



## SHREE CHEMICALS INDUSTRIES PVT.LTD

Dealers In: Laboratory, Industrial, Laboratory Chemicals & Glassware, Instruments  
CIN NO OF COMPANY: U24290PN2017PTC167845

Shop No:2, Al-Shan Society.381, Bhawani Peth, Harkanagar, Pune-411 002.  
Tel: (O) 2990486. (M): 9370124586

## Supplier Code Of Conduct

### **1.0 Introduction**

Our suppliers are very important partners providing materials & services to run & grow our business. They have been trusted for the supply of quality products / services as per the requirements of Shree Chemicals Industries Pvt Ltd.

### **2.0 Scope Of The Policy**

However, their commitment for compliance with respect to all applicable laws related to Labour, EHS, Integrity, Business ethics, respect for people / environment & wages gives us trust, confidence & capability and recognized standards related to Quality to meet customer demands efficiently.

### **3.0 Responsibilities**

It is responsibility of SCIPL's procurement manager to ensure that all suppliers to be committed to following Laws / principles.

### **4.0 Policy Description**

Production, Packaging and transport

- We expect our direct suppliers and service providers to ensure that legal requirements are met throughout their supply chain.
- We expect all our suppliers to engage in this process of continuous improvement and to verify their processes and practices. SCIPL will be able to provide support to suppliers in this process.



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### Labour Laws

#### • **Child labour**

SCIPL does not encourage to engage under-age labour for any work at site. The supplier must comply with all applicable local and national laws pertaining to child labour.

#### • **Forced labour**

Suppliers must ensure engaging labour with mutual consent without any force. The supplier must not engage forced labour and will not physically ill-treat its employees.

#### • **Freedom of association and collective bargaining**

The supplier should comply with all applicable local and national laws pertaining to freedom of association and collective bargaining.

#### • **Equal opportunities**

Equal opportunities must be respected in matters of recruitment. There must be no discrimination for reasons of ethnicity, colour, sex, age, language, political or religious convictions, union membership or social background or any other condition that could give rise to discrimination.

#### • **Remuneration**

Employees should receive remuneration in line with legal and industry minimum standards. That enables them to meet their fundamental needs.

#### • **Working conditions**

Safe and healthy workplace environment must be provided to all employees to prevent potential accident / injury (Physical or mental). Workplace conditions must ensure health, safety and moral integrity of the workers.



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### **Health and safety at the workplace**

- Employees must be provided with a place of work that is safe and clean and that reduces the risk of accident, injury or exposure to health hazards.
- Organization should provide appropriate personal protective equipment to the personnel. In case of work-related injury, organization should provide first aid treatment / further assistance.
- Buildings and premises must be maintained to comply with, or exceed, applicable hygiene standards and rules.
- Certification / compliance related to globally acceptable system is recommended .

### **Respecting the Environment**

- Organization must put adequate efforts to create awareness about the environment among the employees.
- Organization must adhere to the process and improve the environment,
- Supplier should encourage to take initiatives to minimize climate change impact and implement suitable sustainable goals.

### **Ethics & Business Integrity**

- Suppliers will maintain accurate records of all transactions & shall provide to SCIPL upon request.
- All business information shared by SCIPL to suppliers is proprietary & confidential. Such information should be shared within the supplier's organization on need-to-know basis to prevent its misuse.
- Supplier should comply with all laws regarding fair competition & antitrust, international trade, embargoes, etc...
- Bribery (commercial or otherwise) is not at all acceptable & it is against the core value of SCIPL. Supplier must not engage into any such activities. This includes 'NO GIFT' policy .
- Supplier, if believe that employee of SCIPL is engaged into illegal business practise, then they should immediately report it to SCIPL by email or call.
- Suppliers are expected to comply with all other laws & regulations applicable to their products & services, customers, business community & public, etc.
- Mechanism to report any malpractice shall be in place such as Whistle blower Policy and Procedure.