

## Supplier Code of Conduct

**Purpose:** At Jubilant Ingrevia Limited, our suppliers are integral to our success. Our supplier strategy is designed to foster strong, collaborative, and long-term partnerships that support our goals of business growth, profitability, innovation, and sustainability.

The **Supplier Centre** serves as a centralized platform offering current and prospective suppliers access to essential tools, policies, and sourcing and logistics information. It provides a single-window interface to help suppliers understand our expectations and the value they can expect from partnering with us.

### What We Expect from Our Suppliers

We seek to collaborate with suppliers who demonstrate:

- A commitment to reliable and long-term supply relationships
- The capability to deliver raw materials and services that support innovation
- A global presence to meet diverse and strategic geographic needs
- Cost competitiveness and operational efficiency
- A proactive approach to sustainable development through environmentally responsible solutions
- Adherence to responsible and ethical business practices
- Consistency in supply, service, and quality
- A commitment to Responsible Care®, the chemical industry's global voluntary initiative to improve health, safety, and environmental performance
- Compliance with the highest standards of ethical conduct as outlined in our Supplier Code of Conduct



## **Supplier Code of Conduct**

At Jubilant Ingrevia Limited, we are committed to conducting business ethically, responsibly, and in compliance with all applicable laws. We expect our suppliers to uphold the same standards of integrity and accountability.

A supplier refers to any individual, firm, or entity that provides raw materials, ingredients, packaging, engineering products, capital goods, equipment, or services to Jubilant Ingrevia Limited. This includes, but is not limited to, support in areas such as projects, R&D, repairs and maintenance, distribution, transportation, warehousing, customs, IT, and consulting across regulatory, HR, finance, treasury, insurance, legal, and tax domains.

To reinforce this commitment, Jubilant Ingrevia has developed this Supplier Code of Conduct to clearly communicate our expectations regarding legal compliance, ethical business practices, and the fair treatment of people and the environment.

Suppliers are expected to strictly adhere to the principles outlined in this Code, as well as the Jubilant Ingrevia Company Code of Conduct, where applicable. We reserve the right to verify compliance through audits, during which suppliers are expected to extend full cooperation and fair treatment to Jubilant representatives. Any violation of this Code may result in termination of the business relationship and exclusion from future engagements.

### **1. Compliance with Laws and Regulations**

Suppliers must adopt this Code and ensure its principles are cascaded throughout their supply chains. They are expected to comply with all applicable laws and regulations, including:

- Anti-corruption and anti-bribery laws
- Customs and trade control regulations
- Transportation laws
- Good manufacturing practices
- Fair trade and anti-competitive practices

Suppliers must maintain adequate documentation to demonstrate compliance and provide access for verification upon reasonable notice.

## **2. Ethical Business Conduct**

Suppliers must not engage in unethical behavior, including bribery, corruption, or conflicts of interest. They must:

- Avoid offering any improper advantage to influence business decisions
- Refrain from anti-competitive, unfair, or deceptive trade practices
- Conduct all dealings with integrity, transparency, and legal compliance

## **3. Gifts, Hospitality, and Business Courtesies**

Suppliers must not offer gifts, meals, entertainment, or personal benefits to Jubilant employees that could influence business decisions. Nominal courtesies are permitted only if:

- They comply with Jubilant's Code of Conduct
- The total value does not exceed USD 50 or INR 3,000 per fiscal year

## **4. Respect for People**

Suppliers must:

- Promote diversity and inclusion
- Provide a workplace free from discrimination and harassment
- Ensure fair treatment in wages, working hours, benefits, and conditions

## **5. Conflict of Interest Disclosure**

Suppliers must disclose any relationships where a relative is employed by Jubilant Ingrevia or its affiliates. Failure to disclose such conflicts may result in termination or blacklisting.

## **6. Human Rights and Labor Practices**

Suppliers must:

- Uphold fundamental human rights
- Prohibit child labor, forced labor, and human trafficking
- Respect employees' rights to associate and bargain collectively

## **7. Health and Safety**

Suppliers must provide a safe, clean, and healthy work environment, including:

- Compliance with safety regulations
- Prevention of occupational injuries and incidents
- Use of qualified logistics providers with certified systems and emergency response capabilities

## **8. Environmental Responsibility**

Suppliers must operate in an environmentally responsible manner, addressing:

- GHG emissions and energy efficiency
- Pollution prevention and waste management
- Biodiversity and resource conservation

## **9. Quality Assurance**

Suppliers must maintain robust quality management systems. Those in the food and pharmaceutical sectors must implement stringent safety and compliance protocols.

## **10. Sustainability and Innovation**

Suppliers are encouraged to support Jubilant's sustainability goals by:

- Driving innovation in products and processes
- Reducing environmental impact
- Promoting transparency and continuous improvement in ESG practices

## **11. Accurate Books and Records**

Suppliers must maintain accurate business records in accordance with legal and regulatory requirements and accepted accounting practices.

## **12. Information Protection**

Suppliers must safeguard Jubilant's proprietary and confidential information, intellectual property, and trade secrets, including employee and customer data privacy.

## **13. Reputation and Brand Protection**

Suppliers must not engage in any activity that could harm Jubilant's reputation, brand, or trademarks. This includes refraining from making derogatory, defamatory, or malicious statements—online or offline—about Jubilant, its affiliates, or personnel.

## **14. Reporting Misconduct**

Suppliers must report any suspected violations of this Code to the Ombudsperson at:

- Email: [ombudsperson@jubl.com](mailto:ombudsperson@jubl.com)
- Post: Post Box No. 4374, Ombudsperson – Jubilant Group, New Delhi

## **What Suppliers Can Expect from Us**

At Jubilant Ingrevia Limited, we recognize suppliers as a vital part of our value chain. By partnering with us, suppliers gain access to healthy business volumes, enhanced market reputation, and long-term growth opportunities. As Jubilant pursues its strategic goals and corporate commitments, we strive to create mutually beneficial relationships that foster innovation, sustainability, and shared success.

## **How We Source**

- Jubilant Ingrevia's sourcing policy is aligned with global best practices, as recommended by leading organizations and consultants. Our Sourcing & Logistics Procurement function is structured to leverage purchasing power across all Jubilant Ingrevia locations, ensuring efficiency and consistency.
- We have dedicated teams responsible for sourcing Raw Materials and Packaging Materials, which collaborate across locations to enable single-window procurement for commonly used materials. This centralized approach enhances transparency, cost-effectiveness, and supply reliability.



### **Who Can Buy at Jubilant Ingrevia**

- Only authorized personnel are permitted to procure materials or services on behalf of Jubilant Ingrevia. This execution authority is granted to individuals in designated buying roles or teams. Agreements that commit company funds must be established solely by those with proper authorization.
- Personnel without execution authority are not permitted to make purchases or enter into supplier agreements on behalf of Jubilant Ingrevia Limited.