



Sustainable Procurement Policy

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At Himadri Speciality Chemical Ltd. (HSCL), we recognize our responsibility to make sustainable business decisions that have a positive impact on the environment, society, and the overall well-being of our stakeholders. As part of our commitment to sustainability, we have initiated this policy to guide our procurement practices and ensure that we engage with suppliers who share our values. To facilitate and ensure sustainable sourcing / procurement for all the product lines of Himadri Speciality Chemical Ltd (HSCL) following key elements will be considered under all circumstances:

1. Human Rights
2. Fair Labor Practices
3. Environment & Circular Economy
4. Ethical Sourcing

HSCL recognizes the crucial role that its Suppliers play in creating value in the products and services that HSCL ultimately provides to its customers.

We rely on our Suppliers to provide, in a consistently timely manner, materials, products, and services which are of the highest quality and meet all the specific contractual obligations and specifications set out in written agreements.

We also expect our Suppliers to operate in a manner that is appropriate, in terms of their ethical, legal, environmental, and social responsibilities. Compliance with the requirements listed below will be a key consideration in the selection of suppliers.

a) Scope

This policy applies to all suppliers providing HSCL with goods and/or services either used by HSCL in its manufacturing and/or sold directly to HSCL' customers, including resale to suppliers. It applies to suppliers, their agents and their sub-contractors. It is the responsibility of the supplier to verify and monitor compliance against this Policy at their operations and sub-contractor source operations.

In the event of any conflict between the provisions of this manual and the terms and conditions of a specific written agreement between HSCL and a supplier, the terms and conditions of such written agreement will govern.

b) Employees and Human rights

HSCL recognises international human rights standards where it operates. Employees should be dealt with in good faith and based on respect for the dignity of the individual.

In particular, HSCL suppliers must:

- Not tolerate the use of, or benefit from, child labour or forced / compulsory labour; not participate, whether directly or indirectly in any form of human trafficking or slavery,
- Refuse any form of corporal punishment,
- Refuse to tolerate any form of physical, sexual, psychological, or verbal harassment or abusive behaviours,
- Provide a safe working environment that maintains the employees' physical health or mental well-being.
- Ensure equal opportunities and non-discrimination in all matters of staff appointment, selection and promotion, whether on the basis of race, colour, nationality, culture, ethnic origin, religion, gender, sexual orientation, age, disability or any other reason not related to job performance or prohibited by applicable law
- Remunerate employees commensurate with their skills and experience, ensuring at least minimum living wages that comply with the applicable legal minimum and allow acceptable living conditions,

- Respect applicable labour laws, and guarantee freedom of association and the right to collective bargaining,
- Maintain an effective social dialogue and procedures to resolve work-related disputes.
- Avoid excessive work hours, and comply with legislation.

c) Ethical and compliant business practices

HSCL suppliers are expected to comply with all applicable laws, rules and regulations, as well as applicable international conventions, whether in terms of environment, labour and human rights, and business practices. Suppliers must adhere to ethical and fair business practices, when dealing with their customers, competitors, employees, and their own suppliers. Suppliers must engage in fair competitive behaviour, avoiding practices such as price control and collusion, competition restraining, or market segmentation. Suppliers are expected to take appropriate measures to avoid any actual or potential conflict of interest, for their company as well their employees. If conflicts of interest cannot be avoided, the supplier must declare the conflict or potential conflict immediately to their contact in HSCL. HSCL will not tolerate any bribery or corrupt practices of any kind in the conduct of our business. To achieve this:

- No employee nor any person acting on behalf of HSCL, its agents, suppliers, joint venture partners or others will, either directly or indirectly, offer, provide, request or accept payments or anything of value to any person, including suppliers or Government representatives, as a bribe or inducement to secure any improper business advantage.
- We will not make facilitation payments, unless our, or another's, personal safety is at risk.