

**EVEREADY INDUSTRIES INDIA LIMITED**  
**Policy/Code for Suppliers & Service Providers**

**PREAMBLE**

The Code of Conduct for Suppliers & Service Providers ("the Code") reflects the Company's commitment to respect human rights and promote sustainability across the supply/value chain. This Code upholds the spirit outlined in the International Labour Organisation Guidelines and United Nations Guiding Principles on Business and Human Rights as well as best practices founded inter alia, on the core values of integrity, equality, accountability, sustainability and environmental consciousness.

**OBJECTIVES**

This Code requires the Suppliers & Service Providers of Eveready Industries India Ltd., (EIII) and their facilities to comply with applicable laws, respect human rights, environmental regulations and meet the requirements of this Code. EIII's published policies and procedures, on its commitment to sustainability are available at the website of the Company.

**APPLICABILITY**

All of the Suppliers & Service Providers including, but not limited to contractors, agents and consultants, and business and other partners of EIII are expected to meet the requirements of this Code.

**POLICY/CODE**

***Compliance***

At a minimum, Suppliers & Service Providers must operate in full compliance with the applicable laws, rules, regulations, codes and ethical standards of the countries, states, and localities in which they operate or where they provide products, people, or services to or for EIII.

***Safety, Health & Environment***

Suppliers & Service Providers shall comply with all applicable environmental/pollution control laws and regulations, provide safe and healthy working conditions, minimize waste generation, identify and implement ways to progressively reduce carbon footprint and conserve energy and are encouraged to implement the concepts of Reduce, Reuse and Recycle. Proper and safe handling, storage and disposal of substances and materials should be followed by the Suppliers & Service Providers. A continuous programme of safety audit and investigation is encouraged to be implemented.

***Human Rights***

Suppliers and Service Providers are encouraged to respect human rights within and beyond workplace including that of vulnerable and marginalised groups, discourage human rights abuses and establish processes to assess and manage the respect and promotion of human rights at their workplace inclusive of setting up of a grievance redressal mechanism for addressing all human rights issues.

***Child Labour & Force Labour***

Suppliers & Service Providers shall not engage in child labour, (i.e. employ any person below the age of 18 years), shall not use forced or compulsory or bonded labour in any form, ensure that no employee is made to work against his/her will and shall refrain from engaging with vendors and suppliers who resort to using child labour and forced labour.

***Anti-Discrimination***

Suppliers & Service Providers shall provide a work environment free from discrimination in any form whatsoever in any aspect of employment on the grounds of race, colour, religion, ethnic or national origin, age, disability, gender identity or sexual orientation, political beliefs, gender or marital status, including but not limited to sexual harassment. Diversity and equal employment opportunities on the basis of merit and ability, shall be promoted.

***Freedom of Association and Right to Collective Bargaining***

Suppliers & Service Providers shall respect that all workers / employees have the freedom to association and right to collective bargaining if applicable. They shall under no circumstances be harassed or intimidated in the exercise of their right to join any organization.

***Wages and Working Hours***

Suppliers and Service Providers shall follow all applicable laws regarding working hours, wages and overtime pay. Workers must be paid at least the minimum legal wage or a wage that meets local industry standards.

### ***Conflict of Interest***

Suppliers and Service Providers must avoid conflicts of interest in their business dealings with the Company and shall identify and disclose any such any actual or potential conflict of interest, that could compromise on its responsibilities to EILL or create a perception of unfairness or lead to uncompetitive favours, including of interest of any employee of EILL or his/her immediate family members in their business. A Conflict of Interest exists where the interest or benefits of one person or entity conflict with the interest or benefits of EILL.

### ***Ethics, Anti- Corruption & Bribery***

Suppliers & Service Providers will comply with all business ethics and are expected to act honourably and with integrity with all business dealings and never offer, attempt to offer, authorize or promise or accept any bribe, dishonestly misappropriate property/money, cheat, give charity/payments for commercial advantages. Offering and Acceptance of Gifts to induce or reward illegal or unethical conduct or influence decisions or to gain advantage, should be strictly governed. Any instances of alleged corruption should be investigated and monitored.

### ***Product Life Cycle Sustainability***

Suppliers & Service Providers shall endeavour to work continuously towards sustainability and safe and optimal resource utilisation over the life-cycle of its products from design to disposal and promote sustainable consumption including recycling of resources wherever possible, continue to progressively factor in relevant social and environmental considerations during the development and manufacturing processes and work towards sourcing significant raw materials, products and services in a manner so as to continuously improve the balance between social, economic and environmental impacts

### ***Product Responsibility***

Suppliers & Service Providers shall comply with all regulatory requirements pertaining to the health and safety impacts of its products as relevant, as relevant and endeavour to use sustainably sourced ingredients in products and accepted standards of manufacturing in relevant businesses, raise consumer awareness on the products including but not limited to details of contents, safe usage and disposal/recycling, if any, through product packaging/labelling and/or other appropriate communication, enable customers in making informed purchase decisions through factual and truthful disclosure of relevant information, comply with relevant regulations concerning marketing communications, including advertising, promotion and sponsorship, work towards sustainable consumption of natural resources while producing goods and provide adequate grievance handling systems for customer / consumer feedback so as to be able to continuously improve upon its products.

### ***Intellectual Property***

Suppliers & Service Providers acknowledges and respects EILL's intellectual property rights and understands that it does not have a right to EILL's intellectual property rights and agrees that it will take all actions necessary to protect EILL's intellectual property and EILL Brand integrity, and accepts responsibility to hold their Suppliers & Service Providers & Service Providers and sub-contractors accountable as well. Suppliers & Service Providers shall recognise and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property, wherever relevant.

### ***Enforcement & Breach***

Each and every unit of the Suppliers & Service Providers and its sub-contractor or Tier 2 supplier are expected to comply with this Policy/ Code. Suppliers & Service Providers shall advise and keep informed its subsidiaries, associates, joint ventures, sub-contractors, Tier 2 Suppliers & Service Providers and employees of this policy/code and to comply with its terms and shall be responsible for any non-compliance of the terms by its sub-contractors, Tier 2 -Suppliers & Service Providers and employees and will notify EILL immediately on becoming aware of any non-compliance and will take immediate necessary actions to remedy any non-compliance.

### ***Assessment & Audit***

EILL reserves it right it verify compliance with this Code at any time through audit and assessment mechanisms including self-certification.

EILL may modify those policies and procedures, including this Code, from time to time and the Supplier should always consent to and comply with the latest version.