

# FISHFA Rubbers Limited

## SUPPLIER CODE OF CONDUCT

### **Scope:**

This Supplier code of conduct apply to all suppliers of goods and services where we have a contractual relationship.

This supplier code of conduct will form an integral part of all new or renewed commercial agreements between suppliers and us.

### **Requirements:**

All suppliers shall adhere to the following principles:

#### **1 Environment Protection**

The Suppliers are expected to maintain compliance with all applicable environmental laws and regulations in their operations.

#### **2. Laws and Regulations**

The suppliers shall comply with all applicable national and international laws, rules and regulations and requirements in the country of operation specially related to Human rights, Governance, Environment, Health & safety and Data security.

#### **3. Employment Practices /Human Rights**

The suppliers shall follow fair employment practices and respect human rights instruments, among others, the following principles:

- Suppliers shall not employ any one under the legal working age e.g. 15 years in India, nor physical or other unlawful abuse or harassment in any of their businesses
- Any person below 18 years of age shall not be involved in hazardous process
- Suppliers shall ensure that there is no forced labor, slavery or human trafficking within their operations and their supply chain;
- Suppliers shall judge their employees upon their abilities and not discriminate on the basis of any condition or characteristic which is protected by applicable law or regulation such as gender, race, religion, political affiliation etc.

- Suppliers shall respect each employee's right to associate, Freedom of Association and right to collective bargaining and
- Work hours, wages and benefits shall be in compliance with all applicable laws.

**4. Health & Safety**

We expect our suppliers to provide a safe work environment in compliance with local laws and sector practices and to implement policies and regulations in order to minimize accidents or injuries and health wellbeing of its employees.

**5. Fair Competition**

We are committed to fair competition practice in the marketplace. The suppliers shall not communicate with competitors regarding current or future prices, production levels or any other information that relates to the marketplace.

**6 No-Bribery and Corruption**

We have a strict policy against bribery and corruption. Suppliers shall not offer any bribe or provide entertainment and gifts or anything of value directly or indirectly to government officials or others so as to influence them in the performance or non-performance of their duties or induce them to use their influence or secure any improper advantage or to retain business with us.

**7 Monitoring of Compliance**

The suppliers will be expected to conduct periodic self-assessment and submit results to us. Depending on need and risk level, our or nominated third party auditing shall be allowed access to your premises to monitor compliance with this supplier code of conduct

Please return a copy of this supplier code of conduct to us as token of your review and acceptance.

Full Name (Authorized person)

Designation

Date of Signature with seal

Version 1.0  
Effective Date: 10.05.2021  
Approved by: Managing Director