



## **MOLD-TEK PACKAGING LIMITED**

(CIN- L21022TG1997PLC026542)

*Regd. Off: 8-2-293/82/A/700, Ground Floor,  
Road No. 36, Jubilee Hills, Hyderabad- 500033*

### **Code of Conduct for Suppliers and Service Providers of Mold-Tek Packaging Limited (MTPL).**

Mold-Tek Packaging Limited's Code of Conduct for Suppliers and Service Providers ("the Code") reflects the Company's commitment to respect human rights across the supply chain. This Code upholds the spirit outlined in the International Labour Organisation Guidelines and United Nations Guiding Principles on Business and Human Rights. All of the Company's Suppliers and Service Providers are expected to meet the requirements of this Code.

This Code requires that Suppliers and Service Providers and their facilities comply with applicable laws, respect human rights, environmental regulations and meet the requirements of this Code. MTPL also expects that Suppliers and Service Providers will hold their business associates to the same standards as contained in this Code.

#### **I. LABOUR PRACTICES:**

MTPL recognises and respects that its Suppliers and Service Providers are independent entities and the exclusive employers of their employees. MTPL expects that the Suppliers and Service Providers will comply with all the prevailing labour legislations at all times, including the following:

##### ***A. Child Labour:***

Suppliers and Service Providers shall not engage child labour.

##### ***B. Anti-Discrimination and Fair Treatment:***

Suppliers and Service Providers shall promote and maintain a workplace free from discrimination and treat their employees with fairness, dignity and respect. They shall not discriminate against their employees based on their caste, religion, disability, gender, sexual orientation, race, colour, ancestry, marital status, political or religious affiliation, trade union membership, etc.

### ***C. Forced Labour:***

Suppliers and Service Providers should not use forced or bonded labour in any form.

### ***D. Safe and Healthy Working Conditions:***

Suppliers and Service Providers are expected to comply with applicable laws and endeavour to make the workplace, machinery, equipment and processes free from risk (including fire safety) to ensure personal safety of any person working in such workplace or with access to such equipment and process. Suppliers and Service Providers shall ensure, at a minimum, adequate access to potable water and sanitary facilities, lighting and ventilation. Suppliers and Service Providers shall manage all health and safety risks in order to prevent occupational injuries and illnesses.

For all work carried out in the Company's premises, Suppliers and Service Providers shall maintain safe and hygienic working conditions in accordance with/ in line with the minimum standards as set in the Mold-Tek's ESG and Environment, Health and Safety Policy available at the Company's website.

## **II. ENVIRONMENT:**

Suppliers and Service Providers shall comply with applicable laws concerning the protection of the environment and, wherever possible, adopt environment-friendly technologies and practices.

## **III. HUMAN RIGHTS:**

MTPL provides products of superior quality and value by sourcing its technologies, equipment, inputs and finished goods from international and Indian manufacturers and suppliers. The Company requires its business partners to establish a human rights compliant business environment at their workplace. MTPL expects its Suppliers and Service Providers to establish processes for mapping / monitoring progress on human rights performance.

## **IV. BUSINESS INTEGRITY:**

MTPL expects the highest standards of ethical conduct in all its endeavours. Suppliers and Service Providers should always be ethical in all aspects of their business, including their relationships, practices, sourcing & operations and comply with the applicable laws in this regard.

Suppliers and Service Providers shall comply with the following:

**A. Conflict of Interest:**

Suppliers and Service Providers shall avoid any actual or potential conflicts of interest in their business dealings with MTPL that could create a perception of unfairness or lead to uncompetitive favours, and shall disclose to MTPL any such situation of conflict of interest, including involvement or interest of any employee of MTPL or his / her immediate family members in their business.

**B. Anti-Bribery and Corruption:**

MTPL expects that its Suppliers and Service Providers, in their dealings with MTPL, do not indulge in any form of bribery or corruption that is intended to induce or reward improper conduct or influence any decision. MTPL expects and seeks confirmation in its commercial and contractual terms that Suppliers and Service Providers will not offer or promise or provide any benefit, either in cash or in kind, to any employee or any relative / associate of any employee of MTPL or of any of its associate companies, in order to facilitate their existing or future business with MTPL.

**C. Hospitality and Gifts:**

MTPL prohibits offering of hospitality or gifts to influence business decisions. Hospitality or gifts exchanged, if any, during the course of business, as social and customary gestures, should be nominal in nature.

**V. REPORTING OF BREACHES:**

Suppliers and Service Providers shall bring to the notice of the manager concerned at MTPL, any actual or suspected breach of this Code.

Suppliers and Service Providers are encouraged to report any known or suspected improper behaviour of MTPL employees. Such reports will be treated confidentially without fear of retaliation.

**VI. ASSESSMENTS:**

MTPL has a robust process of evaluating its Suppliers and Service Providers before engaging with them, proactively making them aware of its expectations / requirements, and seeking commitment for compliance through contractual agreements. MTPL reserves the right to verify

compliance with this Code at any time through appropriate audit and assessment mechanisms, including self-certification.

MTPL shall reinforce awareness of this Code amongst the Suppliers and Service Providers and shall support them in this endeavour.

*Footnote: This Code was last reviewed and amended by the Board in its meeting held on the 12<sup>th</sup> day of April, 2023*

\*\*\*\*\*