



Supplier Code of Conduct

Grasim Industries Limited is in the business of production of Pulp & Fibre, Textiles, Chemicals, Fertiliser and Insulators etc. Grasim Industries Limited is a values driven organization. Our core values are Integrity, Commitment, Passion, Seamlessness, and Speed. These values are the foundation for all actions and decisions in our Business. Here we would like to emphasize on our policy on integrity that we shall maintain fairness in quality, efficiency, and credibility including selection of suppliers of goods and services and timely payments to our suppliers and service providers, which should not be influenced by any personal favor to anyone.

Grasim Industries Limited has developed a Global Supplier Code of Conduct to clarify our expectations in the areas of business integrity. Suppliers, Vendors, Contractors, Consultants, Agents, and other providers of goods and services who do business with Grasim are expected to follow this code.

Sustainability is one of the key components of our decision-making process. To ensure sustainability in our supply chain, we treat our suppliers as our partners. We want to work with our suppliers and if required, help them in developing sustainability in the process. With a vision to achieve this objective, we expect our suppliers to comply with applicable laws and to adhere to environmental, social and corporate governance standards (ESG standards). In particular, we expect our suppliers to support, embrace and enact the following standards:

Environment, Quality, and Safety

- The supplier shall comply with all applicable Safety, health and environmental regulations.
- The supplier shall obtain all required permits, licenses and registrations.
- The supplier should have safety programs for managing all their production processes in line with the applicable safety standards.
- The supplier shall make best efforts to protect their employees from any hazard occurring at the workplace.
- The supplier must ensure their employees use protective gear as prescribed in the safety plan.
- The Supplier must use natural resources as well as power judiciously in their processes.



- The supplier must have quality control processes to ensure that the deliverable to us is as per the agreed requirements, perform as warranted and is safe for the intended use.

Social

- The supplier should not employ child labor.
- The supplier shall ensure fair remuneration and working hours as per the applicable laws in the country where it operates.
- The supplier should provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices or discrimination.
- The supplier should work towards making a system to ensure that any concerns of employees or potential unlawful practices are reported.

Management

- The supplier should prohibit all types of bribery, corruption and money laundering.
- The supplier should abide by all applicable trade laws including but not limited to antitrust and sanction regimes.
- The supplier should respect the privacy and confidential information of all employees and business partners as well as protect data and intellectual property from misuse.
- The supplier should implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.
- The supplier should work with their own suppliers and subcontractors to ensure that they also strive to meet the principles of this Code of Conduct or equivalent set of principles.

The suppliers may acknowledge the principles stated above or demonstrate their commitment via compliance with their code of conduct or company policies that embrace these standards.

We value your commitment.

When selecting suppliers, we consider many factors beyond the economic criteria. We consider factors like environmental protection, compliance with trade regulations and human rights. We expect our suppliers to adhere to these standards and become a part of our journey towards building a sustainable future.