InstaPill®

CODE OF CONDUCT

Policy Number: IP/HR/01

Effective Date: 30.01.2026

InstaPill Private Limited recognizes that all its employees are representative of the organization and, as such, they share the privilege and responsibility for upholding the reputation of the organization each time they act ethically and legally by which the organization will be judged as an employer, customer, supplier, business partner, and an investment opportunity.

Organization also recognizes that it has a responsibility for all the actions of its employees in connection with the activities of the company. InstaPill is committed to act with integrity in all aspects of work, including research, development, manufacturing, distribution, marketing, government interactions, sales and promotion.

InstaPill will comply with all applicable laws and regulatory requirements and will act responsibly in its relationships with all stakeholders including healthcare professionals, patients, consumers, hospitals, academics, governments, regulatory entities, business partners, customers, suppliers and vendors. Organization is committed to conducting its business in a way that ensures fair competition and will be honest and fair in all business dealings.

For this purpose, the organization has drawn up a Code of Ethics that it believes will demonstrate that the organization operates in a manner that avoids any suggestion of improper or personal motives or actions. This Code of Conduct is intended to enhance the InstaPill's good reputation by operating in conjunction with the Code of Ethics.

Therefore, all employees are expected to conduct themselves in accordance with this Code at all times. Organization expects employees to conduct themselves to high standards in all that they do, in particular:

- To place the best interests of the organization and your colleagues above personal motives or interests
- To show consideration and respect for your colleagues and ensure there is no discrimination, or harassment, nor tolerate other doing so
- To treat others as they themselves would wish to be treated
- To use behavior that is appropriate to the local culture
- Be mindful and considerate of the environment in which we operate
- Make decisions based on sound, defensible reasons
- Abide by the organization rules and any rules that may be specific to the location you are working at or visiting
- To work to the best of your ability to fulfill your contract or employment
- To be open and honest in everything you do

Organization may reasonably be expected to:

- Nurture and develop the abilities of all employees
- Allow access to training for all employees and provide practical support
- Ensure the safety and well-being of all employees in the workplace
- Provide pay and benefits that are timely and in line with the Industry benchmark
- Support employees to succeed through clear KRAs or accountabilities, ongoing support, personal development and recognition of achievements
- Communicate, consult, listen and respect the points of view of employees
- Provide stimulating and challenging work
- Provide an environment without discrimination or harassment
- Provide the requisite infrastructure and working conditions to employees to execute their deliverables

In case of uncertainty in interpretation, employees should seek clarification from their Reporting Manager or PC Manager. Functional Heads are expected to ensure compliance with this Code of Conduct. Any employee who feels that this code is being breached my raise the matter with the appropriate manager using the guidelines of the Grievance Policy.

This code will be applied in the same fair and consistent way to all employees and in accordance with all other relevant policy documents. Failure to adhere to this code may result in disciplinary action which, in turn, may lead to termination of employment. This code will be reviewed and updated periodically by Corporate Human Resources.

Applicable at: InstaPill Private Limited	**Effective date:** 30.01.2026
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