



# Supplier Code of Conduct

At Reliance, we consider our Suppliers to be our partners and we are committed to strengthening our relationship with them.

Our Supplier Code of Conduct (“Code”) portrays our belief in our Suppliers that our Suppliers will achieve and adhere to Reliance’s core values – Responsible, Sustainable, and Ethical business practices with Integrity to achieve highest Reliability, timely Delivery, agreed Quality level and flawless Execution.

Reliance is committed to drive success with Responsible, Sustainable, and Ethical business practices with Integrity and is aware that it can achieve these values and goals only when its Suppliers partner with Reliance in this objective, by adhering to and complying with the Supplier Code of Conduct. Compliance with this Code is an integral part of your commitment to being a preferred business partner of Reliance.

## I. SCOPE

This Code is applicable to all current and potential Suppliers, which shall include technology licensors, software licensors, service providers, manufacturers, contractors, consultants, advisors, and vendors of any tier (including subcontractors), who intend to provide any licenses, software, goods or services to Reliance, which shall refer to and include Reliance Industries Limited, its subsidiaries and affiliates, joint ventures, business partners. The term “employees” wherever used in this Code shall refer to directors, officers, full or part-time employees, workers, trainees, temporary workers, contract employees, agents, representatives, distributors, intermediaries, and natural person consultants of the Suppliers.

We expect the Suppliers at a minimum, to comply with the standards set forth in this Code and also require their service providers and business partners to do the same while executing Orders, which shall include Purchase Orders, Work Orders, Contracts, Agreements. Compliance with this Code is in addition to and not in lieu of any standards or obligations set forth in applicable laws, requests for proposals, bid documents as well as agreements between the Suppliers and Reliance.

## II. ESG STANDARDS

### 1. Environmental, Social and Governance (“ESG”): Partnering with Suppliers

Our vision for Sustainable Procurement is:

"To champion ESG across the O2C value chain, aligned with Reliance's mission to achieve Net Zero emissions by 2035, by fostering Collaborative Partnerships with Suppliers, emphasizing Social Responsibility, Governance, and collectively working to reduce our Environmental Impact."

We encourage our suppliers to adopt sustainable practices in line with our vision statement.

## **2. Environmental Impact: Occupational Health and Safety**

Ensuring health and safety is a paramount requirement of Reliance. We expect the Suppliers to provide a healthy and safe working environment for their employees, contractors, partners, and others who may be involved in connection with their activities, including (i) safe design and operation (ii) access to safe, hygienic sanitation, and access to potable water, (iii) provision of appropriate safety gear (including PPE) and preventive mechanisms and protocols for minimizing occupational and safety hazards through training and awareness (iv) emergency preparedness and training, and (v) putting in place mechanism to (a) stop work immediately in the event of any accident, injury or unsafe condition so that appropriate action can be taken and (b) ensure communication of all applicable health and safety standards and obligations.

## **3. Environmental Impact: Environmental Protection and Conservation**

We expect the Suppliers to uphold the core values of environmental protection and conservation, and conduct business in an environmentally sensitive way such that any environmental impact of their designs, products, services, manufacturing processes, emissions, and waste is minimized, including by (i) responsible treatment and management of discharges, emissions and wastes generated from their operations (ii) encouraging adoption of sustainable solutions where possible and (iii) complying with relevant environmental legislation and international conventions and standards.

## **4. Environmental Impact: Ethical Sourcing of Materials**

We expect the Suppliers to use reasonable diligence with respect to sourcing of raw materials to execute Reliance orders and to ensure that such sourcing does not benefit private or other groups that perpetrate human rights abuses and create violent conflict, in connection with the supply of goods and services.

## **5. Social Impact: Labour and Human Rights Standards**

We expect the Suppliers to conduct their activities in a manner that respects human rights and dignity of their employees, stakeholders, and business partners, including but not limited to:

- No employment of child labour
- No engagement or employment of people against their own free will (forced labour)
- Zero-tolerance approach to modern slavery or human trafficking
- No discrimination in hiring and employment practices against any employee based on race, color, caste, age, gender, sexual orientation, ethnicity, disability, pregnancy, maternity, religion, faith, ideology, political affiliation, national origin, or marital status, union membership or any other criteria.
- Compliance with all applicable laws and regulations on wages, benefits and overtime, working hours, employment practices, and labour conditions in the countries of operation.
- Treat all employees with dignity and respect and ensure that there is no harassment (whether physical, verbal, mental, or sexual), punishment, or bullying at the workplace.
- Respect for employees' privacy and identity, including not confiscating employees' identity or travel documentation.
- Compliance with collective bargaining agreements with employees and employee unions and respect employees' rights of collective association as permitted by law; and
- Identifying, minimizing, and mitigating any negative effects of business or business operations on the rights of various communities

## **6. Governance: Compliance with Laws and Regulations**

We expect the Suppliers to comply with all laws and regulations applicable in connection with the execution of orders for Reliance. The Suppliers must operate in full compliance with the laws, rules, and regulations of the countries in which they operate, including laws relating to anti-bribery and anti-money laundering, competition, export control, insider trading, labour laws and health, safety, and environment (HSE).

