

SYMBIOTEC GROUP OF COMPANIES SUPPLIER'S CODE OF CONDUCT

To achieve our goals and ensure ethical conduct, it is empirical that our suppliers share our values and vision; and raise the sustainability standards in our supply chain. We acknowledge that long-term sustainable development of our suppliers is critical to our joint success and we value our relationship with suppliers who share the same approach and Vision towards doing business. This shall be achieved by following codes:

1.0 ENVIRONMENT

- a) Supplier must run its business in environment friendly manner and adopt environmental friendly technologies
- b) Supplier must ensure the availability of valid environmental permits like consents, Hazardous waste authorization and comply with the applicable legal requirements.
- c) Supplier shall ensure smooth running of all the pollution control systems like ETP, emission control systems of boiler and DGs.
- d) Our suppliers shall ensure NDPE commitment while producing Palm oil base products (*No Deforestation, No Development on peat, and No exploitation of the rights of indigenous peoples, workers and local communities*).

2.0 Conflict of interest

Suppliers are expected to report any conflict of interest in any business dealings with Symbiotec that supplier is aware of to allow us the opportunity to take appropriate action. It should be disclosed if any Symbiotec employee or professional under contract with Symbiotec may have significant ownership or interest in a supplier's business.

2.0 Bribery, corruption, gifts and donations

Suppliers in all commercial dealings with Symbiotec or otherwise must not receive or offer to make any illegal payments, gifts, bribes, donations or other improper advantage in order to obtain unethical favors for the business. All suppliers must ensure that no action is taken to violate any applicable anti-bribery or anti-corruption laws and regulations in the locations of their operations and make every effort to eliminate all forms of corruption and bribery.

3.0 Confidentiality

Suppliers shall safeguard and respect Symbiotec Pharma Lab intellectual property; trade secrets and other confidential, proprietary and sensitive information or data at all times and shall not disclose the same. The information provided by Symbiotec Pharma Labs should be used only for its intended and designated purpose as decided and agreed upon between Symbiotec Pharma Labs and the supplier.

4.0 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.

5.0 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 person below the age of 18 (or as per local law, whichever is greater). The suppliers must not use forced labour including prison or debt bondage labour, human trafficking or modern day slavery.

6.0 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.

7.0 Freedom of association

Supplier shall run the business in such a way so that workmen's freedom of association and effective recognition to the rights to collective bargaining can be ensured.

8.0 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, citizenship, disability, veteran status, medical condition etc.

9.0 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 of the country of operation.

10.0 Legal and Regulatory Compliance

We expect our suppliers to comply with all applicable laws and regulations within the country of operation. All other applicable international laws and regulations should also be complied with. Suppliers should follow guidelines of all the required permits and registrations to be legally compliant at all times.

11.0 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.

12.0 Diversity in workforce

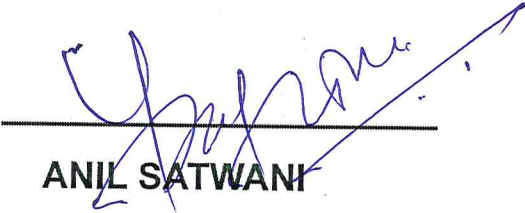
We suggest that suppliers should take initiatives to have a diverse and inclusive workforce in terms of age, gender, experience, ethnicity etc.

13.0 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.

14.0 Local Community Development

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. wherever relevant.


ANIL SATWANI**(Managing Director)****ACCEPTANCE**

NAME OF COMPANY	
NAME	
DESIGNATION	
DATE	

SEAL / STAMP OF COMPANY

