



UNICHEM
LABORATORIES LTD.

SUPPLIER'S CODE OF CONDUCT

Approved by:	Board of Director
Effective date:	13th November 2024





INTRODUCTION:

The company is dedicated to conducting its business with integrity, responsibly with a commitment to sustainability. This Supplier Code of Conduct outlines the principles and expectations it holds for its valued business partners.

ETHICAL BUSINESS PRACTICES:

- Suppliers to uphold the highest standards of business integrity and fair competition, refraining from corruption, extortion, embezzlement and any form of bribery.
- Confidential information must be safeguarded and suppliers must adhere to principles of fair competition in accordance with applicable competition laws.
- It is expected that suppliers maintain accurate and reliable business & financial records in compliance with all applicable laws and regulations.

HUMAN RIGHTS AND LABOUR:

- Suppliers to ensure fair employment and refrain from forced or bonded labour.
- Child labour should be strictly prohibited.
- Fair treatment and non-discrimination, suppliers must create workplace free from inhumane treatment, discrimination and harassment.
- Wages, benefits and working hours must comply with relevant laws, including minimum wage requirements.
- Freedom of association and collective bargaining rights must be respected.

HEALTH AND SAFETY:

- Suppliers to provide a secure and healthy working environment for all individuals working at their sites.
- Occupational health and industrial hygiene must be prioritized, with a focus on hazard communication and protection measures.
- Emergency preparedness and response plans must be in place to minimize the impact of potential emergencies.
- Regular risk assessments should be conducted to ensure ongoing workplace safety.

ENVIRONMENT:

- Suppliers are required to comply with all applicable environmental laws and regulations.
- Hazardous materials must be handled transparently, with accurate and compliant material declarations



GOVERNANCE & MANAGEMENT SYSTEMS:

- Suppliers should identify and adhere to applicable laws, regulations, standards and relevant customer requirements.
- A comprehensive training program should be implemented for both management and workers to ensure compliance with this SCOC.
- Due diligence and transparency in supply chain management including human rights, are expected.
- Suppliers must establish a complaints procedure for workers to report concerns related to non-compliance or environmental impacts.

INTELLECTUAL PROPERTY:

- Suppliers must respect and protect the Company's intellectual property rights, including trade secrets, confidentiality information and customer data.
- Prudent handling of technology and know-how is required to preserve intellectual property rights.

RAISING CONCERNS; REPORTING POTENTIAL MISCONDUCT:

- Suppliers should establish a defined process for reporting suspected illegal activities that contravene national and international laws, regulations, codes, and standards.
- Whistleblowers should be protected, and suppliers can report concerns through Unichem Laboratories email: whistleblower@unichemlabs.com

AUDIT

- The Company will conduct periodically supplier audit, provide remedial action to be taken for non-compliance which may lead to exclusion from future business opportunities with the Company.

ACKNOWLEDGMENT:

The company encourages its suppliers to formally acknowledge and adhere to its Suppliers Code of Conduct.
