



# SUPPLIER **CODE OF CONDUCT**

---

Supplier codes of conduct are created to ensure that a company's suppliers enforce safe working conditions, that their workers are treated with respect and dignity, and that their manufacturing processes are environmentally responsible.

We expect our Suppliers to uphold the Code, which is based on accepted fundamental principles and laws. We are committed to source goods from Suppliers who value and incorporate following provisions:

## **Labour Standards and Practice**

---

Working hours	Working hours should be 8 hours + 2 hours overtime per day.
Child Labour	Child labour is forbidden upto 15 and regulated between 15 and 18.
Freely Chosen Employment	All employment should be voluntary and without any force or discrimination.
Compensation	Compensation to all employees must exceed minimum legal standards and free from any bias.
Freedom of association	As per provisions in law employees should have right to freedom of association.
Non-discrimination	Employees must not be subjected to discrimination on the basis of age, gender, caste, disease, disability or any affiliation.

## **Health & Safety**

---

Suppliers should maintain a safe, healthy and hygienic working environment.

## **Environmental Policy**

---

Supplier should take adequate measures in use of materials, product and transport technology to avoid negative environmental impacts and to reduce waste.

## **Documentation, Review And Responsibility**

---

Suppliers must be transparent in their policies, standards and operations. Suppliers must agree as part of doing business with us to give Sanskriti Overseas, its customers and/or its representatives unhindered access to their facilities and records related to compliance with the code.

In case a supplier is unable to comply with the code, efforts should be put in place to adhere, else Sanskriti Overseas reserves the right to terminate the arrangement.