

Vendor Code of Conduct

Introduction

The SCL code of conduct for manufacturer and suppliers (hereinafter, code) defines minimum standards of ethical and responsible behavior which must be met by the manufacturers and suppliers of the products commercialized by SCL in the course of its business, in line with the corporate culture of SHREE CEMENT LTD. (Herein after called as SCL group), firmly based on the concept of sustainability as well as social accountability.

The code shall be applied to all manufacturers and suppliers that take part in the purchasing, manufacturing and finishing processes and fosters and based upon the following general principles that define SCL ethical behavior :-

Human Rights:-

SCL believes all workers deserve a fair and ethical workplace environment and must be treated with the utmost dignity & respect. Vendor shall (a) uphold the highest standards of human right (b) provide a mechanism for reporting human rights violations (c) where it allowed by law, have a system that allows workers to anonymously report concerns.

Forced Labor: -

Vendor shall ensure that all work is done voluntarily by labour. Vendors may not require their employees to make any kind of deposits nor are they entitle to retain Identity documents. Vendor shall ensure that any worker's contract clearly convey the conditions of employment in a language understood by the workers.

Child Labour:-

Vendors shall not employ persons who are below the applicable legal minimum age to work. In case local legislation stipulates higher minimum age than local legislation will prevail over general law.

Safe and hygienic working conditions: -

Workers well-being is essential and Vendor shall provide a healthy and safe work environment for its workers, including tolerable temperature, noise levels, adequate ventilation, sufficient lighting, clean toilet facility and drinking water. Vendors shall implement corrective action plan to mitigate the risks, provide necessary solutions and facilitate the health and safety of its workers through any such incident. Vendor shall identify and assess potential emergency situations affecting the health, safety and welfare of its workers.

Fair Competition and Anti-Corruption:-

SCL will not engage in or promote practices which are corrupt and anti-competitive. Company is committed to competing fairly and complying with appropriate completion laws. SCL encourages all vendors associated with it to comply with the above mentioned principles and avoid complicity with anyone that violates above principles.

Compliance with Laws: -

Vendors shall comply all applicable laws prevailing in nation as well as which affected the transactions with SCL.

Maintaining value and integrity: -

SCL shall not do nor give or receive, directly or indirectly for business or financial gain, any financial inducement or improper advantage, or engage in any form of unethical conduct or exercise undue influence over any other third party. SCL will endeavor to promote its values as well as demonstrate its commitment to upholding its ethics principles wherever it operates in conjunction with business partners.

Corporate Social Responsibility:-

Vendors are encouraged to foster social, economic as well as environmental contributions to the communities in which it operates or for other similar causes worldwide.