

## ASTRAL Supplier Code of Conduct

Astral Limited is in business of manufacturing thermoplastic Pipes and Fittings, Water Tanks, Bath Ware Products, Paints and Adhesives. Astral considers suppliers as business partners and critical stakeholders.

Astral Supplier Code of Conduct (SCoC) articulates Astral's expectations from our suppliers with respect to ethical, Environment & social compliant and safe conduct of business throughout the course of business relationship with Astral.

This Supplier Code of Conduct is applicable to all 'Suppliers' globally. 'Supplier' here refers to suppliers/ service providers/ vendors/ traders / agents/ consultants/ contractors/ joint venture partners/ third parties including their employees, agents and other representatives, who have a business relationship with and provide, sell, seek to sell, any kinds of goods or services to Astral or any of its subsidiaries, affiliates, divisions of "Astral".

This Code sets forth the basic requirements that we ask our Suppliers to respect and adhere to when conducting business with Astral. This Code embodies Astral's commitment to internationally recognized standards, Universal Declaration of Human Rights as well as prevalent industry standards, and all other relevant and applicable statutory requirements concerning Environment Protection, Minimum Wages, Child Labour, Anti-Bribery, Anti-Corruption, Health and Safety, whichever requirements impose the highest standards of conduct.

### ► LABOUR & HUMAN RIGHTS

Adhering to all Labour Laws and Human Rights Laws, Suppliers shall:

- Comply with all applicable local, state and national laws regarding human rights.
- Ensure that all their employees are hired on their own free will and guarantee that all their operations are free from forced, compulsion, indentured, prison labour or any other form of compulsory labour.
- Not to engage/employ in any form of child labour.
- Respect and uphold employees' rights to freedom of association and collective bargaining, in accordance with internationally recognized labor standards.
- Ensure that all its employees are provided equal employment opportunities, an environment conducive to their growth, free from any form of discrimination and harassment.
- Ensure compliance with minimum working hours and payment of minimum wages prescribed by applicable laws and regulations.
- Comply with all anti-slavery and anti-human trafficking laws. Suppliers must ensure they have taken steps to ensure their business operations are free from slavery and human trafficking practices both internally and within their supply chains and other external business relationships.

#### **Astral Limited**

CIN: L25200GJ1996PLC029134

Registered & Corporate Office: 'Astral House', 207/1, Behind Rajpath Club, Off S. G. Highway, Ahmedabad - 380 059, Gujarat, India.

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## ► HEALTH, SAFETY & ENVIRONMENTAL SUSTAINABILITY-

- The Supplier shall provide its employees with a safe and healthy working environment and comply with all applicable laws and regulations regarding working conditions including of physical and mental demands of the workplace
- Supplier shall create awareness and impart training programs on relevant topics/areas at regular intervals.
- Supplier shall follow all Environmental, Health and Safety and other operational policies of the Company while executing any work or contract at the company site.
- Supplier shall use all raw materials and the natural resources judiciously in their processes.
- Supplier shall demonstrate a strong commitment to environmental protection. This includes:
  - striving for efficient energy use,
  - actively addressing climate change and greenhouse gas (GHG) emissions,
  - preserving and restoring biodiversity
  - Adopting measures to avoid deforestation and contributing to the protection of natural habitat and,
  - promoting responsible water management practice.
- Supplier shall obtain all relevant consents, licenses, approvals and authorization from respective authorities and shall follow all laws of the land including laws for Environment protection while executing any work for the Company.

## ► BUSINESS INTEGRITY

### Anti-Bribery and Anti-Corruption:

The Supplier shall not, directly or through intermediaries, take any recourse to any unethical behavior (implicit or explicit), or offer or promise any personal or improper advantage in order to obtain or retain a business or other advantage from a third party, whether public or private, including with any employee of Astral. More specifically:

- Supplier shall not enter into a financial or any other relationship with Astral employee that creates any actual or potential conflict of interest for Astral. The Supplier is expected to report to Astral any situation where an employee or professional under contract with Astral may have an interest of any kind in the Supplier's business or any kind of economic ties with the Supplier.
- Supplier shall not offer any gift, hospitality or entertainment for obtaining any advantage, order or undue favour.
- Supplier should respect the privacy and confidential information of all employees and business partners as well as protect data and intellectual property from misuse.

**Unfair Trade Practices:** Supplier shall desist from any unfair or anti-competitive trade practices.

► **SUPPLIER'S COMPLIANCE COMMITMENT**

- Astral expects the Supplier to adhere to all applicable laws and regulations and in particular comply with this Code in letter and spirit. It is the Supplier's responsibility to read and understand the contents of this Code. As a condition of doing business with Astral, the Supplier must comply with this Code and agree to uphold such values during its business association with Astral. The Supplier shall maintain adequate documentation to demonstrate compliance with the principles of this Code, and allow access to Astral to check compliance upon request with reasonable notice.

Please contact the concerned Purchaser/ Head of Purchase if you have any questions about this Code at Email ID: [tarak.acharya@astralpipes.com](mailto:tarak.acharya@astralpipes.com) (Water Division) or [rishi.shukla@astralltd.com](mailto:rishi.shukla@astralltd.com) (Chemical Division)

For, Astral Limited



**Tarak Acharya**

**(Sr. General Manager – Purchase)**

**Water Division**

Date: 30/09/2024



**Rishi Shukla**

**(General Manager – Purchase)**

**Chemical Division**

Date: 30/09/2024