



UNITED RUBBER INDUSTRIES(I)PVT LTD

COO/QR/05

Rev.01

Date : 08.10.2021



SUPPLIER CODE OF BUSINESS CONDUCT AND BUSSINESS ETHICS

FY – 2021-22

Jai Vailankani Industrial Estate
Bhayandar Kashimira Road
Behind Gas Godown
Bhayandar (E) 401 105

Mumbai - India

TEL: +91 22 2814 5134 – 5 -6

FAX: +91 22 28184614

E mail: domestic@unitedrubber.net

exports@unitedrubber.net

Web site: www.unitedrubber.net

United Rubber Industries (I) Pvt. Ltd.

SUPPLIER CODE OF BUSINESS CONDUCT AND BUSINESS ETHICS

Our principles

United Rubber Industries India Pvt Ltd is committed to the principles of corporate responsibility and respect for the law and asks its suppliers to review the following principles, incorporate them into their own corporate policies and to share them with their own supply chain. The policy is based on current legal and international standards and fundamental principles of economic, ecological, and social responsibility.

General requirements

The following requirements are applicable to all suppliers. The term “supplier “or “suppliers” means any person or entity that is the source for goods or services. It includes any primary producers of raw materials, intermediary suppliers, and service providers. The policy is applicable to all workers and employees of any of those suppliers including permanent, temporary and contract agency workers.

We expect our direct suppliers to support our commitment to full compliance of this policy by having full knowledge of its contents and taking ownership and responsibility for their own supply chains back to the primary production level.

Business principles

United Rubber Industries India Pvt Ltd expects that their suppliers maintain the highest standards of corporate ethics and responsible and lawful conduct. All business relationships and transactions by the companies in the supply chain must conform with local laws and be conducted with the utmost integrity and honesty including in particular:

- Compliance with all applicable anti-corruption laws and programs
- Avoid anti-competitive/anti-trust business practices
- Protection of intellectual property and commercial secrecy

- Compliance with regulatory and compliance with export/import restrictions
- Conflict of Interest- Our suppliers and business partners make decisions solely based on objective criteria and do not allow themselves to be guided by personal interests or relationships.
- Supplier responsibly communicate its supplier about the code of conduct.
- Supplier do not indulge in any kind of extortion and bribery.
- There shall be policies for whistle blowing and grievances.

Environmental practices

United Rubber Industries India Pvt Ltd expects that their suppliers should focus their efforts to ensure that their products, processes, and supply chain minimize the use of energy and resources and are in compliance with all applicable environmental laws and regulations.

Suppliers in particular should focus on:

- Reducing energy and water consumption
- Reduce Greenhouse Gases emission
- Increase the use of renewable energy
- Implement an appropriate recycling and waste reduction/disposal concept
- There should be proper management of chemicals and hazardous/flammable material.
- The supplier should strictly follow the guidelines of RoHS, REACH & GADSL guidelines.

Follow ISO 14001:2015 as and when required.

Health & Safety

United Rubber Industries India Pvt Ltd expects that their suppliers should focus their efforts to ensure health and safety in the workplace and are in compliance with all applicable health and safety laws and regulations. They shall support the further development and improvement of working conditions.

Suppliers in particular should focus on:

- Maintaining safe and healthy work environment
- Fire extinguishers and other fire protection equipment that are easily accessible
- The health and safety related awareness to the workforce.
- Use of suitable PPE kits and availability of first aid and sanitizer on the workstations
- Sign boards on the workstation for health & safety awareness

Human rights and social justice

The United Rubber Industries India Pvt Ltd requires that its suppliers adhere to these social standards, and to incorporate them into their own corporate policy and that ensure this commitment to social responsibility is adopted by its supply chain.

The following principles are of particular importance:

- Respect for human rights.
- No discrimination in any manner and guarantee equal opportunities and treatment.
- No harassment based on sex, colour, race, or religious beliefs.
- Prohibition of human trafficking, child and forced labour.
- Freedom of association and the right to collective bargaining.
- Work hours and compensation comply with all applicable state and national minimum wage laws.

Continuous improvement, reporting of non-compliance, raising ethical concerns

United Rubber Industries India Pvt Ltd expect our suppliers to continuously monitor and verify their performance and to continuously improve in line with our supplier code of conduct and business ethics. Any non-compliance with this policy should be reported to United Rubber Industries India Pvt Ltd head without delay.

Evaluation of our suppliers

United Rubber Industries India Pvt Ltd reserves the right to audit any supplier's facilities periodically. Any results of such audits will be provided to the supplier with areas for improvement clearly identified. United Rubber Industries India Pvt Ltd expects any supplier so audited to resolve audit issues promptly and to provide supporting documentation as requested.