

Statement of intent:

"Manjushree" has always promoted high ethical standards of professional approach with business associates and personal conduct with our team members. All of our team members and business associates shall commit to integrity in all aspects of their activities and comply with all applicable laws, regulations and internal policies.

Ensuring sustainability is embedded across every function, including procurement, it is essential that the practices are understood and comply across our supply chain which will help to achieve our goal of making a sustainable contribution to society.

We work to enhance environmental sustainability, social responsibility and ethical business practices in line with meeting Product Quality and Safety requirements across our supply chain. To identify and understand our supply chain in detail and standardize sourcing practices.

Specific Objectives:

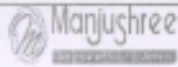
1. All key suppliers to be covered by Supplier Code of Conduct of MIPL (Phase wise).
2. All key suppliers to be assessed on the compliance of Code of Conduct, periodic and systematic assessment (Phase wise)

Performance Matrix:

Measurable	2018	2019	2020	2021
Supplier Coverage	None	Top 2 supplier from all categories / Group	Top 5 supplier from all categories / Group	Top 5 supplier from all categories / Group
Supplier Assessment	None	At least 1 supplier from all categories / Group	At least 50% coverage of Top 5 Supplier	At least 50% coverage of Top 5 Supplier

Note: Information on Supplier Coverage and Assessment pertains to Sustainable Practices only, for Quality Management system is already in place.

Prepared By (Sign):	Approved By (Sign):	Released By (Sign):	Page 1 of 3
Name: Rajat Mitra	Name: Puneet Agarwal	Name: Rajat Mitra	
Design: Manager QA & QMS	Design: Director	Design: MR	
Date: 20.09.2021	Date: 20.09.2021	Date: 20.09.2021	



Supplier Code of Conduct:

We at "MANJUSHREE" are convinced to comply laws and regulations, characterized by good ethical practices and balancing business integrity while doing business. "MANJUSHREE" works hard to integrate ethical concerns into business practices and follow a clear Code of Conduct, instructing all our employees, as how the business should be performed under best practices and principles of corporate governance. We expect that all of our supplier or sub supplier should conduct the business in similar way.

This Code of Conduct for Manjushree's supplier is the minimum requirement for doing business with Manjushree. All the Suppliers, Vendors, Contractors, Consultants, Agents and other providers of Raw materials and services who do business with Manjushree are expected to follow this Code.

1. Ensuring Business Ethics

1.1. Bribery and Corruption

♦ Anticorruption laws and regulations should be followed strictly by the suppliers. Supplier should have adequate procedures to prevent bribery and corruption in its organization for creating a corruption free environment. No supplier is allowed to offer any commission, gift, benefit and entertainment directly or indirectly, in cash or in kind, to any of our Employee, or to any family member of our Employee.

1.2. Conflict of interest

♦ We expects all our supplier is free from actual or potential conflicts of interest. A conflict of interest occurs whenever the prospect of direct or indirect personal gain may influence or appear to influence judgment or actions while doing business. Any conflicts of interest between Manjushree and its supplier should be reported prior to entering Business transaction with Manjushree.

1.3. Confidentiality of Information

♦ Supplier shall maintain the confidentiality, integrity and security of all commercial and business information, confidence all communications, technical or commercial know-how, specifications, inventions, processes or initiatives, which are of a confidential nature.

1.4. Product Safety and quality policy

♦ Manjushree is fully committed to provide safe and legally compliant flexible packaging materials for food and non-food applications. All the suppliers and service provider shall ensure the safety and quality of the materials including food safety, requirements and guidelines imposed by legal authority and Manjushree itself and ensure that the supplied material and products are suitable for intended to use.

2. Employee Human Rights & Health and Safety aspects

2.1. Forced and child labor

♦ At Manjushree, we strive to ensure that the fundamental rights of children are protected and that they are accorded the opportunity to go after their dreams and aspirations. Manjushree is very strict about forced and child labour policy. Supplier shall not use any child or forced labour whether in prison or bonded labour. Any person younger than the age of 15 years (or as mentioned in Local / National Law) shall also be restricted at Supplier end

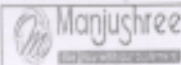
2.2. Diversity and Equal opportunity

♦ Suppliers are required to provide equal opportunities to all without the contrast of race, colour, gender, sexual orientation, national origin, disability, age, family relationships or any other similar characteristics. There should not be any discrimination while hiring or employing any person.

2.3. Harassment and workplace violence

♦ Manjushree is very strict about harassment free workplace. Suppliers are required to treat their employee with dignity and respect. Harassment of any type sexual harassment, racial harassment or any other behavior that is hostile, disrespectful, humiliating shall not be allowed.

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MANJUSHREE INNOVATIONS PVT. LTD.
SUSTAINABLE PROCUREMENT POLICY

MIPL-SUS/PUR/ORG/064
 VER : 02, REV: 01
 DATE : 20.09.2021

2.4. Compensation and working condition

♦ Supplier shall abide by the rules that comply with minimum working hour's laws and regulations, relating to minimum working wages, overtimes, maximum hours and other elements of compensations and provide legally mandated benefits. Employees should receive 24 hours rest within a time frame of 7 consecutive days.

2.5. Workplace Health and Safety

♦ Supplier shall provide a safe and healthy work environment for all its employees in accordance with the laws and regulations. Supplier shall provide minimum facility of water and sanitary facility, fire safety, adequate lighting and ventilation in the working area. Supplier shall have definite policies for worker's health and safety and procedure to monitor workers health and safety regularly.

3. Environmental Impact

3.1. Compliance with environmental Laws and Permits

♦ Supplier shall comply with all the environmental requirements applicable by the State and Central Government of the business they are into and ensures all possible efforts to protect Environment through sound management policies and practices. Supplier shall have all the necessary permits or contracts that is necessary to run the business.

3.2. Environmental policies

♦ Supplier shall have required environmental policies in place to follow throughout the organization. Such policies e.g. water, energy, hazardous material, emission to air and waste management system shall be followed strictly throughout organization. To ensure practices to protect the environment, conserve energy and natural resources by trying to ensure minimum pollution contribution by minimizing waste generation and resource consumption. Also to ensure disposal of waste is done safely and responsibly.

4. Communications and Monitoring

4.1. Communication of the Code

♦ Supplier shall ensure that the codes are communicated throughout the organization and followed dynamically. Suppliers shall also take measures to ensure that the codes are also complied by its sub-contractors strictly. If required, suppliers are obliged to deliver written documents from its sub-contractors ensuring the commitment to follow the codes.

4.2. Reporting of Non-compliance with the Code

♦ Supplier shall report any actual or suspected non-compliance of codes to Manjushree without hesitation or delay. Supplier can also report to Manjushree without fear if they suspect that any employee of Manjushree has engaged in any illegal or unfair business conduct. Reports will be handled as confidential as possible or you may anonymously report such incidence online through dedicated email id at: coc@manjushreegroup.com

5. Audit / Desktop Review of Supplier Facility / Documentation

♦ Supplier shall authorize Manjushree Team or its representative to engage in monitoring activities to confirm compliance with the Code. Supplier shall maintain on site all documentations that may be required to demonstrate compliance with this Code.

Supplier Declaration:

I acknowledge that I have received the Manjushree Innovation's "Supplier Code of Conduct".
 I have read the Manjushree Innovation's "Supplier Code of Conduct" and I acknowledge that as a Manjushree Supplier, I am required to comply with the guidelines described therein

Signature: _____ Name: _____ Date: _____ Seal: _____

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