



# Jubilant Supplier Code of Conduct

**Effective 1<sup>st</sup> September 2022**

Jubilant \_\_\_\_\_ (the “Company”) is committed to doing business ethically and responsibly and expects the same of its **Suppliers**. Supplier means any person, firm or entity which supplies raw materials, ingredients, packaging, engineering products, capital goods and equipment, etc., and renders any jobs or services to the Company including projects, R&D, repairs and maintenance, distribution, transportation, warehousing, customs, information technology, consulting on regulatory, HR, finance, treasury, insurance, legal, tax, etc.

In support of this commitment, Company has developed this Supplier Code of Conduct to convey its expectations of its Suppliers with regards to compliance with laws, ethical business practices and fair treatment of people and surroundings.

Company Suppliers should strictly observe and comply with all of the fundamental principles stated below, as well as the Company Code of Conduct, as applicable. Company may verify its Suppliers’ compliance with this Code, through audits for which Supplier shall extend full cooperation & fair treatment to Jubilant representatives on site. Violations of this Code could be grounds for termination of the Supplier’s business relationship with Company, and such Supplier could also be precluded from future business.

1. Act in compliance with laws. Supplier shall maintain awareness of and comply with all applicable laws and regulations of the countries where they operate, including, but not limited to – where applicable – anticorruption laws, customs regulations, export and trade control laws, transportation laws, good manufacturing practices & regulations, fair trade practices and competition laws, etc.
2. Do business ethically. Supplier shall not pay bribes or provide kickbacks or give anything of value or extend any favours or services to secure business or any business advantage. Supplier shall not allow itself to be used as a vehicle for any money laundering activities.
3. Prohibition of inappropriate gifts, meals and entertainment. Supplier shall not provide or offer gifts, meals or entertainment (including cash or cash equivalents), nor any material or services to Company personnel for their personal use (even on payment basis) that could appear to inappropriately influence a business decision at the Company. Business courtesies of nominal value may be offered only in a manner consistent with the Company Code of Conduct (The total value of such gifts received in a fiscal year should not exceed USD50 or INR3000).



4. Demonstrate respect for people. Supplier shall seek to employ a diverse workforce, provide a work place free of discrimination and harassment and treat employees fairly, including with respect to wages, working hours, benefits and working conditions.
5. Conflict of Interest. In the event where any relative of a Supplier is working/likely to work with the Company or a Jubilant affiliate, then it is expect that details of such person(s) are disclosed by the Supplier to the Company prior to the start of the contract or engagement with the Company, or immediately upon such relative(s) commencing working for the Company or its affiliates, failing which such undisclosed conflicts of interest will render the Supplier liable for action by the Company including termination, blacklisting etc.
6. Respect fundamental human rights. Supplier shall ensure that the products and materials they sell or the services they render to Company are not created by using child labour, forced labour or through the victims of human trafficking and shall take all steps to eliminate such practices in their supply chains.
7. Provide a safe working environment. Supplier shall provide to its employees and contracted services providers, a safe, clean and healthy working environment, systems and tools that are necessary to ensure compliance with all relevant laws, rules and regulations. It shall strive to prevent occupational injuries and safety incidents including during transportation for which it shall engage qualified logistics service providers having certified containers, facilities, personnel, systems, practices and capability to respond to all emergencies so as to minimise any adverse impact on environment or the communities that it operates in.
8. Comply with environmental regulations. Supplier shall conduct its businesses and operate its facilities in a manner compliant with applicable environmental laws, regulations and industry standards and shall support Company's efforts to operate sustainably.
9. Provision of high-quality products and services. Suppliers will need to demonstrate that they have quality management systems. Suppliers within the food and drug value chain need to have robust food and drug safety systems in place.
10. Keep accurate books and records. Supplier shall maintain accurate books and business records as required by applicable legal and regulatory requirements and accepted accounting practices.
11. Manage and protect information. Supplier shall take appropriate steps to protect Company's proprietary or confidential information, intellectual properties and trade secrets, including the privacy of information and data of Company's employees and customers.



- 12. Reputation, Image and Brand. Suppliers shall not take any action that compromises or could be detrimental to the Company name, its reputation, brand, and/or its product trademarks. Supplier, nor its constituents and representative, shall not make any disparaging, derogatory, defamatory, inflammatory, disrespectful, obscene, threatening, abusive and/or malicious releases, statements, posts, including on social media, about Jubilant, its affiliates and group companies, and/or their shareholders, promoters, directors, officers or employees.
  
- 13. Reporting of Misconduct: Where the Supplier receives any requests in, or otherwise becomes aware of any suspected, violation of this Supplier Code of Conduct, the Supplier needs to report the same to the Ombudsperson, Company at [ombudsperson@jubl.com](mailto:ombudsperson@jubl.com) or by post to Post Box No. 4374, Ombudsperson - Jubilant Group, New Delhi.
  
- 14. Acknowledgement of Supplier Code of Conduct

I have received and read the Supplier Code of Conduct of Jubilant 2022. We undertake to abide by and follow the terms and condition mentioned in the said Supplier Code.

Signature  
Name \_\_\_\_\_  
Address \_\_\_\_\_  
Name \_\_\_\_\_  
Designation \_\_\_\_\_  
Date \_\_\_\_\_