



## **SUPPLIER CODE OF CONDUCT**

UltraTech Cement Limited (“UltraTech”) is committed to conducting its business in an ethical, legal and socially responsible manner. As a part of UltraTech’s long-term sustainability approach, the Company strives to be responsible in all aspects of its business.

At UltraTech we believe that our suppliers make significant contribution to our success. UltraTech seeks to engage in long-term relationship with Suppliers that are committed to sustainable development. We require our Suppliers to conduct their businesses in legal and ethical manner and comply with all applicable laws and regulations.

To ensure common minimum standard of ethical conduct, while doing business with UltraTech, our Suppliers are expected to adhere to this Supplier Code of Conduct (“Code”) in letter and spirit for the mutual benefit of the Supplier and UltraTech.

Suppliers shall read, understand and affirm compliance to this Code. UltraTech expressly retains the right to unilaterally modify or amend this Code, at UltraTech’s sole discretion.

The term Suppliers used herein shall mean and include suppliers, sub- suppliers, agents, service providers, dealers, distributors, and vendors, and other third parties including their directors, employees, agents and sub-contractors, who have business relations with UltraTech.

### **CODE OF CONDUCT KEY PRINCIPLES**

#### **I. Anti-Corruption and Anti-Bribery**

1. The Supplier shall neither directly nor indirectly, seek, request, accept, agree to receive, receive, offer or provide, any undue pecuniary or other advantage including gifts, money or favors, in any form, which can be perceived as being given or taken to obtain favorable treatment or for the advancement of benefits in business, with the business associates of UltraTech or UltraTech’s employees / advisors / consultants / retainers and shall ensure that UltraTech’s interests are never compromised.
2. The Supplier shall neither directly nor indirectly pay, promise to pay or authorize the payment of any money, or give, promise to give or authorize the giving of anything of value to any official or employee of any government or of any agency or instrumentality of any government or to any political party or official thereof, or to any officer or employee of public international organization, for the purpose of influencing any act or decision of such employee or otherwise for obtaining undue or improper advantage and shall not engage in any activity of corruption, bribery, money-laundering, embezzlement, extortion, fraud, mismanagement, willful misuse of power or willful misuse of discretion against any public servant or have irregularities in statutory records and shall have ‘zero tolerance’ approach to such vices.
3. The Supplier shall comply with the provisions of the Prevention of Corruption Act, 1988, (as modified from time to time) or any other anti-bribery laws and regulations applicable, including but not restricting to the U.S Foreign Corruption Practices and the UK Bribery Act.

The Supplier further represents, warrants and covenants that no payment, authorization, promise or gift of the sort described above has been/ will be made prior or subsequent to entering into any contract with UltraTech.



## **II. Statutory Compliance**

The Supplier shall comply with all the applicable statutory laws, statutes, ordinances, rules regulations and orders applicable and material to the supply of goods in connection with UltraTech's business. The Supplier shall keep itself abreast of changing norms of conducting business. The Supplier shall, at his expenses, secure all permits, licenses, certifications, regulatory approvals and authorizations necessary to conduct its business and upon request, furnish copies of the same to UltraTech.

## **III. Labor Standards and Employee Welfare**

The Supplier shall ensure fair remuneration and working hours set forth by applicable laws in the country where it operates, while engaging its workforce and shall comply with all the applicable laws. The Supplier shall not employ child labour.

The Supplier shall ensure that all its women employees are given full protection from sexual harassment as per the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Supplier shall recognize its employees' rights to privacy and personal dignity. The Supplier shall not discriminate in favor of or against members of employee organizations.

The Supplier shall provide healthy and safe working environment to its employees by continuously identifying, assessing and reducing health and safety risk as practicable. The Supplier shall promote and create awareness of healthy working conditions, maintaining hygiene, safety and emergency exit measure for its employees, contractors and agents

## **IV. Environment**

The Supplier shall have necessary systems to minimize the impact of its operations and products on the environment and maintain strict compliance with government regulations. The supplier shall comply with environmental regulatory requirements and shall obtain appropriate licenses and permits from the respective regulatory authority for operation of its business

The Supplier shall ensure continuous improvements in environmental protection. The Supplier shall strive to reduce emission and disposal of hazardous materials and wastes polluting land, air or water and use energy and natural resources efficiently

## **V. Business Ethics**

The Supplier shall provide assistance to UltraTech in a professional manner by adhering to policies, best practices, guidelines and internal controls at UltraTech. The Supplier shall act in utmost good faith and exercise due care, diligence and integrity in performing their office duties.

### **1. Use of UltraTech's Assets and Electronic Resources**

The Supplier shall ensure that its employees have requisite authorizations to access or use UltraTech's assets, properties, information and intellectual rights for official purpose only, as per the terms of the Supplier's engagement with UltraTech. The Supplier shall not misuse UltraTech's logo, misrepresent its products or engage in malicious propaganda.

The Supplier shall also ensure that its employees utilize UltraTech's electronic communication devices/ resources and systems in a legal and ethical manner



## **2. Confidential Information**

Suppliers shall protect business and personal information of a confidential nature obtained as a result of business relationship with UltraTech and shall not share this information with unauthorized persons in any manner whatsoever. The Suppliers shall comply with applicable privacy and information security laws and regulations including the Information Technology Act, 2000 and the Rules/ Regulations made thereunder

In case of sub-contracting, sharing of confidential information must be made with the written consent of UltraTech

## **3. Compliance with the Anti-Trust and Competition Law**

The Supplier shall comply with relevant anti-trust and competition law applicable at all times and not indulge in any anti- competitive practices whether by itself or in combination with other entities.

To ensure compliance of this Supplier Code of Conduct, UltraTech may, at its discretion carry out self-assessment surveys, audits and/or inspection.

In case any violation of this Code is identified, UltraTech may at its discretion, terminate business relation with the violating Supplier, and in case if UltraTech deems fit, allow time to remediate the violation(s), and if such violation(s) is/are not remedied to the satisfaction of UltraTech within the given timeframe, UltraTech may terminate business relationship with such violating Supplier.

The undersigned Supplier hereby certifies that he/she/ they have/has read and understands, and agrees to comply with the Suppliers Code of Conduct at all times as stated hereinabove

Accepted

Name and Signature of Authorized Signatory and Seal of the Supplier with Date