

SUPPLIER CODE OF CONDUCT

We, at Welspun India Limited, are committed to provide a fair, humane and healthy environment to the persons directly or indirectly involved in the manufacturing of our products. We expect similar principled conduct from our business partners in the supply chain. Welspun's Supplier Code of Conduct sets out the requirements expected from the Suppliers and other business partners in the supply chain.

Prohibition of Child Labour:

Suppliers must not, under any circumstances, use child labour as defined by National & Local laws and / or ILO Convention, whichever is more stringent. We, at Welspun, do not engage in or support the use of child labour. We ensure that no child labour is employed for the production of company's product. Child Labour remediation Procedure has been developed to provide adequate financial and/or other support to enable the children to attend and remain in school until no longer a child, in case any child found to be working in the business supply chain.

Prohibition of Forced or compulsory Labour:

The use of forced, bonded or indentured labour or involuntary prison labour is strictly prohibited. We, at Welspun, do not engage in or support the use of forced or compulsory labour including prison labour. Suppliers shall not retain original identification papers/documents and shall not require personnel to pay 'deposits' upon commencing employment. Neither the Supplier firm nor any entity supplying labour to them shall withhold any part of any personnel's salary, benefits, property or documents in order to force such personnel to continue working for the organization. Personnel shall have the right to leave workplace after completing the standard workday and be free to terminate their employment.

Health and Safety:

Suppliers shall provide their employees with a safe and healthy workplace in compliance with all applicable laws, regulations and industry standards. We, at Welspun, is committed to provide a safe and healthy workplace environment and takes effective steps to prevent potential accidents and injury to workers' health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the workplace environment, and bearing in mind the prevailing knowledge of the industry and of any specific hazards.

Freedom of association & collective bargaining:

Suppliers have to respect the rights of employees to form and join any association and bargain collectively. The employees shall be free to join an organisation of their choice and that their doing so will not result in any negative consequences to them, or retaliation from the company. The company shall not in any way interfere with the establishment, its functioning, or administration of such organizations.

Discrimination:

Suppliers shall strictly adhere to all applicable laws and regulations prohibiting discrimination in hiring and employment on the grounds of race, religion, age, nationality, colour, gender, sexual orientation, physical

ability, health condition, political opinion, creed or other basis prohibited by law. We, at Welspun, do not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination, or retirement based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, political opinions, age, or any other condition that could give rise to discrimination.

Disciplinary Practices:

Suppliers must treat all its employees with dignity and respect. The company does not engage in or tolerate the use of corporal punishment, mental or physical coercion, or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

Working Hours:

Suppliers shall comply with all applicable laws and regulations on working hours, Weekly rest day and Public Holidays. The normal work week, not including overtime, shall be defined by law but shall not exceed 48 hours. Personnel shall be provided with at least one day off following every six consecutive days of working.

Remuneration:

Suppliers have to comply with all applicable laws and regulations concerning wages and benefits. Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families. Deductions from wages as a disciplinary measure shall not be permitted; unless authorized by applicable law.

Environment:

Suppliers shall comply with all applicable environmental laws and regulations such as requirements regarding industrial wastewater treatment and discharge, air emission controls, recycling, chemical and waste management and disposal, environmental permits and environmental reporting. We, at Welspun, is committed to produce and provide quality products in an environmental friendly manner. To achieve this objective, the Management is committed for prevention of pollution and continual improvement to enhance environmental performance, Minimize the pollution at source through environmental friendly techniques, process and practices, Develop and set the environmental objectives to be achieved within the stipulated period, and to comply with applicable environmental legislations and regulations.

Suppliers have to conduct regular/periodic internal assessments to assure their compliance with the aforesaid code of conduct. Welspun reserves the right to conduct announced or unannounced inspections of Suppliers and their facilities to verify compliance with the said code of conduct.

By accepting any purchase order from Welspun, Supplier thereby acknowledges and certifies its compliance with the principles and requirements of the aforesaid Business code of conduct.

Compliance declaration:

We, the undersigned hereby confirm:

1. That we have received and taken due note of Welspun's Supplier Code of Conduct and commit ourselves to fully comply with its principles and requirements.
2. That we agree that Welspun or a third party appointed by Welspun may carry out periodic, announced or unannounced inspection/audit at our facilities to verify our compliance with the aforesaid Code of conduct.
3. That we effectively communicate the contents of this Code of conduct to our employees, agents, subcontractors and suppliers and ensure all measures required are implemented accordingly.

(Note: The Compliance Declaration must be signed by a duly authorized representative of the company and returned to the assigned Welspun contact within 15 working days of receipt).