

Title: Supplier Code of Conduct Policy

Doc. No.: L3-PUR

Rev. No.: 00

Effective Date: 01/03/ 2020

Date : 01/03/2020

1. Purpose

The purpose of this Supplier Code of Conduct (“Code”) is to define the standards of ethical, social, environmental, and legal behavior expected from all suppliers, vendors, contractors, and business partners of **Oriental Rubber Industries Pvt. Ltd.** The Code supports our commitment to integrity, sustainability, safety, and responsible business.

2. Scope

This Code applies to all suppliers, vendors, contractors, and service providers who provide goods or services (directly or via subcontractors or agents) to **Oriental Rubber Industries Pvt. Ltd.**, in all countries and locations where we operate.

3. Definitions

Supplier: Any individual or entity supplying goods or services to the Company.

Subcontractor / Agent: Any third party engaged by Supplier to fulfill its obligations.

Conflict of Interest: Any situation where private interests may conflict with professional obligations.

4. Legal & Regulatory Compliance

Suppliers must comply with all applicable laws, statutes, regulations, and regulatory requirements in the jurisdictions in which they operate. This includes, but is not limited to, import/export law, labor laws, health and safety regulations, environmental legislation, and product safety.

5. Business Integrity & Ethics

Prohibit bribery, corruption, extortion, or facilitating payments in any form. Maintain transparency in all dealings with the Company. Avoid conflicts of interest and disclose them if they arise. Ensure accurate record keeping and financial reporting.

6. Human Rights & Labor Standards

No child labor, forced labor, bonded labor, or human trafficking. Working hours should meet legal standards; overtime compensated appropriately. Wages & benefits must meet or exceed legal minimums. Provide a discrimination-free, inclusive work environment. Ensure freedom of association and collective bargaining.

7. Health, Safety & Working Conditions

Provide a safe and healthy workplace. Ensure employees have proper PPE and safety training. Prevent unsafe conditions & accidents. Emergency preparedness plans must be in place.

Title: Supplier Code of Conduct Policy

Doc. No.: L3-PUR

Rev. No.: 00

Effective Date: 01/03/ 2020

Date : 01/03/2020

8. Environment, Sustainability & Resource Use

Comply with environmental laws. Minimize emissions, waste, and environmental impact. Use energy, water, and other resources efficiently. Promote recycling, reuse, and sustainable materials.

9. Product & Service Quality & Safety

Ensure goods/services meet agreed technical, quality, safety, and regulatory standards. Undertake necessary testing, certification, or compliance (e.g. ISO, CE, BIS). Maintain product traceability and promptly notify the Company of any non-conformance or recalls.

10. Data Protection & Confidentiality

Safeguard any confidential or proprietary information provided by **Oriental Rubber Industries Pvt. Ltd.** Use data only for agreed purposes. Comply with relevant data protection laws.

11. Fair Competition & Antitrust Compliance

Conduct business in compliance with competition laws. Do not engage in price-fixing, bid-rigging, or other anti-competitive behavior.

12. Ethics Reporting & Whistleblowing

Suppliers are encouraged to report any behavior that conflicts with this Code. Provide a mechanism for complaints or reporting. Protect whistleblowers from retaliation.

13. Monitoring, Audits & Compliance

Oriental Rubber Industries Pvt. Ltd. has the right to audit or inspect supplier facilities for compliance with this Code. Suppliers must provide access, information, and records. Non-compliances must be corrected in a timely manner.

14. Subcontractors / Agents / Tier-2 Suppliers

Supplier must ensure their subcontractors / agents also follow equivalent standards. Responsibility for compliance flows down the supply chain.

15. Certification & Documentation

Suppliers may be asked to provide certifications (e.g. ISO 9001, ISO 14001, OHSAS/ISO 45001). Maintain all required licenses, approvals, and permits.

16. Consequences of Non-Compliance

Non-compliance may lead to corrective actions, suspension of orders, or termination of the supplier relationship. **Oriental Rubber Industries Pvt. Ltd.** may refuse non-conforming product or services at supplier's cost.