



IFFCO SUPPLIER CODE OF CONDUCT

The IFFCO brand has been built around creating trust and delivering value – captured in the IFFCO Group (“**IFFCO**”) vision:

“The preferred provider of essential and value added foods for everyone, everywhere and every day”.

We at IFFCO strive to derive commercial success by upholding social responsibility and environmental protection in our business operations keeping in mind the responsibility towards the society.

- This Supplier Code of Conduct (“**Code**”) outlines our expectations regarding the workplace standards and business practices of our suppliers, along with their parent entities, subsidiaries, affiliates, subcontractors and others who are within their supply chain (“**Supplier**”). The expectations contained in this Code are factors essential to our decision whether to enter into or extend existing business relationships. Each Supplier is responsible for ensuring that its employees, representatives and sub-contractors understand and comply with this Code.
- This Code may be amended by IFFCO from time to time; its enforcement and/or interpretation rests solely with IFFCO and does not confer or create any rights in favor of any party other than IFFCO.
- Supplier shall operate in full compliance with all applicable laws, rules and regulations where the Supplier conducts business. In particular, the Supplier shall ensure that all its duties, obligations and undertakings in relation to IFFCO are performed in a manner which does not infringe any law or regulation applicable to the Supplier, IFFCO and the transactions between them. The Supplier shall always adhere to the instructions given by IFFCO for the delivery or task or services extended.
- The Supplier shall ensure that the product/service delivery will be in line with the Buyer’s Purchase Order with no disruption of supply or rendering services. In case of any disruption, Supplier shall immediately inform IFFCO and in the event such disruption is not due to Force Majeure, Supplier shall ensure to make alternate arrangement to fulfil its contractual commitments.
- Suppliers shall disclose any conflict of interest in their dealings with IFFCO.
- Suppliers shall ensure that their vendors are selected based on appropriate criteria, such as qualification, competitive price and reputation. The terms of Suppliers’ business relationship shall be established as per the applicable procurement policies and procedures, and appropriate measures shall be taken to protect the confidentiality of any IFFCO information shared with vendors and/or any third parties.
- Suppliers shall ensure to maintain all information pertaining to IFFCO confidential and shall take utmost care in transmitting emails or communication addressed only to the intended authorized recipients. Any documents and related information of IFFCO shall be handled with due attention and same importance as if Supplier is handling its own information.
- The documentation necessary to verify compliance with the Code and with all Applicable Laws and Regulations shall be maintained, and shall be made available upon request of IFFCO or its third-party auditor. Documentation includes, but is not limited to licenses, permits, certifications, policies and procedures, and employee and facility records. Suppliers shall periodically conduct objective and independent audits, taking into account the high levels of business ethics, integrity and honesty in dealings required.

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- IFFCO expects Suppliers to allow IFFCO, or a third party authorized by IFFCO, to conduct audits and assessments of the Supplier's operations relevant for the Code, including but not limited to the Supplier's facilities including traceability of raw materials to the final product. IFFCO also expects its Suppliers to conduct appropriate due diligence in their own operations and supply chain.
- IFFCO expects its Suppliers to work with it to promote environmental sustainability by assisting in reducing its environmental footprint, conduct business in an environmentally responsible way, and offer environmentally responsible products and services.
- Suppliers must not engage in any conduct that would expose IFFCO to the risk of violating anti-bribery and anti-corruption laws. Bribes or inappropriate, lavish or repeated gifts to IFFCO employees be kindly abstained from, regardless of local custom.
- Security practices shall be implemented by the Supplier across their supply chains to maintain processes and standards that are designed to assure the integrity of shipments.
- Suppliers to provide healthy and safe workplaces and comply with relevant health and safety laws. Suppliers to provide all their employees with adequate information and instruction on health and safety concerns and to enable their employees to meet their responsibilities for the maintenance of a healthy and safe workplace. Supplier shall provide material safety data sheets containing all necessary safety-relevant information for all hazardous substances and will be provided to IFFCO in case of a legitimate need. Safety mechanisms shall be in place for managing and maintaining all the production processes in accordance

with the applicable safety standards. Product-related issues and their potential impact during all stages of the production process shall be addressed promptly.

- Supplier to ensure that all its employees shall work on a voluntary basis with reasonable working hours and not be subject to any exploitation, such as child labour, forced, bonded and indentured labour or sexual exploitation. Employees shall not be subject to any forms of coercion, fraud or deception.
- Suppliers shall ensure that a fair compensation system is in place for all its workers, categorizing workers according to qualifications, skill and experience and recognize and reward them for performance through incentives and to regularly adjust their pay according to the cost of living, basic needs and relevant market benchmarks.
- Suppliers must not destroy any IFFCO records that may be relevant to any pending or threatened legal or regulatory proceeding. Suppliers must maintain adequate internal records to ensure proper compliance with their obligations to IFFCO.
- Suppliers must comply with this Code and the law. Suppliers shall be responsible for any monitoring or documenting of their compliance and their efforts to promote compliance within their supply chains. IFFCO reserves the right to investigate any instances of a Supplier's noncompliance of which it becomes aware. Noncompliance may be grounds for IFFCO to terminate contractual obligations with the Supplier.