

	<h2>Supplier Code of Conduct</h2>	
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Supplier Code of Conduct for NOCIL's suppliers and service providers

As a rubber chemical manufacturing company, NOCIL bears a major responsibility towards people and the environment. Our activities reflect this sense of responsibility. Safety, environmental protection, social responsibility, quality, and commercial efficiency are all key parameters at NOCIL. We therefore pursue responsible business practices to combine the demands of economy, ecology, and society in a coherent overall concept – Sustainability. Our aim is to ensure we comply with legal requirements and in many cases go beyond them. We work to continuously improve conditions for people and the environment on a sustainable basis.

Ensuring the principles of sustainable development in our supply chain is important to us. We want to partner with our suppliers and service providers to further develop their sustainability performance in our supply chain. NOCIL particularly expect our supplier to support, embrace and enact the following ESG standards, which are based on the principles of Human Rights, the International and Local country specific Labour Laws and Acts, Fundamental Principles and Rights at Work, and the Indian Chemical Council's Responsible Care® program including but not limited to protecting the environment, health, and safety. We also expect our suppliers and service providers to use their efforts to implement these standards with their suppliers and subcontractors.

Fundamental employee rights and work practices

We expect our business partners including suppliers and service providers to ensure fair treatment of their employees in accordance with applicable and relevant laws and regulations at all their facilities dealing with NOCIL. This includes the following issues in particular:

- Freely chosen employment: Business partners must ensure no form of forced labour is used and that employment is based on free will.
- No Child labour: Employment practices must be in compliance with Child Labour (Prohibition and Regulation) Act, 1986 and other applicable laws.
- No Discrimination: Discrimination based on race, skin colour, age, gender, sexual orientation, ethnicity, religion, disability, union membership or political opinions is prohibited.
- No Harsh or inhumane treatment: Molestation and physical abuse and the threat of this are prohibited.
- Compliance with social and minimum standards such as minimum wages, fair working hours and freedom of association.

Occupational health and safety

We expect our suppliers and service providers, in accordance with applicable laws and regulations, to offer employees a safe and healthy working environment at all their facilities throughout the world.

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Environmental protection

We expect our suppliers and service providers to pay close attention to protecting and safeguarding the environment and to use resources efficiently, avoiding use of SVHC (substance of very high concern, listed by the European Chemicals Agency ECHA) in the product and process, will apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil to minimize negative impact on biodiversity, climate change and water scarcity in carrying out business operations in accordance with applicable laws and regulations.

Ethical and moral business standards

We expect our suppliers and service providers to comply with applicable and relevant international, national, and local laws and regulations and not to get involved with corruption, bribery, fraud or blackmail. They shall not offer or accept gifts, payments or other benefits that induce someone to act contrary to their obligations.

We expect our suppliers and service providers to implement an appropriate Compliance Management System, to introduce these promptly to ensure facilitations and compliance with applicable laws, regulations, and standards and requirements from this Supplier Code of Conduct. The systems are to be monitored and optimized on a continuous basis.

We expect you will respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.

NOCIL expects that suppliers and service providers acknowledging the principles stated above or demonstrate commitment via compliance with code of conduct or company policies that embrace these standards.

NOCIL must be informed immediately of any breach of applicable laws or provisions of the Supplier Code of Conduct. NOCIL reserves the right to monitor compliance with this Supplier Code of Conduct or to have compliance monitored by independent third parties at any time, with monitoring at suppliers and service providers' premises being performed – where necessary – in agreement with suppliers along with the service providers in accordance with applicable laws. NOCIL reserves the right to discontinue any relationship in the event of a breach of applicable laws or displaying patterns of non-compliance with this Supplier Code of Conduct by suppliers.

Should you have any concerns about illegal or improper conduct, please contact the responsible person from Purchase and Supply Chain Department of NOCIL Limited.

NOCIL LIMITED India Private Limited