



HPL Additives Limited

Sustainable Supply Chain Policy

Our Commitment

HPL Additives Limited is committed to maintaining a sustainable and responsible supply chain that aligns with our values of integrity, environmental stewardship, and social responsibility. We expect our suppliers to adhere to high standards of business conduct and to partner with us in creating a more sustainable future.

Scope

This policy applies to all contractors, suppliers, and business partners of HPL. We expect all parties to adhere to these principles in their interactions with or on behalf of HPL.

Guiding Principles

Our Supply Chain Policy is aligned with:

- The United Nations Guiding Principles on Business and Human Rights
- UN Global Compact
- Our Corporate Governance Framework and Policy
- International Labour Organization Conventions
- Universal Declaration of Human Rights
- HPL Additives Limited's Code of Conduct
- HPL Group's Good & Green Vision

Key Commitments

Business Integrity and Ethics

HPL Additives Limited expects all suppliers to maintain the highest standards of integrity and ethical conduct. Suppliers must avoid conflicts of interest and disclose any potential conflicts to HPL. Bribery, corruption, and anticompetitive practices are strictly prohibited, and suppliers must comply with all applicable local and international competition laws. Additionally, confidentiality and intellectual property rights must be respected, and robust controls must be implemented to prevent money laundering and any transactions linked to illegal activities.

HPL ADDITIVES LIMITED

**Human Rights and Labor Practices**

Suppliers are required to uphold internationally recognized human rights standards. This includes prohibiting forced labor and child labor, providing fair wages and working hours in compliance with local laws, and ensuring non-discrimination in hiring and employment practices. Suppliers should promote a diverse and inclusive workforce and comply with all legal requirements related to labor practices.

Health, Safety and Environment

HPL is committed to working with suppliers who prioritize the health and safety of their employees. Suppliers must ensure proper training and protective measures to maintain a safe working environment. Environmental stewardship is a critical priority, and suppliers are expected to reduce emissions, conserve water, manage waste responsibly, minimize hazardous material usage, and protect biodiversity. Suppliers are encouraged to increase the use of renewable energy and recycled materials while minimizing the consumption of virgin raw materials. Suppliers will comply with all applicable quality, health, safety and environmental regulations.

Import Compliance

Suppliers are required to provide accurate and complete documentation for customs clearance. Any discrepancies must be resolved prior to shipping goods, and all import regulations and licensing requirements must be strictly adhered to.

Quality and Manufacturing Standards

Suppliers are required to maintain certified Quality Management Systems and adhere to Good Manufacturing Practices. Facilities must be properly maintained, materials handled safely, and risk prevention measures implemented in warehousing and transportation. These practices ensure consistent quality and safety standards.

Community Engagement

HPL encourages suppliers to actively engage with and support local communities. Suppliers should contribute to community development initiatives and address the concerns of communities impacted by their operations.

Supplier and Contractor Standards

We hold our suppliers and contractors to high standards regarding human rights practices. All suppliers must adhere to our Supplier Code of Conduct, which includes criteria for human rights, and are subject to regular monitoring and assessments.



Implementation

Suppliers are expected to establish internal policies and reporting mechanisms to ensure compliance with this policy. HPL will provide guidance and monitor adherence through regular audits. Suppliers must maintain records of procedures, training, and documentation to demonstrate compliance. A whistleblower system is available for reporting policy breaches.

HPL encourages suppliers to assess and mitigate sustainability risks within their supply chains, set key performance indicators for resource efficiency and emissions reduction, invest in preventative solutions to address supply chain disruptions, and allocate resources for continuous improvement in sustainability practices. Through collaboration, we aim to build a more sustainable and resilient supply chain, fostering partnerships that uphold responsible business practices and environmental stewardship.

Monitoring, Reporting, and Policy Review

HPL will regularly assess its supplier adherence to the code of conduct and report periodically on progress and areas for improvement. This policy will undergo regular reviews with input from internal and external stakeholders, to ensure alignment with evolving human rights standards and company practices.

A handwritten signature in blue ink, appearing to read 'Umesh Anand', is positioned above a dashed horizontal line.

(Umesh Anand)
Managing Director

Date: Monday, 21st October 2024
Place: Faridabad, Haryana, India

