take actions to continually improve the system.

**Dr. Vamsi Krishna Bandi**  
Managing Director  
Hetero Group of Companies

1 September, 2022