## **7. Governance: Business Integrity**

We expect the Suppliers to conduct business in a transparent, honest, and ethical manner. We do not tolerate bribery or corrupt practices. The Suppliers shall formulate, communicate, and enforce on their employees and subcontractors, clear policies and procedures relating to bribery and corruption, including in particular the giving and taking of gifts, entertainment, hospitality, or anything else of value to Reliance or persons representing Reliance in any way.

We expect the Suppliers to implement policies to prevent, identify, and report any dealings with illegal funds or other money laundering activities in any way.

We expect our Suppliers to follow fair competition practices to earn our business and not indulge in any anti-competitive or unfair trade practices, including collusion, price fixing, or restriction of supply, in any form.

## **8. Governance: Conflict of Interest**

We expect the Suppliers to work in an ethical and transparent way in their dealings with Reliance. To this end, the Suppliers shall disclose any actual or apparent conflicts of interest arising from the personal relationships and/or business interests of any owners, major shareholders, directors, key employees in the Supplier's organisation with (i) any employees of Reliance, or (ii) employees of Reliance who have retired, separated from Reliance for less than one year. For instance, such disclosure shall include detailed disclosure of such relationships or association with such Reliance persons and also provide and update, as required, the Conflict of Interest Declaration Form.

## **9. Governance: Confidentiality and Protection of Reliance Property**

The Suppliers shall have effective policies, systems, and procedures regarding (i) use of any Reliance assets, including any equipment, materials, or laptops, and ensure that they are utilized for the purposes of performing any work for Reliance, (ii) classification, identification, protection, sharing and transfer of confidential and proprietary information and intellectual property provided by Reliance. In addition, Supplier shall comply with obligations of non-infringement, restricted use, secrecy, and transfer of Reliance's confidential information and intellectual property as per the applicable agreements with Reliance and shall promptly report any security breaches or incidents that is likely to affect any Reliance provided information.

## **10. Governance: Data Protection and Privacy**

The Suppliers shall (i) comply with all laws in all such jurisdictions as enjoined by their operations relating to collection, processing, and transfer of personal and personally identifiable information, (ii) implement information security systems and report any incidents of violation or disclosure of confidential or personal data.

## **11. Governance: Social Media**

The Suppliers shall ensure that posts on social media (including their employees) are in a compliant and responsible manner, such as not posting (i) confidential or proprietary information of Reliance, including not posting information relating to work that they are performing for Reliance (ii) derogatory, inflammatory, disrespectful, obscene, threatening, abusive or malicious content about Reliance.

## **12. Governance: Third Party Representative**

The Suppliers shall not hold out or represent itself as the representative, agent, or partner of Reliance without the express consent in writing of Reliance in this regard and where so permitted, shall strictly comply with the instructions or standards imposed by Reliance in this regard.

Further, Reliance does not use any unauthorized middlemen, intermediaries, or agents for any procurement of goods and contracting of services. The Suppliers are advised not to approach or use any sources who advise otherwise in connection with approaching Reliance for any business proposals.

## **III. IMPLEMENTATION, COMPLIANCE**

### **1. Communication and Awareness**

The Suppliers shall clearly communicate all requirements of the Code and how it translates into business practices and operations to all its employees, subcontractors, and business partners who provide any services or support to Reliance or any Reliance projects or order(s) and shall put in place management systems to monitor the compliance and violation of the standards set forth in this Code.

### **2. Records, Audit and Non-Compliance**

The Suppliers shall maintain accurate books and records, including but not limited to (i) document retention policies to comply with regulatory requirements and (ii) compliance with the standards set forth in this Code.

We expect the Suppliers to internalize and institutionalize the standards of business practices and operations as set forth in this Code. Failure to comply with the standards set forth in this Code or implementation of any corrective measures will entitle Reliance to (i) investigate the reported and other suspected breaches; The Suppliers shall provide all assistance requested by Reliance in this regard, and implement corrective measures to rectify the breaches, and (ii) notify appropriate authorities or regulators.

### **3. Disclosure and reporting**

The Suppliers shall promptly disclose to Reliance any actual or suspected incidents of violations of this Code, whether by any of its own or Reliance's employees and shall cooperate with and provide assistance to Reliance in conducting inquiries, investigations into any past or current incidents or activities that could potentially be in violation of this Code.

### **4. Whistleblower Policy**

We expect the Suppliers to have a whistleblower policy to facilitate reporting of ethical violations within the organization and extend the same to reporting of any actual or suspected incidents of violation of this Code.

## **IV. REPORTING TO RELIANCE**

Any disclosures and reporting of any concerns regarding ethical practices or violations of this Code may be made, in good faith, and on a confidential basis, to Ethics & Compliance Task Force by writing to [ethics.taskforce@ril.com](mailto:ethics.taskforce@ril.com)