
	<b>Supplier Sustainability Policy</b>					
	<b>Policy (MUL/PUR/01)</b>					
1 <sup>st</sup> Issue date	1.4.18	Rev no	02	Rev date	01.05.2021	

## **Supplier Sustainability Policy**

Mayur Uniquoters Limited (“Mayur”), a high-tech enterprise that has been a resounding success in the field of superior synthetic leather in India, is all set to replace genuine leather genuinely. In the year 1992, driven by a vision to manufacture world-class products for the leather connoisseurs and the trend setters of the time, Mayur was borne out of high level of competence, commitment, stringent quality control measures and value addition. Currently Mayur is certified with IATF 16949:2016; QMS (ISO 9001:2015), EMS (ISO 14001:2015) & OHSMS (ISO 45000:2018)

At Mayur, we consider sustainability to be an essential part in all our business operations. Mayur is committed to a Code of Conduct which describes how we do business. Mayur is committed to high standards of social responsibility, environmental responsibility, health & safety at work and ethically sound practices throughout its network.

As part of our work to achieve a more sustainable world, Mayur has implemented certain governing principles for our suppliers.

The purpose of these principles is to ensure that we deal with suppliers who share our values regarding sustainability. We expect that our suppliers, as a minimum, follow our sustainability principles when conducting their own business. This is the starting point for entering into and maintaining a business relationship with Mayur. These principles are included in this Supplier Sustainability Policy.

Mayur requires that its suppliers follow policies and guidelines related human rights, human trafficking, child labour, working conditions, remuneration, non-discrimination, Prevention of sexual harassment, anti-corruption & anti bribery, health and safety & environment safety

### **APPLICABILITY**

The Supplier Sustainability Policy applies to all suppliers providing products/material to Mayur. Workers/employees are considered to be all people who are working for the supplier, whether directly employed, subcontracted or employed by other agency.

Mayur expects the supplier to monitor its own suppliers in order to ensure commitment to environmental and social responsibility.

### **COMPLIANCE**

Mayur has a process in place to follow-up supplier sustainability work. Suppliers may be asked to answer a self-assessment questionnaire regarding their social and environmental performance. Mayur reserves the right to conduct reviews and/or on-site audits of our suppliers to ensure compliance with this Supplier Sustainability Policy as per below principles. Supplier agrees to cooperate in order to facilitate such reviews or audits.

## **SUSTAINABLE PRINCIPLES FOR OUR SUPPLIERS**

### **General**

The supplier shall comply with applicable legislative and regulatory requirements applicable to them as per country defined rule/act, they are operating in.



### **Anti-Corruption & Bribery**

All type of corruption, bribery and such intentions are unacceptable. Supplier should work, support & follow local legal compliance against corruption and bribery in all its types, including but not limited to extortion, fraud, money laundering and facilitation payments as per Policy.

<b>Prepared by</b>	<b>Approved by</b>	<b>Issued by</b>
Ravi Arora/R Gupta	Arun Kr Bagaria	Navneet Jain

**Note:** This Policy contains proprietary information of MAYUR and is not to be disclosed to others without expressed written approval of MAYUR.

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### Child Labour

No person shall be employed who is below the minimum legal age for employment, follow local regulations for legal age.

### Forced & Compulsory Labour & Human Trafficking

The Supplier shall not engage in or support the use of any form of forced, compulsory or illegal labour. Work must take place on a voluntary basis, and personal documents and possessions must not be confiscated in order to force somebody to work. Workers have the right to freedom of movement & our suppliers should ensure it is afforded to them. Supplier should follow local legal regulations for forced & compulsory labour & Human Trafficking.

### Freedom of Association & Collective Bargaining

Mayur seek suppliers who productively engage workers & value them as critical assets to sustainable business success. This includes respecting the rights of workers to make an informed decision as to whether to associate or not with any group & Bargain collectively on their behalf with the organization, consistent with all applicable laws.

