

TITLE : Supplier Code of Conduct

Doc No. : PUR/JSCMS/34/P

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Effective Date: 13.09.2023

Approved By



Jagmohan Sood

Whole time Director

Reviewed By



Rajendra Pathak

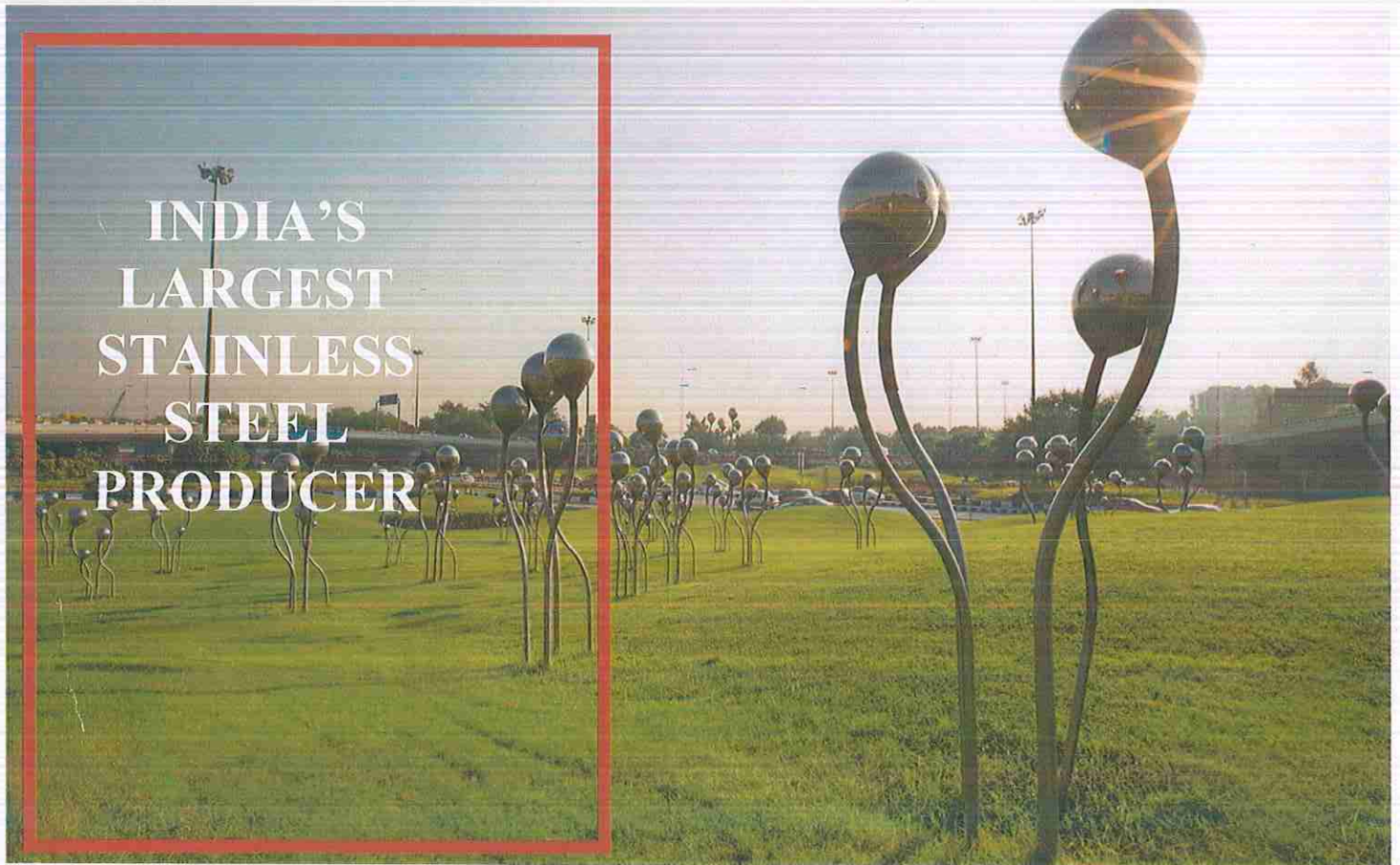
Sr. Vice President
(Procurement)

