

YASH RASAYAN & CHEMICALS

SUPPLIER CODE OF CONDUCT POLICY

Title of the Policy	:	SUPPLIER CODE OF CONDUCT POLICY
Policy No.	:	YRC/PUR/POLICY/002
Version no.	:	01
Version date	:	01.04.2025
Revision no.	:	00
Revision date	:	01.04.2025

Policy - Responsibilities:														
R= Responsible (Process Owner)	Process													
	Management	Plant Heads	HR & Admin Head	Safety Officer	Production Head	Engineering Head	Purchase Head	Store Head	Dispatch Heads	QAQC Head	Marketing Head	IT Head	--	---
A= Accountable for Implementat ion														
Process Owners	A	R	R	R	R	R	A	R	R	R	R	R	R	R

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1. Purpose:

Yash Rasayan and Chemicals manufacture Pharma Intermediate and specialty chemicals, is committed to driving sustainability through innovative products and solutions. We integrate economic success, social responsibility, and environmental protection into our business operations, enabling our customers to address the current and future needs of society.

Ensuring sustainable development principles across our supply chain is a top priority. We aim to collaborate with our suppliers to enhance sustainability performance throughout the supply chain.

We expect our suppliers to:

1. Comply with Applicable Laws: Fully adhere to all relevant legal requirements.
2. Adopt ESG Standards: Follow internationally recognized Environmental, Social, and Corporate Governance (ESG) standards.
3. Cascade Standards: Make their best efforts to implement these standards with their own suppliers and subcontractors.

As part of our commitment, we expect suppliers to actively support, embrace, and enact the following ESG principles, rooted in the tenets of sustainable procurement:

- Human Rights
- Governance
- Labour Practices
- Environmental Stewardship
- Fair Operations
- Consumer Issues

All suppliers and business partners engaged in providing products or services to Yash Rasayan and Chemicals are expected to adhere to the principles outlined in this policy. This includes compliance with ethical, environmental, human rights, and labour standards, as well as relevant local and international laws and regulations.

The scope extends to:

- Direct and indirect suppliers, including manufacturers, distributors, and service providers.
- Contractors and subcontractors engaged in activities related to Yash Rasayan and Chemicals.
- Joint ventures and partnerships where procurement activities are involved.
- Logistics, transportation, and packaging providers associated with supply chain activities.

Address: Plot:417/3, G.I.D.C Estate, Phase-II, Panoli-394116,
Ta. Ankleshwar, Dist. Bharuch, Gujarat India, Email – yashrasayan@yahoo.co.in



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This policy is an integral part of our commitment to responsible and sustainable procurement. Suppliers must align their business practices with our Sustainable Procurement Policy, Labour and Human Rights Standards, and Environmental, Health, and Safety (EHS) requirements to ensure ethical and sustainable sourcing across our value chain.

2. Preface:

This Supplier Code of Conduct outlines the principles and standards expected of all suppliers, service providers, subcontractors, consultants, agents, and other business partners of Yash Rasayan and Chemicals. It serves as a guideline for ethical business practices, aligned with the Universal Declaration of Human Rights, UN Global Compact's Ten Principles, International Labour Organization (ILO) Conventions, and Yash Rasayan and Chemicals Ethics Policy.

Suppliers must comply with all applicable laws and regulations, ensuring ethical, sustainable, and responsible business operations. This Code should be communicated to all relevant personnel in the supplier's organization. Where circumstances are not covered, suppliers must act ethically and professionally, supporting Yash Rasayan and Chemicals vision for a sustainable and responsible future. It covers all goods, services, and materials procured for the company's operations globally.

3. Code of Conduct:

Yash Rasayan and Chemicals is committed to sustainable procurement practices, ensuring our supply chains uphold ethical, environmental, and social standards. Supplier Code of Conduct is aligned with the following key elements:

3.1 Overall Responsibility & Authority

Top Management:

- Provide strategic oversight and ensure alignment of the Supplier Code of Conduct with the company's sustainability and ethical sourcing goals.
- Approve supplier code of conduct updates and review overall supplier compliance performance.

