



**SUPPLIER CODE OF CONDUCT  
OF  
JAYASWAL NECO INDUSTRIES LIMITED**

## **1. Objective**

This 'Supplier code of conduct' outlines the approach code of conduct applicable to the suppliers of Jayaswal Neco Industries Limited ("The company")

The Company expects all its Suppliers to operate in accordance with the responsible business principles detailed in this Code of Conduct and in compliance with all applicable laws and regulations. The Company expects its suppliers to implement code similar to this with their own business partners.

## **2. Scope**

This Supplier code of conduct is applicable to the suppliers of the Company.

## **3. Implementation**

The Company's suppliers are required to acknowledge and implement this code of conduct. If there are any gaps in implementation, suppliers are expected to plan and implement time-bound improvement plan.

In the incidence of severe violation of this code, the Company reserves the right to take actions including termination of the contract.

## **4. Grievance Redressal**

The Company expects its Suppliers to have a grievance redressal mechanism under which the Employees can voice their concerns without fear of any retribution. All grievances are to be investigated fairly within a reasonable timeline. The Company also encourages its Suppliers ,voice their opinion about the potential and actual violation of this code to the Management of the company. This Code of Conduct should be read with the Supply Chain Policy adopted by the Company, wherein Company has described procedure for implementation of this code.

## **5. Supplier Code of Conduct:**

### **a. Working conditions and Employment practices**

- i. Respect, adopt and implement all laws and regulations related to labour practices and the protection of human rights.
- ii. Ensure fair treatment and refrain from discrimination of any form as prohibited by national laws.
- iii. Commit to a workplace free of abuse and free of harassment of any kind.
- iv. Establish fair processes for grievance redressal, disciplinary action and employment termination
- v. Respect rights of freedom of association of employees.
- vi. Comply with local/state/national work hour requirements for workers.
- vii. Comply with all applicable laws of paid sick leave, paid annual leave & paid parental

leave.

b. Health & Safety

- i. Suppliers should provide a safe, secure and healthy workplace to all its workforce.
- ii. Ensure that hazard identification, measurement and mitigation process is in place.
- iii. Ensure compliance with all local/state/national laws and regulations.
- iv. Conduct periodic safety training for all its workforce.
- v. Enable the workforce to report unsafe/ unhealthy workplace conditions without any fear of retribution. Such complaints should be investigated and remedied within a reasonable time frame.

c. Environment

- i. Suppliers should proactively incorporate environmental considerations into their operations and strive to minimize the negative impacts on the environment.
- ii. Comply with all applicable local/state/national environmental laws and regulations.
- iii. Plan and implement an environmental monitoring system to identify, measure and monitor performance to minimize the environmental impact of its operations.
- iv. Plan to promote environmental friendly technologies in their operations.

d. Business Ethics:

- i. Suppliers should adhere to the anti-corruption & anti-bribery policy as defined by the company
- ii. Disclose actual or potential conflict of interest to the company
- iii. Adhere to data privacy laws and be compliant with the contractual requirement of confidentiality
- iv. Exercise quality and sustainability due diligence for the design, manufacture, testing and production of products.

## **6. Review of the Code of Conduct**

This Code of Conduct would be reviewed periodically and the updated Code of Conduct would be made available on the website.