Proposed By



Ankur Shah

General Manage
(Sourcing)



JSL Supplier Code of Conduct

TITLE : Supplier Code of Conduct


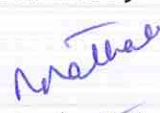
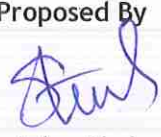
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Effective Date: 13.09.2023	Whole time Director	Sr. Vice President (Procurement)	General Manage (Sourcing)

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JSL is dedicated to making a positive contribution to society by improving lives through trustworthy and innovative Stain-less solutions. JSL envisages to achieve its mission by forging reliable relationships with its business partners by focusing on the environment, our people, responsible business practices, community investment and strengthening the next generation of citizens.

Scope

This Code of Conduct defines the principles and requirements of Jindal Stainless Limited and all its affiliated companies in accordance with applicable laws (hereinafter "JSL"/ "the Company") for all its suppliers of goods and services, including intermediaries, advisor and subcontractors (hereinafter jointly defined as: "suppliers" or "business partners") regarding their responsibility towards society, the environment and all other stakeholders taking part in the manufacture of goods and/or the performance of services. JSL reserves the right to amend the requirements of this Code of Conduct.

. The principles and demands are based on the JSL's General Purchasing Policy and on the Group's Corporate Policies. We passionately encourage our suppliers to spread awareness of the demands of this Code throughout their own supply chains.

As a condition of doing business with JSL, we expect suppliers to comply with these requirements and moreover comply with environmental standards and regulations. If JSL finds or suspects incidents of non-compliance with this Code of Conduct and JSL informs the supplier hereof, JSL expects the supplier to investigate and correct issues of non-compliance as soon as possible and within an agreed timeframe. If the supplier does not show willingness to correct these issues, JSL reserves the right to terminate the business relationship entirely or to promote, trace and enforce corrective actions and can ask the supplier to refund the total amount of Purchase order ("PO").

This Code is structured in following distinct elements:

- JSL's expectations from the suppliers which imply an explicit and unconditional obligation that must be fulfilled to maintain the commercial relationship between the parties.

Acceptance of the expectations constitute an indispensable requirement to maintain business relations with JSL. For this reason, the Company reserves the right to request the necessary information from its business partners, in the most appropriate manner, for the purpose of verifying compliance with the provisions and commitments set out in this Code of Conduct.

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Overview

To create sustainable stainless steel for a better world is JSL's mission. Innovative techniques that consume less energy, have a higher scrap ratio, emit much less carbon, and decrease costs resulting in stainless steels that are more environmentally friendly, stronger, reusable, recyclable, and have a longer life cycle. In support of this goal, we will work with our suppliers to:

- An efficient supply chain that complies with our corporate social responsibility guidelines.
- Create sourcing strategies that meet the requirements and expectations of customers, regulators, and larger stakeholder groups.
- For our company, our suppliers, and our stakeholders, we must increase long-term value and reduce risk.

By establishing responsible sourcing standards, working together, coming up with new ideas, and incorporating responsible sourcing into all of our business processes, we will be able to accomplish these goals. JSL's vision is to source from suppliers whose locations are known and whose policies and practices are in line with the JSL code of conduct, particularly with regard to raw materials, consumables, capital goods, services etc.

The JSL Code for responsible sourcing outlines our relationship with our suppliers and asks them to uphold certain environmental, social, and governance requirements, including those related to health and safety, human rights, and ethics. To discover and create continuing performance improvements for our responsible sourcing program, we encourage our suppliers to participate with us.

JSL defines its supply chain as the capital goods and services that it uses effectively run its business. Primary input materials like Scrap, Ferro Alloys, solid and liquid fuels, base metals, and energy are included in this. Also included are construction, capital expenditures, commercial and industrial services and goods, shipping, and logistics. A fundamental component of JSL's procurement strategy, responsible sourcing is given systematic consideration alongside elements like cost and quality.

What we expect from our suppliers

We expect our suppliers to do the business activities by following the utmost Ethics of the business, in compliance of the applicable laws including but not limited to those relating to Human rights, working conditions, the rights of their employees, Environmental laws & following the sustainable business practices.

