



Dear VVF Suppliers,

At VVF we have a long-term commitment to becoming a truly sustainable company and it is our personal pledge to drive this forward.

As a part of this we want you, as our supplier, to sign VVF's Supplier Code of Conduct. So please take time to read it through and acknowledge your commitment by returning a signed copy of the same. Our intention is that all VVF suppliers fully comply with our Code of Conduct.

We have made commitments to our customers regarding the environment and community. VVF asks for your wholehearted support in this context to be able to conduct business in a responsible manner.

A handwritten signature in black ink, appearing to read 'R. Ramesh'.

Ramesh Krishnamurthy
Global Business Unit Head - Oleochemicals



Supplier Code of Conduct

VVF requires suppliers to comply with laws, respect human rights and the environment, maintain product quality, and adhere to our Code standards, holding their associates to the same standards.

Labour Practices

VVF recognizes and respects that its suppliers are independent entities and the exclusive employers of their employees. VVF expects that they will comply with all the current labour legislations and will respect the following:

(a) Child Labour

Suppliers must ensure that all employed workers meet or exceed the legal minimum age requirement as dictated by relevant laws. In cases where workers under 18 are employed but above the legal minimum age, suppliers must substantiate that such employment does not jeopardize their physical, mental, or emotional well-being.

(b) Anti-Discrimination, Fair Treatment and Women's Empowerment

Suppliers shall promote and maintain a workplace free from discrimination and treat their employees with fairness, dignity, and respect. They shall not discriminate against their employees based on their caste, religion, disability, gender, sexual orientation, race, colour, ancestry, marital status or affiliation with a political group/party, religious organization, union membership or any majority / minority group.

They shall maintain an environment free of retaliation, discrimination, and harassment based on gender, age, race, skin color, ethnicity, culture, national origin, citizenship, religion / religious beliefs, physical or mental disability, veteran status, sexual orientation or any other characteristics protected by applicable law.

They shall adopt a strict no-tolerance policy with respect to any form of physical, sexual, psychological, or verbal abuse.

VVF supports the UN Women's Empowerment Principles and believes that empowering women to participate fully in economy is essential to build stronger economies, achieve internationally agreed goals for development and sustainability, and improve the quality of life for women, men, families, and communities.

VVF strongly encourages its suppliers to:

- Join VVF in formally supporting the UN Women's Empowerment Principles
- Respect the dignity of women

(c) **Forced Labour:**

Workers shall be free to leave work or terminate their employment upon reasonable notice. Suppliers should not use forced or bonded labour in any form.

(d) **Safe and Healthy Working Conditions**

Suppliers are expected to comply with all applicable laws, and to make the workplace, machinery, equipment, and processes free from any risk to the personal safety of any person working in such a workplace or with access to such equipment and process. They should ensure, at a minimum, reasonable access to potable water and sanitary facilities, adequate lighting and ventilation, and fire safety. They shall manage all health and safety risks to prevent employment injuries as well as to provide an accident-free environment.

For all work carried out on the Company's premises, supplier and service providers shall maintain safe and hygienic working conditions in accordance with VVF's Health and Safety procedures at work, which have been issued to them.

Product Safety, Health and Environment

With its processes and products, VVF desires to make a substantial contribution to the sustainable use of resources, environmental protection, including climate protection. VVF

strives to save resources by continually aligning our production, quality, and performance of our products with environmental soundness, and by reducing consumption of energy, water, raw materials and supplies.

Suppliers will be committed to manufacture and deliver safe products to VVF and provide a safe working environment for employees that supports accident prevention and minimizes exposure to health risks.

Suppliers shall comply with applicable laws and regulations on environmental protection, preserve resources and protect the environment.

They shall also comply with existing laws concerning the protection of environment and wherever possible, adopt environment friendly technology and promote non-hazardous practices.

Business Integrity

VVF expects the highest standards of ethical conduct in all its endeavors. Partners are always expected to be ethical in all aspects of businesses, including their relations, practices, sourcing and operations. VVF expects that its suppliers will comply with the applicable laws in this regard.

VVF expects that suppliers will not offer any benefit, either in cash or in kind, to any employee or their relatives/associates to facilitate its business with VVF.

Prevention of Money Laundering

At VVF we expect our suppliers to comply with all applicable statutes governing the prevention of money laundering and not to participate in any money laundering activity.

Export and Import Regulations

Suppliers shall comply with all applicable import and export control laws, including but not limited to, sanctions, embargoes and other laws, regulations, government orders and policies controlling the transmission or shipment of goods, technology, and payments.

Data Protection, Confidential Information and Intellectual Property

They shall comply with all applicable laws concerning data protection. It is the suppliers' responsibility to ensure that any confidential business information or trade secrets gained by virtue of the business activities with VVF (hereinafter referred to as "VVF Information") is held in strict confidence and not improperly used or disclosed to third parties. Furthermore, the suppliers will protect and secure VVF's intellectual property as confidential Information.

Compliance with this Suppliers Code of Conduct

VVF regards the provisions of this Suppliers Code of Conduct, which may amend from time to time, to be essential for business relations between VVF and its suppliers. Therefore, compliance with the provisions herein, which is acknowledged by our suppliers, is essential for business.

In case of breach of the above-mentioned Code of Conduct by any supplier, VVF reserves the right to terminate business, subject to applicable laws.

VVF reserves the right to audit their suppliers to check compliance with this Code of Conduct in a appropriate manner. Audits shall be conducted during business hours, mutually agreed with the supplier, providing appropriate documentation which substantiates the adherence to this Code of Conduct in a clear and transparent manner.

The suppliers' service providers are expected to make a diligent effort to understand the business practices of their own suppliers, subcontractors, and other business partners. Additionally, they are required to ensure that these suppliers and subcontractors adhere to the Code of Conduct mentioned or the values outlined within it.

Acknowledgement by Supplier

I/We hereby acknowledge that I/we have received this Code of Conduct and that I/we have read and understood the same.

I/We also hereby reiterate that all the aforementioned Codes of Conduct are followed in my/our factory/Warehouse/Cold store in letter and spirit.

Company Name: _____

Location: _____

Date and Signature: _____

Function of Signee: _____

