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Purpose:

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Piyanshu Chemicals Pvt. Ltd. committed to do the right thing for our clients, employee and communities. We are committed towards social impact and responsible for sustainability across every function, including sourcing and procurement.

Through this procurement policy, we intend to make our operations more sustainable by:

- Upholding the laws and regulations
- Endorsing highest standards of economic, social, ethical and environmental practices
- Identifying and moderating risks associated with our procurement process
- Communicating the policy with stakeholders (internal and external) and raising awareness among our suppliers

PCPL committed to

1. Assess 90% of the supplier on social, environmental & health safety issues by 2025
2. Sign supplier code of conduct by all supplier within 2025

Scope:

This policy applicable to all the procurement activity across the Piyanshu Chemicals Pvt. Ltd.

Responsibility:

Purchase Manager is responsible for the implementation of the policy

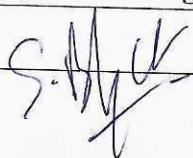
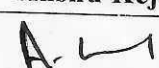
Policy:

PCPL believes in sustainable growth & in order to ensure uninterrupted supply chain it is our endeavor to raise awareness for the importance of safety measures, quality standard & environmental impacts among our suppliers. Further, we emphasize on long term mutually beneficial relationship by encouraging & driving innovation projects through sharing of knowledge & best practices to better serve our clients.

Sustainable Procurement Criteria:

PCPL procurement practices to ensure that they:

- Respect human rights (i.e. avoid discrimination, protect vulnerable groups)
- Are considerate of labour practices (notably work, health and safety conditions)
- Minimize the impact on the environment (in terms of resource use, pollution, biodiversity protection, combatting climate change)
- Respond to ethical operating practices (notably anti-corruption, fair competition)
- Contribute to community involvement and development (fostering employment and access to services, respecting local culture)

Date Of Issue	Prepared By Rahul Jajodia	Checked By Satyabodh Bhagat	Approved By Anshu Kejriwal
04.07.2023	Rahul Jajodia		





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In accordance with our commitment to the highest standards, we also expect our suppliers to aspire to the same standards in their business operations.

1. Business Integrity and Ethics

a. Conflict of interest

Suppliers are expected to report any conflict of interest in any business dealings with PCPL that supplier is aware of to allow us the opportunity to take appropriate action.

b. Bribery, corruption, gifts and donations

Suppliers in all commercial dealings with PCPL or otherwise must not receive or offer to make any illegal payments, gifts, bribes, donations or other improper advantage in order to obtain unethical favours for the business.

c. Confidentiality

Suppliers shall safeguard and respect PCPL intellectual property; trade secrets and other confidential, proprietary and sensitive information or data at all times and shall not disclose the same.

d. Anti-competitive and restrictive trade practices

Suppliers must comply with applicable local and international laws to promote free and fair competition and to get business by offering competitive prices and innovative products.

2. Human Rights

a. Forced and child labour

Suppliers shall prohibit use of child labour at any stage of their business process. We expect that our suppliers will not employ any child (or as per local law). The suppliers must not use forced labour including prison or debt bondage labour, human trafficking or modern day slavery.

b. Compensation and working hours

We expect suppliers to comply with applicable wage and hour laws, regulations and mandatory industry standards pertaining to minimum wages, overtime pay, working hours and rest periods.

c. Non-discrimination

Suppliers must ensure there is no discrimination in their hiring and employment practices on the basis of race, colour, gender, age, nationality, religion, sexual orientation, marital status, disability, medical condition etc.

3. Accountability and Transparency

a. Maintaining appropriate financial records

We expect suppliers to prepare and maintain accounts of business dealings fairly, accurately and in accordance with accounting and financial reporting standards which represent the generally accepted guidelines, principles, standards, laws and regulations.

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b. Legal and Regulatory Compliance

We expect our suppliers to comply with all applicable laws and regulations within the country of operation.

4. Responsible Conduct with Stakeholders

a. Fair dealing with vendors/suppliers

We encourage our suppliers to conduct all transactions with their business partners in fair and transparent manner including fair evaluation, reasonable selection, equal opportunities, fair and free competition for all.

b. Diversity in workforce

We suggest that suppliers should take initiatives to have a diverse and inclusive workforce in terms of age, gender, experience, ethnicity etc.

c. Engage and involve local communities

We encourage our suppliers to address issues and concerns of the community impacted by operations of the supplier and minimize the impact.

5. Employee Health and Safety

We expect our suppliers to adopt robust and relevant management practices in order to comply with applicable health and safety laws, rules, regulations and industry standards. The suppliers are also encouraged to conduct training and awareness activities for employees on health and safety. We also suggest suppliers to take reasonable actions to prevent accident and injuries by analyzing and minimizing risk exposure.

6. Local Community Development

We understand that our operations not only affect our own communities but also of those who are in contact of our supply chains and our suppliers. Therefore, we encourage our suppliers to undertake steps to collaborate and associate with the local community for economic and social development by providing employment, helping in eradicating poverty, helping in developing skills of local people etc.


7. Green Products and Processes

a. Reducing emissions and water intake

We suggest that our suppliers identify sources of emissions (CO₂, Other Greenhouse Gases, SO_x, NO_x and Particulate Matter) and make progressive efforts towards reducing these emissions. Opportunities for reduction in water usage should be identified and measures for water conservation should be implemented.

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b. Efficient systems and process

Suppliers should strive towards enhancing the efficiency and performance of the equipment and processes by continual improvement, monitoring and assessment of technology. Good practices should be followed to ensure environmental resources are valued and protected.

c. Reducing usage of hazardous and toxic materials and substances

We expect our suppliers to assess their use of hazardous and toxic material and take necessary steps to reduce it, as much as possible. Appropriate substitutes and replacements should be introduced to minimize exposure to such material.

d. Disposal of toxic waste

Toxic waste should be handled with professional guidance and mechanism should be put in place to dispose-off the waste to authorized waste processors by the suppliers. Toxic waste should not be allowed outside the premise without proper approval.

e. Renewable energy

We recommend our suppliers to use renewable sources of energy wherever possible so as to become more energy efficient and energy independent. The suppliers should take steps to identify the scope of replacing conventional sources of energy with sustainable and renewable sources in their operations.

8. Reduce, Reuse and Recycle

a. Zero waste to land fill

Waste to landfill should be analyzed and suppliers should try and set targets to reduce the quantity of disposal to landfills.

b. Responsible consumption of resources

We recommend our suppliers to minimize use of all resources, including virgin raw material, in their processes.


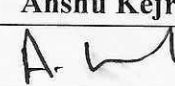
Monitoring

- Monitoring supplier assessment is key in order to manage and utilize sustainable procurement.
- We strive to monitoring data & recording the same.


Reporting :

Annual Reporting :

Sustainable procurement performance and approach is reported annually.

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External Reporting:

PCPL also completes an EcoVadis assessment annually.

Review:

The content and robustness of implementation of this policy will be reviewed annually and revised accordingly.

Adherence with the sustainable procurement Policy is essential in PCPL's day-to-day business. Piyanshu Chemicals Pvt. Ltd. expects you to avoid any behavior which constitutes a (potential) violation of procurement policy.

If you are an employee of Piyanshu Chemicals Pvt. Ltd. and you believe that anyone who is involved in the business of Piyanshu Chemicals Pvt. Ltd. is attempting to breach or has breached the procurement Policy, you are expected to report this to your (direct) manager or raise a Grievance.

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