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We also strongly encourage our suppliers to respect and align with following principles of the Company's code of conduct:

ETHICAL AND LAWFUL BUSINESS PRACTICES

JSL is dedicated to using honest, ethical, and transparent business practices. JSL asks suppliers to fully help it in this mission and conducts due diligence procedures to ensure compliance with this commitment. JSL demands that its suppliers uphold and maintain a corporate policy enforcing adherence to the following principles:

Zero tolerance to corruption

JSL has a zero tolerance to all forms of corruption. Every JSL's supplier, service provider, consultant must comply with applicable anti-corruption laws and regulations as well as company policies. Offering, promising, authorizing, giving, directly or indirectly, any payments or anything of value to improperly influence a business decision or to secure special treatment is strictly prohibited and never in the interest of any party involved. Facilitation payments are also prohibited. Suppliers must comply with all applicable anti-corruption regulations. They must not practice or tolerate any form of corruption. Suppliers will not offer or accept bribes or other unlawful incentives to/from their business partners. If any of the suppliers is found indulged in such activities, JSL reserves all the right to stop doing business with the said supplier with the immediate effect and may take the required legal actions as the case may be.

ZERO gifts, hospitality and travel expenses

At JSL we have zero gift policy & any gifts offered to JSL employees must be given in a legitimate business context and modest in economic value. JSL's employees do not give or accept gifts of cash or cash equivalents (such as gift cards). Gifts shall never be offered in a manner that the recipient feels that the giver expects something in return. As a general rule, JSL employees' travel expenses must be paid for by JSL.

Preventing money laundering

JSL complies with anti-money laundering obligations and aims to ensure that it will not put into circulation any funds or other assets making them appear legal when they in fact originate directly or indirectly from criminal offenses, such as fraud, tax evasion, human trafficking or bribery. JSL does not conduct business with entities that have connections with terrorist organizations or organized crime. We always make sure that all our suppliers, service providers, consultants and other third parties who JSL does business with are thoroughly checked, to ensure that anti-money laundering laws have not been violated.

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By use of appropriate measures, suppliers must take care that transactions with third parties do not violate applicable law on economic embargoes or trade regulations, import and export controls or provisions concerning the international fight against terrorist financing.

Financial Integrity

In accordance with applicable laws and accepted accounting practices, Suppliers shall implement internal controls over financial reporting and maintain accurate and complete books and records that fairly reflect all transactions. All contracts and invoices shall accurately and in reasonable detail describe the goods and services provided to JSL. False, incomplete, or misleading business records are unacceptable.

Product Quality and Performance

Suppliers shall respect all contracts with JSL and deliver goods and services on time and to the agreed-upon specifications. All goods must comply with applicable quality, safety checks, and labeling requirements.

Conflict of Interest


The Supplier shall maintain transparency in their business dealings and shall not engage into a financial or any other relationship with a JSL employee. The Supplier understands that a conflict of interest arises when the personal interests of the JSL employee are inconsistent with the responsibilities of his/her position with the company. All such conflicts must be disclosed. Even the appearance of a conflict of interest can be damaging to JSL and to the Suppliers, and are to be disclosed and approved in advance by JSL management.

Conflict Minerals

Conflict minerals" as defined by the US legislation, currently include the metals tantalum, tin, tungsten and gold. Under normal circumstances JSL suppliers should not import these metals for melting purpose however in case there is a need to import any of these metals then declaration to be taken from the suppliers of the above mentioned materials that the material being shipped is not originating from countries following the guidelines of "Conflict Mineral Reporting". In case any of the above metals are purchased in elemental form the supplier will record the same in the "Conflict Mineral Reporting Template" as prescribed by Responsible Minerals Initiative.

Template is available on the following URL

<http://www.responsiblemineralsinitiative.org/reporting-templates/cmrt/>

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Fair and open competition

Suppliers shall not enter into anti-competitive agreements or otherwise seek to undermine free and fair competition in violation of applicable antitrust and competition laws. All information regarding a Supplier's products and services must be accurate and truthful. Misleading statements intended to gain a competitive advantage and disparaging or untrue statements about competitors are prohibited.

