

SUPPLIER'S CODE OF CONDUCT

1. APPLICABILITY:

This Code of Conduct shall apply to all the suppliers, vendors, contractors, sub- contractors, service providers and to other entities acting on behalf of them (hereinafter referred to as the "Supplier") of Deepak Fertilisers And Petrochemicals Corporation Limited, its subsidiaries and affiliates (hereinafter individually or collectively referred to as "Company" or " the Company").

2. IMPLEMENTATION:

Acknowledgement of the Code is a pre-requisite of every Company's contract. All Suppliers of the Company are bound by this Code and the Supplier commits that all its operations are subject to the provisions contained in this Code. The standards of the Code are in addition to, and not in lieu of, the provisions of any legal agreement or contract between Supplier and the Company.

3. BUSINESS ETHICS, CONDUCT, AND INTEGRITY:

Supplier shall conduct its business in an ethical manner and act with integrity. Supplier is expected to uphold standards of fair business practices and endeavor to maintain its own confidential process to enable its employees to report incidents of unethical behavior.

As the Company Supplier, it shall:

- not be involved or associated directly or indirectly in any form of corruption, extortion, bribery, kickback and embezzlement to obtain an unfair or improper advantage through such or any other unethical means or practices.
- not participate in other illegal inducements in business or other relationships including its dealing with public servants.
- possess statutory licenses and approvals for conduct of the business.
- employ fair business practices, including accurate and truthful information.
- disclose information regarding potential conflicts of interest relating to its transactions / activities including disclosure of any interest the Company employee may hold in its business or vice versa.
- not offer to the Company's employees' gifts or any other kind of personal benefit resulting from the relationships with the Supplier.
- use the assets and services of the Company for defined purposes only.
- respect the privacy and confidential information of the Company and protect data and intellectual property and not post or share such information in public domain.

- adhere to the provisions of non-disclosure agreement signed, if any.

4. LABOUR, HUMAN RIGHTS AND NON-DISCRIMINATION

Supplier is expected to protect the human rights of its employees and treat them with respect and dignity.

As the Company supplier, it shall:

- respect the personal dignity, privacy and rights of each individual.
- not use forced, bonded, indentured or involuntary labour.
- not use child labour (as per the legal age as defined by the country's legislature).
- provide a workplace free of harassment, abuse and discrimination.
- not to engage in employment discrimination, such as colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status.
- provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers. The workplace shall have no threat of any such treatment.
- Pay workers according to applicable wage laws, including minimum wages, overtime hours and other benefits mandated by the statute.
- ensure that working hours, including overtime, do not exceed applicable legal limits.

5. LEGAL COMPLIANCE

Supplier shall comply with the laws of the applicable legal systems.

As the Company Supplier, it shall:

- conduct its business consistent with fair and vigorous competition and in compliance with all applicable laws, in particular anti-trust, anti-competition and anti-bribery laws.
- comply with all applicable laws, regulations, contractual agreements and generally recognized standards.
- not obtain competitive intelligence by using means of industrial espionage, bribery, theft or electronic eavesdropping.

6. ENVIRONMENT, HEALTH AND SAFETY (EHS) MANAGEMENT

Supplier shall provide and maintain a safe working environment for all its employees and shall conduct its business in an environmentally responsible and sustainable manner.

As the Company Supplier, it shall:

- protect workers from exposure to chemical, biological and physical hazards.
- implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle the waste.

- engage in the development and use of climate-friendly products and processes to reduce power consumption and greenhouse gas emissions.
- ensure that necessary precautionary measures are taken against accidents and occupational hazards.
- provide adequate training to all workers/contractors on health & safety issues.
- maintain safe, clean and secure employee accommodation, if required to be provided.
- ensure that processes are in place to optimize the use of natural resources and reduction in release of harmful emissions to the environment.
- undertake initiatives to promote environmental responsibility and encourage environment friendly processes and technologies.
- ensure that the work environment conforms to the requirements of health-oriented design.
- ensure compliance with all laws pertaining to sustainability, pollution, environment protection, etc. as applicable.

7. PRIVACY, INTELLECTUAL PROPERTY AND DATA PROTECTION:

Supplier shall safeguard and make only appropriate use of confidential information provided by the Company and ensure that all employees' and business partners' privacy and valid intellectual property rights are protected.

As the Company Supplier, it shall:

- maintain confidentiality beyond the termination or closure of the relevant relationship, since the disclosure of confidential information could cause harm to the Company's business, customers and business partners, no matter when it is disclosed.
- maintain confidentiality of personal data of any Company employee obtained or accessed during execution of contract if any and subject to local laws on privacy, the same must be maintained in a secure manner.
- ensure high standards must be ensured with regard to data quality and technical protection against unauthorized access. The use of the data must be transparent limited to the purpose for which it has been provided and the rights of those concerned must be safeguarded with regard to use and correction of information and, if applicable, to objections pertaining to blocking, and deletion of information.

8. INSIDER TRADING:

As the Company Supplier, it shall:

- adhere to the Company's Code of Insider Trading notified as per the requirements of the Securities and Exchange Board of India (SEBI) under Prohibition of Insider Trading Regulations, 2015 if any Supplier or any employee of the Supplier has inside information with regard to the Company, by reason of frequent communication with officers of the Company, which is not in public domain and such information is or likely to be price sensitive for the securities of the Company listed on the Stock exchanges.
- raise concerns if the Supplier or its employees believe that the terms of this Supplier's Code of Conduct are not adhered to, or that the Company is not acting in accordance with its own Code of Conduct in the context of the business relationship between the Supplier and the Company. Concerns reported shall be kept confidential to the extent permitted by law, without any reprisal of any kind against such complaints.

9. CONSEQUENCE OF VIOLATION OF THE CODE:

Any violation of the Supplier Code of Conduct will be deemed to be breach of the terms and conditions governing the contract, agreement, or purchaser order entered into / issued to the Supplier leading to imposition of penal deductions, blacklisting, termination of the contract, agreement or purchase order or such other action as may be deemed appropriate at the sole discretion of the Company.

The Company reserves the right to carry out self-assessment surveys, audits and/or inspection to identify violation of the Supplier's Code of Conduct. In case any violation of the code is identified, the violation will be dealt with as provided herein.

10. GRIEVANCES:

As the Company Supplier, it shall report concerns and violations directly to the following mail id or in the physical form addressed to:

scoc@dfpcl.com

Lead-Supply Chain Excellence