Procurement Team:

- Implement the Supplier Code of Conduct in all procurement activities.
- Conduct supplier due diligence, risk assessments, and compliance monitoring.
- Engage with suppliers to ensure adherence and facilitate corrective actions where necessary.



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Suppliers and Subcontractors:

- Comply with the principles outlined in the Supplier Code of Conduct and integrate them into their operations and supply chains.
- Ensure transparency in their business practices and report any violations or concerns.
- Work collaboratively with Yash Rasayan and Chemicals to meet sustainability and ethical sourcing requirements.

Employees and Workers:

- Adhere to the Supplier Code of Conduct in all procurement-related activities.
- Report any non-compliance issues observed within the supply chain.
- Support the company's commitment to sustainable and responsible procurement.

3.2 Human Rights:

Yash Rasayan and Chemicals is dedicated to respecting and upholding human rights. Suppliers must align with these principles:

- **Policy of Non-Discrimination:** Suppliers are required to adhere to principles of equal opportunity in all hiring and employment practices. This includes ensuring non-discrimination based on skin colour, race, gender, sexual orientation, age, ethnicity, national origin, family status, religion, veteran status, mental or physical disabilities, or any other characteristic protected by law.
- **Right to Freedom of Association and Collective Bargaining:** Suppliers must respect employees' rights to form and join trade unions and to engage in collective bargaining in a lawful, peaceful manner, in accordance with applicable laws and regulations.
- **Prohibition of Forced and Child Labour:** Suppliers must strictly prohibit forced, bonded, or child labour as defined by local laws and ILO conventions.
- **Fair Wages and Working Hours:** Provide wages that meet basic needs and comply with applicable regulations regarding work hours and overtime compensation.
- **Workplace Respect:** Maintain a work environment free from harassment, abuse, or inhumane treatment.

Yash Rasayan and Chemicals expects all suppliers to implement these practices to foster a fair, inclusive, and rights-respecting working environment.

Address: Plot:417/3, G.I.D.C Estate, Phase-II, Panoli-394116,
Ta. Ankleshwar, Dist. Bharuch, Gujarat India, Email – yashrasayan@yahoo.co.in



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3.3 Labour Standards:

Yash Rasayan and Chemicals expects its suppliers to adhere to the conventions of the **International Labour Organization (ILO)** and uphold ethical labour practices, including the following principles:

a) Child Labour

Suppliers are strictly prohibited from employing children below the legal working age of the respective country. They must also comply with ILO standards to ensure the health, safety, and morality of minors in the workplace.

b) Forced Labour and Human Trafficking

Suppliers must eliminate all forms of forced or compulsory labour and ensure that employment is freely chosen. The supplier is also strictly prohibited from engaging in or supporting human trafficking practices, directly or indirectly, within their operations or supply chains.

c) Working Hours

Suppliers must ensure that working hours comply with applicable labour laws, including the proper compensation for overtime as per local regulations.

d) Salaries

Employee wages must, at a minimum, cover basic living needs. Additionally, suppliers should provide opportunities for employees to enhance their skills and advance their abilities.

Suppliers are required to ensure that their supply chains also respect these principles, particularly regarding child labour, forced labour, and human trafficking. Yash Rasayan and Chemicals is committed to fostering ethical and humane labour practices across all operations.

3.4 Occupational Health & Safety Responsibility:

Suppliers must provide a safe and healthy workplace for their employees and contractors:

- Implement robust health and safety management systems compliant with ISO 45001 or equivalent standards.
- Mitigate workplace hazards and ensure proper emergency management plans.
- Provide personal protective equipment and training for safe operations.
- Establish emergency response plan and test periodically.



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3.5 Environmental Responsibility

Suppliers must conduct operations in an environmentally responsible manner, aligning with Yash Rasayan and Chemicals sustainability goals:

- **Regulatory Compliance:** Comply with environmental laws and regulations.
- **Resource Efficiency:** Use resources responsibly and adopt energy-efficient, low-emission technologies.
- **Pollution Control:** Minimize emissions to air, water, and soil, and manage waste effectively.
- **Biodiversity Protection:** Actively minimize negative impacts on biodiversity and natural ecosystems.
- **Climate Action:** Support global initiatives to combat climate change and adopt measures to achieve carbon neutrality.