Statutory Compliance

Suppliers are required to comply by all relevant laws, rules, and regulations, including any import- export regulations and prohibitions imposed. Suppliers are required to keep track of all licenses, permits, and approvals required for the operation of their company and to provide copies of these documents upon request by JSL. The development of internal systems to monitor regulatory changes and react to them is suggested for suppliers. Any notices, fines, or other sanctions issued or imposed for breaking laws and regulations must be immediately informed to JSL by suppliers.

HUMAN RIGHTS, WORKING CONDITIONS, AND THE RIGHTS OF SUPPLIER EMPLOYEES

JSL Suppliers must respect the dignity and human rights of those associated with and impacted by their operations. At a minimum, this requires compliance with applicable laws, regulations, and standards regarding labor rights, employment practices, and working conditions.

Occupational Health and Safety of Employees

In order to mitigate or completely eliminate risks and hazards to the community, environment, and human health, all chemical, physical, and biological substances and agents are managed appropriately and responsibly in compliance with the laws and regulations currently in operation. JSL requires its suppliers to comply with JSL's Health and Safety Policy and to do everything possible to prevent workplace accidents for their employees and local population.

Human Rights

JSL policy is committed to promote these principles to its suppliers and respects all human rights, including those of its workers and local communities. JSL fully honor the prevailing local laws recognizing human rights, promotes diversity and condemns discrimination and intolerance of all kinds. Everyone should be treated

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equally, fairly and with dignity, irrespective of race, ethnic origin, nationality, religion, political views, gender, sexual orientation, disability, skin color or age. JSL complies with international labor treaties, and condemns all forms of forced labor or use of child labor.

Human Trafficking and Forced Labor

Suppliers shall employ only those who are legally authorized to work and who choose to do so voluntarily. Slavery, forced or coerced labor, bonded labor, indentured servitude, involuntary prison labor, and any other form of exploitation are strictly prohibited. Suppliers' employees shall not be subject to unreasonable restrictions on movement within the workplace, and Suppliers shall not withhold their employees' identification or travel documents. Suppliers shall not engage in or support any form of human trafficking.

Child Labor

Suppliers shall verify the age of all prospective employees and shall not use child labor in violation of any applicable laws establishing a minimum employment age. In addition, Suppliers shall not employ any person who is less than eighteen years old, unless such employment is undertaken pursuant to an apprenticeship or other program that is expressly authorized by law, is clearly beneficial to the individual, and neither improperly interferes with the individual's education nor threatens his or her physical, mental, or emotional development.

Wages, Benefits, and Hours of Work

Suppliers shall fully comply with all applicable labor and employment laws and regulations, including all applicable wage laws, as well as the terms of any collectively bargained agreements. Their employees shall be paid fair and competitive regular and overtime wages that meet or exceed mandatory minimum wages and are appropriate for the type of work being done. Similarly, Suppliers shall provide their employees with all legally mandated benefits. No employee of a Supplier shall be required to work excessive hours, and all such employees shall be afforded regular time off of work. Wage deductions shall not be used as a disciplinary measure.

Dignity and Respect

Suppliers shall treat all of their employees fairly and with dignity and respect. Corporal punishment, physical or verbal abuse, inhumane treatment, and harassment are prohibited. In addition, Suppliers' employees shall not be subjected to any other abusive, coercive, hostile, insulting, intimidating, offensive, threatening, or unwelcome behavior in the workplace. Suppliers shall not discriminate against current or prospective employees on grounds of race, color, religion, sex, gender, sexual orientation, gender identity, national origin, citizenship, age, genetic information, physical or mental disability, veteran status, or any other protected basis and is in

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adherence to Prevention of Sexual Harassment (POSH) Act (2013) or similar applicable laws. Suppliers shall comply with applicable privacy laws and regulations and reasonably respect the privacy rights of their employees and any other parties with whom they do business.

Freedom of Association

Consistent with applicable laws and regulations, Suppliers shall respect the legal rights of their employees to choose whether or not to join a trade union, workers' organization, or any other similar group and to collectively bargain if they choose to be represented.





