



Inspiring Human Belief
in a Healthier World

Policy On Disciplinary Actions

- We at Hetero shall not entertain any kind of violations with respect to the Code of Conduct and related policies.
- All disciplinary actions by the management are subject to the terms and conditions specified under the Certified Standing Orders & Code of Conduct of the organizations.
- No harsh or inhuman treatment like physical abuse or the threat of physical abuse or other harassment and verbal abuse or other forms of intimidations are practiced.
- Disciplinary actions follow the hierarchy of actions based on the intensity of the same.
- Awareness on disciplinary policy is promoted among all employees including contract employees during induction trainings and other forums.
- Establish the process necessary to deliver the results in accordance with the requirements and implement the process to ensure proper training has been provided to all employees.
- Monitor and measure the process against the requirement and take actions to continually improve the system.

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Dr. Vamsi Krishna Bandi
Managing Director
Hetero Group of Companies