3.6 Business Ethics and Governance

Yash Rasayan and Chemicals expects suppliers to operate with integrity, transparency, and accountability:

- **Anti-Corruption:** Adhere to strict anti-bribery and anti-corruption policies. Avoid unethical practices, including extortion, fraud, or embezzlement.
- **Fair Competition:** Abide by all antitrust and competition laws, ensuring fair market practices.
- **Trade Compliance:** Follow all import/export regulations, sanctions, and trade laws.
- **Conflicts of Interest:** Disclose any conflicts between personal interests and professional responsibilities.
- **Data Protection:** Adhere to strict handle all data securely and in compliance with national and international laws on data privacy, ensuring transparency and responsible data usage.
- **Ethical AI Usage:** Ensure that artificial intelligence applications adhere to ethical principles, transparency, and accountability.

3.7 Quality and Innovation

Suppliers must deliver products and services that meet applicable quality and safety standards.

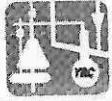
- Implement processes that ensure compliance with local laws, safety protocols, and customer specifications.
- Prohibit counterfeit goods or intellectual property violations.

3.8 Social Responsibility

Suppliers must actively support social responsibility efforts:

- Avoid products containing conflict minerals that finance armed groups.

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Ta. Ankleshwar, Dist. Bharuch, Gujarat India, Email – yashrasayan@yahoo.co.in



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- Conduct due diligence on mineral sourcing in compliance with the rules and regulations established by Indian mining authorities.
- Treat employees fairly and uphold the Universal Declaration of Human Rights.

3.9 Gift & Donations

Suppliers must acknowledge that Yash Rasayan and Chemicals employees are strictly prohibited from accepting or offering any gift, payment, or other advantage that could influence, or appear to influence, a business decision. This restriction also applies to individuals, closely associated with an employee, such as family members or friends.

The following guidelines apply:

- Permissible Items: Small promotional items of nominal value, such as pens, calendars, mugs, or candies, may be accepted once a year.
- Prohibited Items: Gifts such as tickets, vacations, lodging, group meals, personal favours, or similar items are not acceptable under any circumstances.

If there is any uncertainty regarding whether a gift meets the definition of nominal value, prior approval must be obtained from the Yash Rasayan and Chemicals – Head Purchase.

Yash Rasayan and Chemicals is committed to maintaining transparency and fairness in all business dealings, and suppliers are expected to adhere to these principles.

3.10 Confidentiality

Suppliers are obligated to maintain the confidentiality of all information provided by Yash Rasayan and Chemicals. This includes, but is not limited to:

- Business or financial information
- Production methods, technology, and equipment
- Tools, methodologies, and personnel information
- Customer data, price discounts, and product samples
- Estimates, drawings, photographs, and any other proprietary materials

Any information designated as confidential must not be disclosed to unauthorized parties. Such information should only be shared with individuals, entities, or partners who require access for legitimate business purposes. These parties must also commit to maintaining confidentiality and safeguarding the information.

Yash Rasayan and Chemicals expects its suppliers to handle all confidential and proprietary information with the highest level of security and discretion.



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3.11 Redressal Reporting Procedure

Any stakeholders internal/external who want to raise the concern he/she can follow below:

Reporting Channels:

Reports can be made through various channels, including:

- A designated redressal reporting hotline (Contact No. +91 9879157909)
- A secure email address (bhavin@yashrasayan.in)

3.12 Disciplinary Measures for Policy Violations

Yash Rasayan and Chemicals expects all suppliers to comply with the Supplier Code of Conduct covering Human Rights, Labour Standards, Occupational Health & Safety, Environmental Responsibility, Business Ethics, Quality, Social Responsibility, Gifts & Donations, and Confidentiality.

In case of non-compliance, the following disciplinary measures may apply based on the severity of the violation:

1. Minor Violations (e.g., delayed compliance documentation, inadequate training)
 - Written Warning and Corrective Action Plan (CAP) with a defined timeline.
2. Major Violations (e.g., repeated labour law breaches, unsafe working conditions, environmental non-compliance)
 - Probationary Monitoring, Financial Penalties, or Temporary Suspension of Orders until compliance is restored.
3. Critical Violations (e.g., child labour, bribery, fraud, severe environmental damage)
 - Immediate Contract Termination, Legal Action, or Blacklisting from future business with Yash Rasayan and Chemicals.

