

Praj Industries Limited

Supplier's Code of Conduct

Praj Values

Integrity, Innovation, Passion, Responsibility, Agility and Reliability are core values at Praj. We strive utmost to conduct business in ethical and sustainable manner, with high degree of professionalism & transparency in our interactions with all stakeholders. We expect all our supply chain partners to appreciate & honor core values enlisted above.

Compliance with applicable laws/regulations/government orders:

Our suppliers shall comply with applicable laws, regulatory requirements. Our suppliers shall institutionalize all essential processes in their organizations that support and monitor compliance. All business-related activities shall be conducted strictly within the framework of applicable laws/regulations/government orders.

Respect for human and labour rights:

Praj supports and respects the protection of human & labour rights as defined in the relevant laws of the country in which we operate. Every supplier is required to abide by all laws, rules, regulations & principles prevalent in country of operation.

Suppliers should follow principles listed below:

- a) Promote equal opportunities for all employees irrespective of skin color, age, caste, gender, nationality, socio-economic background, disabilities, political or religious conviction
- b) Not to employ anyone against his/her own free will and deploy child labour.
- c) Respect the personal dignity, privacy and rights of each employee.
- d) Prohibit behavior including gestures, language and physical contact, that is sexual, threatening, coercive, abusive or exploitative in nature.
- e) Comply with the number of working hours as per applicable laws.
- f) Comply with applicable wage regulations, including those relating to minimum wages, overtime compensation, and other legally mandated benefits.



Occupational health and safety:

Praj endeavors to create hazard-free working environment to employees, suppliers, contractors, at all locations of its operations by adhering to high standards of occupational health and safety. While operating any of the premises & project sites of Praj, suppliers are responsible for:

1. Complying with the safety instructions & procedures
2. Use of personal protection equipment's
3. Reporting any shortcomings regarding compliance with safety practices
4. Comply with applicable laws regarding health & safety

Bribery & corrupt business practices:

Praj strictly abides by all anti-bribery and corruption laws, including but not limited to the Indian Acts rules and regulations. Suppliers shall not engage directly or indirectly in any kind of unfair business practices in order to advance their and /or Praj's business interests including offering any commercial consideration or otherwise such as gift & entertainment etc.

Protection of proprietary information, Identity and Privacy :

Praj's intellectual property is one of its most valuable asset that consists of patents, trademarks, copyrights, trade secrets etc.

Suppliers are mandated to maintain & secure Praj's classified & confidential data without any pilferage and/or copy. This include among others technical information, commercial proposals, business intelligence such as business practices, intellectual property, drawings, financial information, business plans and processes, contracts, customer information, employment and personnel records, identities of whistle-blowers and related investigations etc.

Sharing any information with 3rd parties shall be with explicit written approvals from designated authorities at Praj.

Diligent Communication and Social Media:

Suppliers shall engage in responsible communication while dealing with Praj. At all instances, communications shall be factual, truthful and devoid of inappropriate language and any derogatory remarks or characterization. This includes any communication between the parties and/or in any social media forums.



Disclosure of Conflict of Interest:

In case of any close relative of supplier is an employee at Praj then the supplier is required to promptly disclose to the Purchase Officer at Praj who may take due cognizance and appropriate action if any.

Implementation:

Acceptance of the Code of Conduct is mandatory.

Date:03/02/2023

For Praj Industries Ltd.

Sd/-
Dr Pramod Chaudhari
Executive Chairman