



BirlaNu Supplier Code of Conduct

Introduction

BirlaNu ("the Company") is committed to conducting business with integrity, sustainability, and social responsibility. We recognize that our suppliers play a critical role in achieving these goals. This Supplier Code of Conduct ("Code") outlines the minimum standards we expect from our suppliers in areas of sustainability, regulatory compliance, labour practices, and ethical conduct. This Code applies to all suppliers, contractors, consultants, and service providers engaged in business with BirlaNu and its subsidiaries.

By adhering to this Code, suppliers contribute to a partnership built on trust, respect, and mutual growth. BirlaNu reserves the right to update this Code periodically and expects suppliers to stay informed and comply with the latest version.

1. Sustainability Practices

- 1.1. **Environmental Responsibility:** Suppliers are required to comply with all applicable environmental laws and regulations. Additionally, they must:
 - Implement measures to reduce energy consumption, greenhouse gas emissions, and waste.
 - Promote water conservation and pollution control practices.
 - Use renewable resources wherever feasible.
 - Avoid activities in areas of high ecological value unless certified by a recognized body.
 - Maintain ISO certification or equivalent environmental management systems.
- 1.2. **Circular Economy:** Suppliers should prioritize waste minimization through the principles of Refuse, Reduce, Reuse, and Recycle. Proper management of hazardous materials and disposal must comply with all local regulations.
- 1.3. **Climate Change Commitment:** Suppliers are encouraged to share their Scope 1 and Scope 2 emissions data and work towards reducing their carbon footprint in alignment with the Science-Based Targets Initiative (SBTi).

2. Compliance and Ethical Practices

- 2.1. **Legal Compliance: Suppliers** must comply with all applicable laws, regulations, and industry standards, including but not limited to:
 - Environmental regulations.
 - Employment and labour laws.
 - Health and safety regulations.
 - Anti-corruption and anti-bribery laws.
- 2.2. **Anti-Corruption and Fair Competition:** Suppliers are expected to:
 - Prohibit any form of bribery, corruption, or fraudulent activities.
 - Compete fairly and not engage in anti-competitive practices.
 - Avoid conflicts of interest by disclosing any potential or actual conflict to BirlaNu.
- 2.3. **Confidentiality and Data Protection:** Suppliers must protect all confidential information shared by BirlaNu and comply with applicable data protection laws. Sharing such information with third parties is strictly prohibited without prior written consent.

3. Labour Practices

- 3.1. **Human Rights:** Suppliers must uphold internationally recognized human rights as outlined in the United Nations Global Compact. This includes respecting the rights of local communities and avoiding complicity in human rights abuses.

3.2. Child and Forced Labour:

- Suppliers must not employ individuals below the legal working age or engage in any form of forced or bonded labour.
- Maintain documentation verifying the age and employment history of all workers.

3.3. Non-Discrimination and Equal Opportunity: Suppliers are expected to promote diversity and provide equal opportunities regardless of race, gender, ethnicity, religion, disability, or any other protected characteristic.

3.4. Wages and Working Hours: Suppliers must ensure:

- Payment of fair wages, meeting or exceeding local minimum wage requirements.
- Compliance with laws regarding working hours, overtime, and rest periods.

3.5. Health and Safety: Suppliers must provide a safe and healthy workplace by:

- Identifying and mitigating workplace hazards.
- Providing appropriate personal protective equipment (PPE) and safety training.
- Reporting and investigating workplace incidents to prevent recurrence

4. Implementation and Monitoring

4.1. Supplier Obligations: Suppliers are expected to:

- Cascade the principles of this Code throughout their supply chains.
- Establish internal policies and systems to ensure compliance with this Code.

4.2. Assessments: BirlaNu reserves the right to conduct assessment of suppliers' facilities and operations to ensure compliance. These assessments may be conducted by BirlaNu representatives.

4.3. Reporting Violations: Suppliers must report any suspected violations of this Code, whether by their personnel or sub-suppliers, to BirlaNu via designated grievance channels. Confidentiality and protection for whistle blowers will be ensured.

4.4. Consequences of Non-Compliance: Failure to comply with this Code may result in:

- Development of corrective action plans.
- Suspension or termination of the business relationship.
- Legal actions, as deemed necessary

5. Acknowledgment and Declaration

Suppliers must acknowledge their understanding and commitment to this Code by signing and returning the attached declaration.

Supplier Declaration:

We, the undersigned, confirm that we have read, understood, and agree to comply with the BirlaNu Supplier Code of Conduct. We commit to ensuring adherence to the principles outlined herein throughout our operations and supply chain.

Supplier Name:

Authorized Representative Name:

Designation:

Signature:

Date: