



Supplier Code of Conduct

1. Objective

Ensure all suppliers conduct business ethically, legally, and sustainably in line with ESG, BRSR frameworks.

2. Scope

Applies to all suppliers, contractors, consultants, service providers, and business partners of Jai Balaji Industries Limited.

3. Key Requirements

Comply with all applicable laws including Companies Act 2013, Factories Act 1948, Environment Protection Act 1986, Contract Labour Act 1970, POSH Act 2013, EPF & ESI.

- Conduct business with integrity, transparency, and without bribery or corruption.
- Prohibit child, forced, bonded labour.
- Provide fair wages, safe working conditions, and non-discriminatory workplaces.
- Maintain health, safety, and emergency systems.
- Protect confidential and personal data, ensuring compliance with GDPR Act 2016 or equivalent standards.
- Minimize environmental impact; manage waste, emissions, and resources responsibly.
- Ensure subcontractors follow the same standards.
- Respect internationally recognized human rights, including ILO conventions and UN Guiding Principles.
- Establish grievance redressal mechanisms enabling workers to report concerns confidentially without retaliation.
- Comply with anti-money laundering, trade control, and export regulations.
- Adopt sustainable procurement practices, including responsible sourcing and circular economy principles.
- Provide regular training to employees on ethics, compliance, and sustainability.

4. Monitoring & Enforcement

Jai Balaji Industries Limited reserves the right to audit, seek records, and require corrective actions. Non-compliance may result in suspension, termination, financial penalties, or blacklisting of suppliers in doing business with such entities.

5. Review

This policy will be periodically reviewed by Jai Balaji Industries Limited Management.