Suppliers must implement corrective measures, and compliance audits will be conducted to ensure adherence. Persistent violations may lead to permanent disqualification.

3.13 Verification and Audits

Yash Rasayan and Chemicals reserves the right to conduct compliance audits, either directly or through accredited third parties. Non-compliance may result in corrective actions, suspension, or termination of the business relationship.

4. Qualitative Targets

- a) Establish compliance with sustainable procurement requirements at supplier end.
- b) Ensure compliance with all relevant laws and regulations related to sustainable procurement.
- c) Build an awareness program on sustainable procurement policy across all employees, contractors, and suppliers.
- d) Implement electively communication protocols and channel for external supplier.
- e) Promote supplier for sustainable procurement by capacity building program.

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5. Quantitative Targets

- Increase the number of employees trained on information security 100% by 2030 compared to 2024.
- Maintain Zero data breach / security incident cases by 2030 compared to 2024.
- To Increase / Cover % of supplier signing code of conduct 100% by 2030 compared to 2024.
- To Increase/ Cover nos. suppliers with contracts that include clauses on environmental, labor, and human rights requirements 100% by 2030 compared to 2024.
- To Increase/ Cover nos. of suppliers covered by a sustainability assessment 100% by 2030 compared to 2024.
- To Increase/ Cover nos. of key suppliers covered by a sustainability On-Site Audit 100% by 2030 compared to 2024.
- To provide training on sustainable procurement 100% buyers by 2030 compared to 2024.
- To Increase/ Cover nos. of audited or assessed key suppliers engaged in corrective actions or capacity building 100% by 2030 compared to 2024.

6. Allocation of Responsibilities

- A Purchase Head has been appointed by the Managing Director for the effective implementation and compliance of this policy.

7. Communication & Transference of the Policy

- Yash Rasayan and Chemicals is dedicated to ensuring smooth communication with the relevant stakeholders regarding important matters by assigning communication responsibilities to employees in different situations. The necessary communication tools will be provided to those responsible for communication.
- Any changes in the policy shall be notified through e-mail by way of updated Policy document.
- Policy awareness shall be conducted regularly through various discussion / communication forums.
- Policy is available on company website for internal and external stakeholders.

8. Review Mechanism:

This policy will be reviewed annually and updated as necessary to ensure its effectiveness and compliance with relevant laws and regulations. This policy will be reviewed by the Managing Director, Purchase Head and all relevant stakeholders.



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9. Compliance and Acknowledgment

- Our suppliers recognize the values and principles outlined in our Supplier Code of Conduct and commit to upholding these standards by incorporating them into their operations.
- The supplier is requested to find the attached Supplier Code of Conduct ('Code') – Sustainability and Ethics Declaration form and return a signed copy on behalf of the company they represent.
- The supplier is requested acknowledgement and signing this Supplier Code of Conduct Policy:

I/We, the undersigned, acknowledge that I have received, reviewed, and understood the Supplier Code of Conduct of Yash Rasayan and Chemicals. I/We recognize that this manual serves as a guiding framework for the Company's commitment to sustainable procurement practices.

By signing this acknowledgment, I/We confirm and commit to:

- Adhering to the Company's sustainable procurement requirements, including environmental sustainability, social responsibility, and ethical governance.
- Reporting any actual or potential violations of Supplier Code of Conduct policy.
- Supporting the Company's Supplier Code of Conduct policy initiatives and best practices.

By signing below, I/ We affirm my commitment to upholding the Supplier Code of Conduct policy of Yash Rasayan and Chemicals and contributing to the Company's vision of responsible, ethics and sustainable procurement practices.

Company Name

: Ketul Chem Speciality P.Ltd

Place

: Mumbai

Stakeholder/ Employee Name

: Kalpita Shah

Signature

:

Designation

: Director

Date

: 11.04.2025



Place: Panoli

Date: 01/04/2025

Haresh Patel
Director

Address: Plot:417/3, G.I.D.C Estate, Phase-II, Panoli-394116,
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