



**AMARA RAJA**  
Gotta be a better way

**AMARA RAJA GROUP**

**SUPPLIER CODE OF CONDUCT**



## AMARA RAJA GROUP – SUPPLIER CODE OF CONDUCT

### AMARA RAJA WAY

The Amara Raja Way® personifies our unique culture, behavior, and attitudes that define Core Purpose, Values, and Vision as a diverse yet cohesive group. Reflected by nature's five elements and their significance, our values lay our foundation to confront challenges, embrace opportunities and evolve with the spirit of times as we scale new peaks and find better ways to contribute to society.

It disseminates over a quarter century of learning into our march towards progress and prosperity constantly believing that the community, the people, and the environment are the foremost stakeholders.

We are a symphony of diverse elements coming together and moving forward in perfect harmony. These five colors come together as a swirling mass to form a dynamic circle of unparalleled energy. The new form of energy reflects us, an emblem of everything that defines - **The Amara Raja Way®**.





## AMARA RAJA GROUP – SUPPLIER CODE OF CONDUCT

### **1.0 APPLICABILITY & OBJECTIVE:**

This Supplier Code of Conduct is applicable to all 'Suppliers' globally for Amara Raja Group. 'Supplier' here refers to suppliers / service providers / vendors / traders / agents / consultants / contractors / joint venture partners / third parties including their employees, agents and other representatives, who have a business relationship with and provide, sell, seek to sell, any kinds of goods or services to Amara Raja Group companies or any of its subsidiaries, affiliates, divisions.

This Supplier Code of Conduct sets forth the basic requirements that we ask our Suppliers to respect and adhere to when conducting business with us. This Code embodies our commitment to internationally recognized standards, including the Core Conventions of the International Labour Organization (ILO), United Nations' Universal Declaration of Human Rights, United Nations Global Compact Principles as well as prevalent industry standards, and all other relevant and applicable statutory requirements concerning Environment Protection, Minimum Wages, Child Labour, Anti-Bribery, Anti- Corruption, Health and Safety, whichever requirements impose the highest standards of conduct.

### **2.0 LABOUR & HUMAN RIGHTS:**

**2.1** Adhering to all Labour Laws and Human Rights Laws, Suppliers shall:

- **2.1.1** Comply with all applicable local, state and national laws regarding human rights.
- **2.1.2** Comply with the Company's Human & Labour Rights Policy.
- **2.1.3** Ensure that all their employees are hired on their own free will and guarantee that all their operations are free from forced, bonded, compulsory, indentured, prison labour or any other form of compulsory labour and child labour.
- **2.1.4** Ensure that all its employees are provided with equal employment opportunities, an environment conducive to their growth, free from any form of discrimination and harassment.
- **2.1.5** Ensure compliance with working hours and minimum wages prescribed by applicable laws and regulations.
- **2.1.6** Comply with all slavery and human trafficking laws. Suppliers must ensure they have taken steps to ensure their business operations are free from slavery and human trafficking practices both internally and within their supply chains and other external business relationships.
- **2.1.7** Ensure that employees are not to be charged any fees or costs for recruitment, directly or indirectly.
- **2.1.8** Not confiscating or withholding worker identity documents or other valuable items, including work permits and travel documentation of any of its workers/ employees.
- **2.1.9** Adhere to the principles of freedom of association and collective bargaining, respecting the legal rights of employees to organize, join, or abstain from unions or collective groups.

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### **3.0 HEALTH, SAFETY & ENVIRONMENTAL SUSTAINABILITY**

**3.1** Suppliers shall provide its employees with a safe and healthy working environment and comply with all applicable laws and regulations regarding working conditions.

**3.2** Suppliers shall follow all Environmental, Health and Safety, and other operational policies of the Company while executing any work or contract at the company site.

**3.3** Suppliers shall follow all laws of the land including laws on environmental sustainability and protection while executing any work for the Company.

**3.4** Suppliers shall actively reduce greenhouse gas emissions, optimize energy consumption, implement pollution prevention measures, manage waste responsibly, and prioritize resource efficiency by using sustainable materials and processes to minimize environmental harm and conserve natural resources.

**3.5** Suppliers shall commit to protect biodiversity, prohibit deforestation, and support land conservation efforts in their business activities and supply chain.

