



Supplier Code of Conduct

UltraTech Cement Limited ("UltraTech") is committed to conducting its business in an ethical, legal and socially responsible manner. As part of UltraTech's long-term sustainability approach, the Company strives to be responsible in all aspects of its business.

At UltraTech we believe that our suppliers make significant contribution to our success. UltraTech seeks to engage in a long-term relationship with Suppliers who are committed towards sustainable development. We require our Suppliers to conduct their businesses in a legal and ethical manner and comply with all applicable laws and regulations.

To ensure a common minimum standard of ethical conduct, while doing business with UltraTech, our suppliers are expected to adhere to this Supplier Code of Conduct ("Code") in letter and spirit for the mutual benefit of the supplier and UltraTech.

Suppliers shall read, understand and affirm compliance to this Code. UltraTech expressly retains the right to unilaterally modify or amend this Code, at UltraTech's sole discretion.

This Code of Conduct addresses the issues included in the United Nations Global Compact (UNGC) in the areas of human rights, labour, environment, and anti-corruption. Suppliers interested in supporting the Global Compact and obtaining more information on the ten principles, can visit the Global Compact website at: <https://www.unglobalcompact.org/>

Scope of Application

The provisions of this Code of Conduct shall be applicable to all Tier-1 suppliers supplying various categories of goods and services. Tier-1 suppliers include suppliers, agents, service providers, dealers and distributors, who have direct business relations with UltraTech. The term suppliers used herein shall mean and include Tier-1 suppliers as defined above.

Scope of Improvement

The provisions as set forth in this Code of Conduct provide the minimum standards expected of suppliers. It is desirable that the suppliers should strive to exceed both international and industry best practices. It is also expected that the suppliers encourage and work with their own suppliers and sub-contractors to ensure that they also strive to meet the principles of this Code of Conduct. We understand that reaching some of the standards established in this Code of Conduct is a dynamic rather than static process and we encourage suppliers to continually improve their workplace conditions accordingly.



Management Monitoring and Evaluation

It is expected that suppliers, at a minimum, should establish clear goals towards meeting the standards set forth in this Code of Conduct. We expect that our suppliers will establish and maintain appropriate management systems related to the content of this Code of Conduct, and that they actively review, monitor, and modify their management processes and business operations to ensure they align with the principles set forth in this Code of Conduct. Suppliers are encouraged to operationalize UNGC principles and to communicate their progress annually to their stakeholders. Suppliers are also encouraged to have sustainable procurement policy in turn for their own suppliers

Key Principles of Code of Conduct

1. Labour

1. **Freedom of Association and Collective Bargaining:** We expect our suppliers to recognize the freely exercised right of workers, without distinction, to organize, further and defend their interests and to bargain collectively, as well as to protect those workers from any action or other form of discrimination related to the exercise of their right to organize, to carry out trade union activities and to bargain collectively.
2. **Forced and Compulsory Labour:** Our suppliers shall prohibit all forms of forced or compulsory labour.
3. **Child Labour:** Suppliers shall not employ:
 - a. Children below 14 years of age or a higher age if such is determined by the locally applicable laws as minimum age of employment or that of compulsory schooling
 - b. People under the age of 18 for hazardous work
4. **Discrimination:** Suppliers shall ensure equality of opportunity and treatment in respect of employment and occupation without discrimination on grounds of race, colour, sex, religion, political opinion, national extraction or social origin and such other ground as may be recognized under the applicable national laws as discriminatory. The suppliers shall take all appropriate measures to ensure that neither themselves nor their parent, subsidiary, affiliate entities or their sub-contractors are engaged in any gender-based or other discriminatory employment practices, including those relating to recruitment, promotion, training, remuneration and benefits.



5. **Wages, Working Hours and Other Conditions of Work:** Suppliers shall ensure the payment of wages in legal tender, at regular intervals and as prescribed by applicable law, in full and directly to the workers concerned. Suppliers should keep an appropriate record of such payments. Deductions from wages are permitted only under conditions and to the extent prescribed by the applicable law, regulations or collective agreement, and suppliers should inform the workers concerned of such deductions at the time of each payment. The wages, hours of work and other conditions of work provided by suppliers should not be less favorable than the best conditions prevailing locally.
6. **Health and Safety:** Suppliers shall ensure, so far as is reasonably practicable, that:
 - a. The workplaces, machinery, equipment, and processes under their control are safe and without risk to health
 - b. The chemical, physical and biological substances and agents under their control are without risk to health and that appropriate measures of protection are taken
 - c. Wherever necessary, adequate protective clothing and protective equipment are provided to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects to health

