

	MANORAMA INDUSTRIES LIMITED	Document No	MI/POL/80/00
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01. OBJECTIVE

MIL's vision is to be the global FMCG manufacturing industry in Value Creation. Sustainable business practices are key enablers in achieving this vision and we are committed to adopting them across our value chain. We encourage our supply chain partners to share the same commitment and expect them to integrate the following Sustainability Principles in all their decisions and processes.

02. SCOPE

This policy is applicable to all business partners, suppliers/vendors, distributors, warehouses, outsourced process units indulged in direct or indirect business transaction with MIL.

03. DEFINITIONS OF SUPPLY CHAIN PARTNER

Supply Chain Partners, hereby refer as "partners" refer to all the business associates of MIL in its supply chain with whom we interact directly or indirectly for business transactions dealing.

04. OUR BASIC PRINCIPLES

- a) **Fair Business Practices:** MIL code of conduct outlines the ethical standards and business practices by which MIL conducts business and it is expected that our supply chain partners will comply with the MIL Code of Conduct framework in all their business decisions and actions. MIL code of conduct includes:
- i) **Ethical Conduct:** to conduct business in a fair and transparent manner with the highest standards of morality, honesty and integrity.
 - ii) **Gifts & Donations:** to neither receive. Offer or make any illegal payments, remuneration, gifts, donations or comparable benefits that are intended or perceived to obtain uncompetitive favour for the conduct of business.
 - iii) **Bribery, Corruption, Money Laundering:** All partner must make every effort to eliminate all forms of bribery, fraud, money laundering and corruptions in their operations.
 - iv) **Competition:** to refrain from unfair practices against to gain business advantage.
 - v) **Regulatory Compliance:** to comply with all applicable laws and regulations, both in letter and in spirit, in all territories in which the partners operates.
 - vi) **Conflict of interest:** to not take advantage of any family, social or political connections to gain advantage within business dealings and have a mechanism to take care of issues related to conflict of interest within their organization.
 - vii) **Confidential information:** to not disclose any confidential information related to MIL.
 - viii) **Taxation:** compliance with Tax Laws and regulations in all geographies in which the partner operates

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- b) **Health & Safety:** It is expected that our supply chain partners will adopt and maintain the practices to protect the health and safety practices of their workforce.

This means that we will not knowingly allow practices within our supply chain which we feel could result in harm to the workforce. Partners who have management systems accredited to OHSAS 18001 or ISO 45001 or equivalent will be deemed to satisfy the requirement. In absence of such frameworks, we highly recommend our partners to develop internal policy, governance and implementation mechanism accordingly.

- c) **Human Rights:** It is expected that our supply chain partners will respect and uphold human rights of their key holders and remediate any adverse impact of their business on human rights.

We are committed to upholding and promoting human rights principles and encourage partners to develop and implement processes to :

- i) To identify and prioritise key human rights issues to their business
- ii) Establish grievance and redressal mechanism to address and remediate human rights issues.

- d) **Environment Principles:** It is expected that our supply chain partners will adopt and maintain management practices to improve their energy efficiency, resource efficiency and environment performance.

05. OUR COMMITMENT TO SUPPLY CHAIN PARTNERS


We expect our all supply chain partners to commit in meeting the requirements stated in the Policy. However, we are also cognizant of the fact that all our partners may not be able to meet all the requirements for day one, but we expect a commitment from all our valuable chain partners for meeting the requirements over a reasonable period of time. We also assure working with our partners in identifying action plan towards achieving improved conditions in a timely manner.

06. APPROACH

MIL recognizes that there is a difference in terms of scale, scope, location and operations of our partners. The implementation of the policies for the partners will accordingly be dependent on their “criticality to business”.

- i) The respective functions (procurement, supply, marketing and sales) will be responsible for overall administration of Policy and for developing oversight mechanism in their respective functions.
- ii) Each function will identify their “critical to business” based on criterion defined by them
- iii) The Supply chain partners will be informed by respective functions for further policy
- iv) The partners will have to submit a self-declaration regarding compliance aspect to the policy
- v) The critical partners may undergo regarding assessment/ audits for ensuring compliance.

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07. EXPECTATIONS FROM SUPPLY CHAIN PARTNERS

We are looking for a long term commitment from our partners in ensuring a responsible supply chain for MIL in meeting the greater objective of a sustainability. Our expectations from our supply chain partners are:

- a) All partners are expected to demonstrate compliance to all the principles in the policy.
- b) It is expected that our partners are transparent, share best practices and collaborate with MIL and its other business partners to further improve responsible practices.
- c) Compliance of the chain partners will be assessed through periodic audits and assessments.

08. MONITORING & REVIEW

This policy will be reviewed periodically as per commercial and statutory requirement to keep it current and updated.

Manorama Industries Limited



Mr. Gautam Kumar Pal

Director

01.09.2023

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