ENVIRONMENTAL STEWARDSHIP AND SUSTAINABILITY

In order to fulfill JSL's commitment to environmental, social, and governance (ESG) goals, JSL requires its suppliers to have strong management systems in place. The management system should make sure that these objectives are accomplished by rules and procedures, and that performance is tracked over time.

- JSL promotes the development of continuing performance improvements to the responsible sourcing plan as well as the collaboration of its suppliers to discover further possibilities to enhance responsible business practices across the supply chain.
- These outcomes are aligned with the 17 UN Sustainable Development Goals that describe the business we need to become to bring the greatest value to all of our stakeholders, and the Code is supporting the company's 5 sustainable Pillars, which are the driving force behind our transformation into the sustainable steel company of the future.

Care for environment

JSL has committed to working to reach Net Zero by 2050 by collaborating with the suppliers to address climate change for a sustainable future. We encourage our suppliers to take these concerns into account when making business decisions. We make a commitment to engage with our suppliers to minimize our contribution to Climate Change. We support creating an efficient environmental management system to assist suppliers in running their operations sustainably. JSL is dedicated to improving the sustainability of stainless steel. JSL implements cleaner processes that minimize the environmental effect in order to accomplish this goal by utilizing its expertise in the manufacture of stainless steel. We strive to collaborate with suppliers who share our goals and adhere to the best practices in environmental management, including conserving energy and resources, managing water resources, reducing greenhouse gas emissions, managing biodiversity, reducing waste, and recycling. In order to manage their environmental impact and conduct business in a way that

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complies with JSL's environmental policy, JSL asks its suppliers to maintain effective policies, processes, and procedures.

Suppliers should implement measures contributing to the protection of the environment during the product life cycle; design, development, production, transport, operating and disposal or recycling. JSL expects its suppliers to strive to save valuable resources, consume less energy and generate less waste and emissions through sustainable use. For this reason, the products and services should continue to be extremely environmentally friendly in the future. In order to comply with international standards, the suppliers should work with local authorities and the relevant state institutions at local level closely.


Suppliers must ensure that harmful soil changes, water and air pollution, noise emissions and excessive water consumption are avoided as far as possible throughout the supply chain. In this respect, they must ensure in particular that their production and procurement processes do not significantly impair the natural basis for the preservation and production of food, do not impede people's access to safe drinking water and sanitary facilities, and do not endanger people's health.

Suppliers must ensure that, as part of their production and procurement processes, there is no unlawful acquisition, construction or other use of land, forests and waters, the use of which secures people's livelihoods. In addition, suppliers must ensure that no unlawful evictions take place.

Suppliers shall ensure that their production and procurement processes comply with the requirements of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal dated March 22, 1989, and that there are no violations of the prohibitions set forth therein, in particular regarding exports of hazardous wastes to a Party to the Convention which has prohibited the import of such hazardous wastes and other wastes, to an importing State which has not given its written consent to the particular import, to a non-Party to the Convention, to an importing State to the extent that such hazardous wastes or other wastes are not being managed in an environmentally sound manner in that State or elsewhere.

Responsible purchasing

JSL's purchasing decisions are made solely based on JSL's best interests taking into account environmental, economic and social aspects. Suppliers will win JSL's business based on best value in use of product or service. Best value means the total amount spent on a particular commitment, including among other things the initial contract price, life-cycle cost of investment, effect on JSL's production efficiency and quality, commission fees and other transaction costs and taxes. JSL's suppliers must comply, and ensure their sub-suppliers also comply

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with the requirements in JSL's Code of Conduct and Supplier Requirements. Suppliers are expected to co-operate in a transparent manner with JSL, including granting JSL the right to conduct audits, due diligence checks and trainings in their facilities. Suppliers must also evaluate and monitor their own supply chain and provide proof of their practices if requested by JSL. In the event that the sustainability audit is performed by a third party, the supplier shall bear all costs and expenses.

