



NASHIK AUTOTECH PVT. LTD.

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Issue Date: 02.09.2024

Rev No: 00

Document Number: POL - SCOC

Rev Date: NA

1.0 Supplier Code of Conduct

Policy Statement:

Our Supplier Code of Conduct outlines the standards we expect from our suppliers to ensure responsible and sustainable operations. By adhering to these principles, our suppliers contribute to a positive global impact.

A. Human Rights and Labor Practices

1. Modern Slavery and Forced Labor

- Suppliers must not engage in any form of modern slavery, forced labour, or human trafficking.
- Workers should be employed voluntarily, without coercion or deception.
- Suppliers must follow all applicable laws and regulations related to labour rights.

2. Fair Wages and Working Hours

- Workers should receive fair wages that meet or exceed legal requirements.
- Overtime should be voluntary, and working hours should not exceed legal limits.
- Suppliers must provide safe and healthy working conditions.

3. Non-Discrimination and Equal Opportunities

- Suppliers should treat all workers with respect and dignity, regardless of race, gender, religion, disability, or other protected characteristics.
- Discrimination or harassment is prohibited.
- Equal opportunities for career advancement and training should be available to all employees.

We will ensure that no forced labour, child labour, or any form of exploitation is used in our operations.

• Environmental Stewardship

1. Environmental Compliance

- Suppliers must comply with all environmental laws and regulations.
- Efforts should be made to minimize the environmental impact of operations.
- Waste management, pollution prevention, and resource conservation are essential.

2. Sustainable Practices

- Suppliers are encouraged to adopt sustainable practices, such as energy efficiency, waste reduction, and responsible sourcing.

B. Ethical Business Conduct

1. Anti-Corruption and Bribery

- Suppliers must not engage in corrupt practices, bribery, or unethical behaviour.
- Transparency and integrity are paramount.

2. Supply Chain Transparency

- Suppliers should show relevant information about their supply chain, including



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subcontractors and raw material sources.

- NAPL values transparency and expects the same from its suppliers.