



CHAMBAL FERTILISERS AND CHEMICALS LIMITED

Suppliers' Code of Conduct

Chambal Fertilisers and Chemicals Limited ("Chambal") is committed to high standards of integrity and sustainability. Chambal expects its vendors and service providers ("Suppliers") to share this commitment and recommends that the Suppliers adopt Chambal's policies in this regard to the extent practicable. This Code defines the basic principles to meet Chambal's standards.

I. Labour Practices and Human Rights:

Chambal recognises and respects that its Suppliers are independent entities and the exclusive employers of their employees. Chambal expects that the Suppliers will comply with all the applicable labour laws and regulations at all times and adhere to the following:

- a) Ensure non-deployment of child labour, forced labour or any form of involuntary labour, paid or unpaid.
- b) Promote and maintain a workplace free from discrimination and treat their employees with fairness, dignity and respect. They shall not discriminate against their employees based on their caste, creed, gender, race, religion, disability or sexual orientation.
- c) Respect the right of freedom of association, participation and collective bargaining of its employees.

II. Safe and Healthy Working Conditions:

Suppliers are expected to comply with all applicable laws on occupational health and safety and to make every possible endeavour to make the workplace, machinery, equipment and processes free from any risk to the personal safety of any person working in such workplace or having access to such machinery, equipment and/ or process.

III. Environment Protection:

Suppliers shall comply with the existing laws concerning the protection of the environment and, wherever possible, adopt environment friendly technologies. Suppliers shall strive for optimal and responsible resource use over the life cycle of the products and services provided by them.

IV. Business Integrity:

Chambal expects the Suppliers to conduct their business in ethical manner and comply with the applicable laws in this regard. The Suppliers will not offer any benefit or illegal payments, either in cash or in kind, to any officer or employee of Chambal, directly or indirectly, in order to facilitate its business with Chambal.

I/We hereby acknowledge that I/we have received this Code and that I/we have read and understood the same.

Name of the Entity : _____

Name of the Authorised Signatory of the Entity : _____

Signature : _____

Date : _____