COMPLIANCE WITH THIS CODE AND ADDITIONAL INFORMATION

Mandatory Compliance and Scope

Compliance with this Code is a condition of doing business with JSL. Importantly, the minimum requirements set forth herein apply throughout the supply chain. Accordingly, Suppliers shall communicate these requirements to — and require compliance by — their parent companies, subsidiaries, affiliates, directors, officers, employees, and any other parties that support their business activities with JSL, such as consultants or subcontractors.

Supplier Compliance Program

Suppliers shall take steps to ensure their compliance with this Code, including by implementing an ethics and compliance program that is reasonably designed to address all relevant topics. Features of such a program may include a management commitment to ethical business practices and compliance with applicable laws and regulations, appropriate policies, procedures, and internal controls, training for employees, mechanisms for employees and others to raise concerns without fear of retaliation, and processes to address such concerns.

Data Protection

In the event that a supplier has access to, acquires or otherwise processes Personal Information, the supplier will comply with applicable laws, regulations and guidance concerning Personal Information. "Personal Information" includes, collectively, "Personally Identifiable Information," "Non-public Personal Information," "Personal Data," and any other similar terms defined by applicable data protection or privacy laws.

If a supplier is requested or required to disclose any of the Company's Confidential Information under a subpoena, court order, statute, law, rule, regulation, regulatory request or other similar requirement (a "Legal Requirement"), the supplier must, to the extent not precluded by law, provide prompt notice of such Legal Requirement to the Company prior to the disclosure where possible.

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Third Party Representation

- The Supplier shall represent our company (including JSL brand) only with duly authorized written permission from our company. They are expected to abide by the Code in their interactions with, and on behalf of us, including respecting the confidentiality of information shared with them.
- The Supplier shall safeguard the confidentiality on the use of intellectual property and data of JSL.


Documentation and monitoring

Our suppliers should:

- Complete the JSL Supplier Assessment form upon request.
 - Produce copies of all relevant details to JSL or its representatives, cooperate, and make reasonable efforts to ensure that their subcontractors & sub suppliers do the same.
 - Show what efforts they are making to comply with the Code's requirements.
 - Show what measures they are making to put in place efficient management systems in order to accomplish their defined social, environmental, and governance goals.
- Be able to demonstrate progress over time by showing that performance is tracked and measured in order to attain these goals. The Supplier Relationship Management and Evaluation Process at JSL includes the Code. JSL will evaluate vendors' adherence to this Code's criteria using a risk-based methodology. Self-assessments, site visits, and follow-up on remedial plans are a few examples of monitoring techniques. JSL will collaborate with its suppliers to fix any gaps found. JSL retains the right to stop working with suppliers who do not adhere to this Code or who are unable to offer or make a commitment to an improvement plan.

Empowering stakeholders

JSL engages with stakeholders through a variety of communication and engagement channels to provide transparency and foster trust. JSL believes our suppliers to be a critical element of our business for growth and continued success. We interact with our suppliers constantly to make sure that everyone in our ecosystem performs responsibly, honestly, and in line with the law. In order to do this, we're dedicated to proactively encouraging suppliers to adhere to JSL's Code of Conduct, which establishes standards for proper conduct.

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Whistle Blower

Any activity that is against applicable laws, regulations or JSL's practices, or activity that can cause direct or indirect financial or other damage to JSL, its employees or other stakeholders is considered a misconduct.

The Supplier shall promptly notify JSL regarding any known violations or suspected violations of this code.

Reports can be made either by writing an email, letter

Email Address: whistleblower@jindalstainless.com

Letter on: "Protected Disclosure under the Whistle Blower Policy" to Ethics Officer, Jindal Stainless Limited, Jindal Centre, 12, Bhikaiji Cama Place, New Delhi – 110 066

Reported violations will be treated confidentially without retaliation & identity disclosures.

Suppliers must ensure that people working in their production and procurement processes are made aware of the possibility of using the Whistleblower System.

Review and Declaration

JSL will continually assess the suitability and effectiveness of this Code and the implementation program. By acknowledging this document, the Supplier confirms that the Supplier Code of Conduct has been reviewed, understood, and that it is consenting to abide by all of its stated requirements.

Reference Document/Records/Retention

Retention Period: Till Further Amendment