### **4.0 BUSINESS INTEGRITY**

#### **4.1 Anti-Bribery**

**4.1.1** Suppliers shall not, directly or through intermediaries, take any recourse to any unethical behavior (implicit or explicit), or offer or promise any personal or improper advantage in order to obtain or retain a business or other advantage from a third party, whether public or private, including with any employee of Amara Raja Group. More specifically:

- **4.1.1.1** Shall not offer or accept bribe or use other means of obtaining undue or improper advantage, offer or accept any kickbacks, and shall not take any actions to violate or cause its business partners to violate any applicable anti-bribery laws and regulations including the Prevention of Corruption Act of India.

- **4.1.1.2** Shall not take any advantage of any family/ social/ political connections to obtain favorable treatment or for the advancement of business or obtaining any favors. Merit shall be the sole attribute of association. In case a supplier has family or any other relationship which may be construed as conflict of interest with one or more of our employees, the same shall be disclosed to us.

- **4.1.1.3** Shall not enter into a financial or any other relationship with our employee that creates any actual or potential conflict of interest for us. The Supplier is expected to report to us any situation where an employee or professional under contract with us may have an interest of any kind in the Supplier's business or any kind of economic ties with the Supplier.

- **4.1.1.4** Shall not offer any gift, hospitality or entertainment for the purpose of obtaining any advantage, order or undue favor.

#### **4.2 Unfair Trade Practices**

Suppliers shall desist from any unfair or anti-competitive trade practices.



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### **5.0 REPORTING OF UNETHICAL PRACTICES AND GRIEVANCE ADDRESSAL MECHANISM**

**5.1** Suppliers shall ensure that an effective grievance procedure has been established to ensure that any worker/ employee, acting individually or with other workers, can submit a grievance without suffering any prejudice or retaliation of any kind.

**5.2** Suppliers shall also forthwith report any unethical activity or discrimination if practiced by any of our employee/other Suppliers as per our whistle-blower policy (available on the company website).

### **6.0 INTELLECTUAL PROPERTY**

**6.1** Suppliers shall take appropriate steps to safeguard and not infringe any our confidential and proprietary information/intellectual property/ technology which come to its knowledge during the course of its business relationship/ dealings with Amara Raja Group.

**6.2** In case of sub-contracting, sharing of confidential information should be made with the consent of Amara Raja Group.

### **7.0 THIRD PARTY REPRESENTATION**

**7.1** Suppliers shall not be authorized to represent Amara Raja or to use our brands without the written permission of Amara Raja Group.

**7.2** Third parties and their employees who are authorized to represent us are expected to abide by the Amara Raja Code of Conduct & Business Ethics Policy in their interaction with, and on behalf of us including the confidentiality of information shared with them and to sign a non-disclosure agreement to support confidentiality of information.

### **8.0 PROHIBITION ON INSIDER TRADING**

**8.1** If the Supplier becomes aware of material, non-public information relating to Amara Raja Group or its business, it may not buy or sell our securities or engage in any other action to take advantage of that information, including passing that information on to others.

**8.2** In addition, if the Supplier becomes aware of material, non-public information about any other company, including our customers, suppliers, vendors or other business partners, that is obtained by virtue of the supplier's interaction with us, then the Supplier shall not buy or sell that company's securities or engage in any other action to take advantage of that information, including passing that information on to others.

### **9.0 PRODUCT QUALITY & RESPONSIBILITY**

Supplier shall ensure that Products and services are delivered to meet the applicable Quality, Product safety and environmental specifications.

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### **10.0 SUPPLIER' S COMPLIANCE COMMITMENT**

**10.1** Amara Raja expects the Supplier to adhere to all applicable laws and regulations, tax obligations and in particular comply with this Code in letter and spirit. It is the Supplier's responsibility to read and understand the contents of this Code and our Code of Ethics.

As a condition of doing business with us, the Supplier must comply with this Code and agree to uphold such values during its business association with us.

**10.2** The Supplier shall maintain adequate documentation to demonstrate compliance with the principles of this Code, provide support during the process and allow access to us to check compliance upon request with reasonable notice.

**10.3** The Supplier shall notify us regarding any known or suspected improper behavior by the Supplier relating to its dealings with us, or any known or suspected improper behavior by our employees.

Please contact the concerned leader of the function if you have any questions about this Code.

This code specifies the generic expectations from our suppliers and more specific requirements shall be prescribed in respective contracts.



Venkat Madav L

October 2024

**(President - Group Supply Chain Management)**

### **SUPPLIER ACCEPTANCE & COMMITMENT**

SUPPLIER REPRESENTATIVE NAME:

POSITION:

**SIGNATURE WITH COMPANY SEAL**