II. Human Rights

1. **Human Rights:** We expect our suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses.
2. **Dignity and Respect:** Our Suppliers shall create and maintain an environment that treats all employees with dignity and respect. Furthermore, we expect that suppliers, their parent, subsidiary and affiliated entities as well as any sub-contractors, will neither use or engage in, nor allow their employees or other persons engaged by them to use or engage in, any: threats of violence, verbal or psychological harassment or abuse, and/or sexual exploitation and abuse. Suppliers shall take all appropriate measures to prohibit their employees or other persons engaged by the suppliers, from engaging in sexual exploitation and abuse.

III. Environment

1. **Environment:** Suppliers shall have an effective environmental policy and to comply with existing legislation and regulations regarding the protection of the environment. Suppliers should wherever possible support a precautionary approach to environmental matters, undertake initiatives to promote greater environmental responsibility and encourage the diffusion of environmentally friendly technologies implementing sound life-cycle practices.



2. **Chemical and Hazardous Materials:** Chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.
3. **Wastewater and Solid Waste:** Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled, and treated as required prior to discharge or disposal.
4. **Air Emissions:** Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled, and treated as required prior to discharge or disposal.
5. **Biodiversity:** Suppliers shall take necessary steps to minimize their impact on ecosystem and contribute towards restoration and preservation of biodiversity.

IV. Ethical Conduct

1. **Corruption:** Suppliers shall adhere to the highest standards of moral and ethical conduct, to respect local laws and not engage in any form of corrupt practices, including but not limited to extortion, fraud, or bribery.
2. **Conflict of Interest:** Our suppliers are expected to inform us of any situation that may appear as a conflict of interest, and disclose if any of our personnel, officials, staff or professionals under any contract with UltraTech may have an interest of any kind in the supplier's business or any kind of economic ties with the supplier.
3. **Gifts and Hospitality:** We expect that our suppliers shall not offer any benefit such as free goods or services, employment, or sales opportunity to our staff member in order to facilitate the suppliers' business with UltraTech. We have a 'zero tolerance' policy and do not accept any type of gift or any offer of hospitality. We shall not accept any invitations to sporting or cultural events, offers of holidays or other recreational trips, transportation, or invitations to lunches or dinners.
4. **Post-employment Restrictions:** Post-employment restrictions may apply to our staff in service and former employees who participated in the procurement process. Our suppliers are expected to refrain from offering employment to any such person for a period of one year following separation from UltraTech service.
5. **Conduct of Business:** The supplier shall provide assistance to UltraTech in a professional manner by adhering to policies, best practices, guidelines and internal controls at UltraTech. The supplier shall act in utmost good faith and exercise due care, diligence, and integrity in performing their office duties.
6. **Use of Our Resources:** The supplier shall ensure that its employees have requisite authorizations to access or use UltraTech's assets, properties, information, and intellectual rights for official purpose only, as per the terms of the supplier's engagement with UltraTech. The supplier shall not misuse UltraTech's logo or misrepresent its products or engage in malicious propaganda.



The supplier shall also ensure that its employees utilize UltraTech's electronic communication devices/resources and systems in a legal and ethical manner.

7. **Confidentiality:** Suppliers shall protect business and personal information of a confidential nature obtained as a result of business relationship with UltraTech and shall not share this information with unauthorized persons in any manner whatsoever. The suppliers shall comply with applicable privacy and information security laws and regulations including the Information Technology Act, 2000 and other applicable rules and regulations made thereunder. In case of sub-contracting, sharing of confidential information must be made with the written consent of UltraTech.
8. **Ethical Business:** The Supplier shall comply with relevant anti-trust and competition laws applicable at all times and not indulge in any anti- competitive practices whether by itself or in combination with other entities.

ENFORCEMENT

To ensure compliance of this Supplier Code of Conduct, UltraTech may, at its discretion carry out surveys, audits and/or inspection.

In case any violation of this code is identified, UltraTech may at its discretion, terminate business relation with the violating supplier, and in case UltraTech deems fit, allow time to remediate the violation(s), and if such violation(s) is/are not remedied to the satisfaction of UltraTech within the given timeframe, UltraTech may terminate business relationship with such violating supplier.

The undersigned supplier hereby certifies that he/she/ they has/have read, understands, and agrees to comply with UltraTech's Suppliers Code of Conduct at all times as stated hereinabove

Name and Signature of Authorized Signatory: _____

Seal of the Supplier with Date: _____