### Non-Discrimination & Prevention of sexual harassment

No employee shall be discriminated on grounds of their gender, marital or parental status, ethnic or national origin, Race, Colour, sexual orientation, religious belief, caste, political affiliation, age, or disability. Supplier should follow local regulation for Non Discrimination & sexual harassment.

### Respect for Human Rights

Suppliers should be committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the local regulations. This applies to all workers including temporary, contract, direct employees, and any other type of worker.

### Wages & Benefits

Suppliers must provide wages & benefits that meet or exceed local law requirements and are paid/provided in a timely manner. We encourage suppliers to commit to the betterment of wages & benefits to improve the lives of workers and their families in the community where they live

### Working Conditions

Supplier shall provide safe & healthy working conditions for all the workers including illumination, ventilation, temperature, ergonomics etc consistent with local regulations.

### Health & Safety

The suppliers shall provide a safe and healthy working environment and take all practicable steps to prevent incidents and injuries. Occupational hazards and injuries shall be documented and necessary measures shall be taken to prevent accidents from reoccurring.

The suppliers shall ensure that all employees are provided with necessary instructions, training and personal protective equipment, as necessary for facilitating safe work methods.

### Hazardous Materials and product safety/Responsible Chemical Management

Supplier should ensure that the products, chemical, physical or Biological substances under its control do not pose a risk to health and safety of workers by implementing and enforcing proper protection and handling measures **as per MSDS**. Supplier should implement a system to manage and mitigate risk.

Supplier should define and implement by regular training emergency procedures in order to minimize damage to people and property. Supplier should have knowledge of specific market requirements related to sustainable products whenever applicable (REACH/ROHS)



### Environment

It is expected that suppliers follow international best practices for environmental protection, besides abiding to local laws, ensuring continuous improvement on this area **by adhering best practices as per EMS (ISO 14001)**

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Suppliers shall work in a systematic, goal- oriented and proactive manner to reduce the impact to the environment including pollution prevention, **Sustainable resource Management & waste reduction.**

The business must be run in such a way that serious discharges and emissions to the ground, water and air are systematically prevented and adherence of state/central pollution Norms. **Water & Air quality should be maintained as per local regulations & Water conservation measures should be adopted to ensure optimum consumption.**

**Supplier should work towards energy efficiency including use of energy efficient equipments, Use of renewable energy sources & reduce Greenhouse gas emissions by adopting practices like reduce, reuse, recycle, advanced technology & by planting the trees within premises & in nearby area.**

Supplier should keep have and keep updated all licences and records demanded by applicable legislation.

### Conflict Minerals Sourcing

Supplier shall have responsibility to conduct reasonable checks in their process and supply chain to avoid sourcing directly / indirectly from conflict region. Supplier shall take serious note of violent conflict in the Democratic Republic of Congo (DRC) region which is partially financed by the exploitation and trade of conflict minerals-Tantalum, Tin, Tungsten and Gold originating in the DRC region.

Supplier will take following measures to ensure the products and parts do not contain Conflict Minerals, sourced from mines that support conflict within the DRC and adjoining countries.

- Identify the parts having Conflict minerals- Tantalum, Tin, Tungsten and Gold (3TGs) in your products and processes.
- Not to buy conflict minerals directly from Conflict Mines.
- Guide Suppliers and supply chain about Conflict Minerals to ensure compliance.
- Update to Mayur to comply with disclosure obligations.

### COMPLIANCE

Supplier shall define following steps to implement and sustain the compliance.

- Identify the Parts and Suppliers where 3TG material is used.
- Communicate and guide Suppliers on conflict minerals compliance requirements.
- Incorporate the Conflict Minerals compliance requirements in your sourcing protocol.
- Ensure Compliance.
- Review compliance process for adequacy and update as needed.

1<sup>st</sup> May, 2021  
Arun Kumar Bagaria

Executive Director

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