



Supplier Code of Conduct

[Effective 01st March, 2023]

Ador Welding Limited

**Registered Office
address:**

Ador House, 6. K. Dubash Marg, Fort, Mumbai – 400001-16

Established in 1951, AWL (Ador) is a leading welding & cutting product manufacturing Company, focused on responsible and sustainable growth through a wide portfolio of product and strong customer relationships across its markets of / in India & overseas. Ador is a purpose-inspired, responsibility-centered, innovation-driven, excellence-focused, integrity & trust-anchored Company, which consistently cares for quality of its products and delivers on its commitment to all its stakeholders - suppliers, distributors, regulators, customers, partners, employees, investors and community - this is the Ador Credo. In line with this Credo and focus on sustainable growth, Ador also works with its suppliers to identify actions and schedules, to achieve the desired progress. Ador considers progress in meeting this standards and ongoing performance in its sourcing decisions. Therefore, the Supplier Code of Conduct (Code) is being implemented for its goods and services suppliers, which will act as a guiding principle for business conduct. Ador expects its suppliers / vendors to adhere to this Code for their respective functioning.

Scope and applicability

The Code is applicable to all the vendors / suppliers, including, but not limited to those individuals and organizations that directly or indirectly provide services, raw materials, spares, components, packing materials, traded goods or other products (hereinafter together referred to as "Suppliers") to Ador.

Legal Compliance:

Ador's suppliers are expected to operate in compliance with all applicable laws and regulations of the countries, states and jurisdictions, in which they operate. This includes, but is not limited to business conduct, product quality, labor and employment practices, health, safety and environmental protection and fair-trade standards. They are expected to conform their practices to any published / applicable standards for their industry, if any, obtain all applicable permits and to operate in accordance with permit limitations and requirements at all times.

Ethics and Business Conduct

Ador's suppliers are expected to behave ethically and with integrity in all their business transactions. They, should always:

- Uphold standards for fair business practices, including accurate and truthful advertising, fair competition, accurate accounting & due disclosures.
- Prohibit payment of bribes, illegal political contributions, or other illicit payments or methods for any reason, including fines or the receipt of any other special benefits
- Safeguard against improper use of intellectual property, including disclosure of

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confidential or sensitive information, pricing, employee information and comply with all the data and other privacy considerations

- Not engage in any form of private or public bribery, corruption or graft.
- Maintain an environment of transparency, collaboration and innovation.
- Engage with Ador, only after appropriate declaration and its express waiver of any Conflicts of Interest.
- Comply with all laws that prohibit money laundering and terror financing.
- Comply with all laws that prohibit tax evasion, as well as facilitation of tax evasion for its stakeholders.
- Not offer any kind of gifts, irrespective of value, to Ador employees.
- Provide means for their employees to confidentially report concerns or potential unethical activities at their workplace; if any, such concerns should be duly investigated in detail and appropriate corrective actions should be taken.
- Create program to ensure protection of whistleblowers' confidentiality and prohibit retaliation against employees / workers, who participate in such programs, in good faith.

Quality and Safety

Our steadfast commitment towards, our consistent focus on quality, safety and our ability to deliver superior value to our stakeholders through new products and customer facing initiatives is core to our business philosophy. In line with this, Ador's suppliers are expected to meet the agreed upon product specifications and quality requirements, in order to provide goods & services that consistently meet customers' needs, perform, as required and are safe. The product specifications and quality requirements shall be defined in the purchase order / supplier agreement or any other document, as agreed by Ador with its supplier; also the supplier shall enforce strictest standards of data integrity and veracity in certifying quality compliance.



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Human Rights, Labor and Employment

Ador's suppliers are expected to treat people with dignity and respect. As such, they should:

- Not use child, forced, bonded, indentured or involuntary prison labor either directly or indirectly through supplier's sub-contractors
- Not discriminate against or harass any individual based on race, color, religion, gender, caste, health status, sexual orientation, national origin, age, disability, veteran's status, marital status, or political affiliation
- Not treat or threaten to treat any individual harshly or inhumanely; Harsh or inhumane treatment includes sexual harassment or abuse, corporal punishment, coercion or verbal abuse
- Avoid unsafe, unhealthy and contamination-prone working conditions and provide enough rest periods during the workday and honor agreed upon days, off from work and maximum working hours
- Pay wages for all hours worked
- Respect workers' rights to make informed decisions, free of coercion, threat or unlawful interference, regarding their desire to join or not join organizations

Health, Safety and Well-being of Employees

Ador's suppliers are expected to maintain the workplace in a clean, orderly and safe manner. As such they should:

- Implement programs to prevent or control employee exposures to workplace hazards, including chemical, and physical hazards
- Implement programs to manage processes safety and prevent catastrophic events
- Identify & encourage programs that positively impact the health of employees
- Identify potential emergency situations, implement preventive measures and be prepared to execute emergency response procedures
- Provide occupational health and safety training

Sustainability and Environmental Responsibility

Ador's suppliers are expected to operate in a sustainable and responsible manner. As such, they should:

- Work to reduce the environmental impact of their operations, including natural resource consumption, material sourcing, waste generation, wastewater discharges and air emissions

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- Handle and dispose the hazardous/Non-hazardous waste in an environmentally / friendly responsible way, and in compliance with the applicable regulations.
- Prevent accidental release of hazardous materials into the environment and adverse environmental impact on the local community
- Implement programs to ensure products do not contain restricted or banned materials
- Implement programs that recognize, respect and invest in the local community

Management Systems

Ador's suppliers are expected to manage their activities systematically to maintain business continuity, meet the standards set forth in this document and to improve their operations continually. As such, they should:

- Demonstrate top management commitment and accountability through policies, objectives, and processes
- Implement processes to manage non-conformity and emergency situations related to products and business operations continuity including reporting of certain events to applicable regulatory authorities and Ador, as appropriate
- Provide advance notification of all anticipated supply disruptions to Ador, irrespective of their underlying factors being expected to rise to a situation of force majeure or otherwise
- Identify and implement improvement actions, including effective complaint investigation, internal audit and corrective action plans

Transparency and Disclosure

Ador's suppliers are expected to make reasonable efforts to disclose (on a website) their & goals, that are important to the organization's impact on the environment and social issues.

Among the issues that Ador encourages its suppliers to review and be transparent about, are:

- Energy, Waste and Water Use/Reduction and Environment protection measures (conservation of natural resources)
- Employee Health, Safety and Wellness Programs
- Community and Human Rights Investments

Monitoring and Compliance



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Suppliers shall review their operations to ensure their compliance to / with all applicable legal requirements and their conformance to these standards and/or comparable industry-approved standards. If a regulatory agency, auditor or Ador identifies areas of non-compliance, the supplier is expected to develop, document and implement plans to remedy such non-compliance.

Ador may engage in monitoring activities to confirm supplier's compliance to these Standards, including on-site assessments of facilities, use of questionnaires, review of available information, or other measures necessary to review supplier's performance. Ador reserves the right to disqualify any potential supplier or terminate any relationship with a current supplier that has failed to conform to these standards.

The MD is authorized to amend this Code, to give effect to any changes / amendments, as may be required from time to time.

This code will come into effect from 01st March, 2023.

For ADOR WELDING LIMITED


DR. SHRIKANT S. SUVARNA

HEAD - SUPPLY CHAIN & PROCUREMENT

