

Scope:

This Supplier code of conduct of Chieron apply to all Business Partner within India and globally where we have/will have a contractual relationship, including contractors, Business Partner of goods and services.

This supplier code of conduct will form an integral part of all new or renewed commercial agreements between Business Partner and us.

Responsibility

Head Human Resource and Procurement team is responsible for Execution and Implementation of this policy.

Requirements:

All Business Partner must adhere to the following principles:

1. Environment Protection:

The Business Partner are expected to maintain compliance with all applicable environmental laws and regulations in their operations. It is expected that Business Partner will work towards energy conservation, energy efficiency and reduce Greenhouse Gas emission (GHG) from its operations.

2. Laws And Regulations:

The Business Partner shall comply with all applicable national and international laws, rules and regulations and requirements in the country of operation specially related to Human rights, Governance, Environment, Health & safety and Data security.

3. Employment Practices /Human Rights:

The Business Partner shall follow fair employment practices and respect human rights instruments, among others, the following principles:

- Business Partner shall not employ anyone under the legal working age, nor physical or other unlawful abuse or harassment in any of their businesses.
- Business Partner shall ensure that there is no forced labor, slavery or human trafficking within their operations and their supply chain.
- Business Partner shall judge their employees upon their abilities and not discriminate based on any condition or characteristic which is protected by applicable law or regulation such as gender, race, religion etc.

Business Partner shall respect each employee's right to associate and right to collective bargaining and Work hours, wages and benefits shall be in compliance with all applicable laws.

The Business Partner shall respect and follow international norms of corporate behavior e.g., UN Guiding principles, OECD Guidelines, International sanctions etc.

4. Health & Safety:

We expect our Business Partner to provide a safe work environment in compliance with local laws and sector practices and to implement policies and regulations to minimize accidents or injuries and the health wellbeing of its employees.

Chieron Active Ingredients Private Limited

No.69, Chandrapadiya Village, Vinjamur mandal,Nellore District-524 228

5. Fair Competition:

We are committed to fair competition practice in the marketplace. The Business Partner shall not communicate with competitors regarding current or future prices, production levels or any other information that relates to the marketplace.

6 Bribery And Corruption:

We have a strict policy against bribery and corruption. Business Partner shall not offer any bribe or provide entertainment and gifts or anything of value directly or indirectly to government officials or others to influence them in the performance or non-performance of their duties or induce them to use their influence or secure any improper advantage or to retain business with us.

7. Money Laundering:

Business Partner shall comply with "Anti-Money Laundering Laws", "Anti-Bribery Laws" and "Anti-Corruption Laws" means all applicable anti-bribery and anti-corruption laws / statutes / regulations / guidelines / codes stipulated by relevant governmental authorities. (Collectively referred as 'AML & ABAC Laws').

8. Alcohol & Contraband

Business Partner shall committed to the health, safety and well-being of its employees, their families, its customers, and other stakeholders. It is acknowledged that Alcohol and Contraband Usage can have detrimental effect(s) on work performance and behaviour, and that, performing work under the influence or while in possession of alcohol or Contraband can imperil health, safety and well-being of the person and put those around at risk.

9. Anti-Terrorism

Business Partner shall Strengthening security measures to prevent terrorist attacks. Enhancing intelligence and information sharing to identify and thwart terrorist threats. Implementing laws to prosecute and punish terrorists and their supporters.

10. Unfair Trade Practices

Business Partner shall desist from any unfair or anti-competitive trade practices in accordance with all applicable anti-trust laws.

11. Monitoring of compliance:

The Business Partner will be expected to conduct periodic self-assessment and submit results to us. Depending on need and risk level, our nominated agency personnel shall be allowed access to your premises to monitor compliance with this supplier code of conduct.

Please return a copy of this supplier code of conduct to us as a token of your review and acceptance.

Full Name (Authorized person)

Designation

Date of Signature with seal