

## Borosil Limited

### POLICY ON SUSTAINABLE SUPPLY CHAIN

<b>Document Name</b>	Policy on Sustainable Supply Chain
<b>Effective date</b>	May 22, 2023
<b>Approving Authority</b>	Board of Directors
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<b>Version History</b>	-
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## **Introduction:**

Borosil Limited (“Borosil / Company / we / our”) is aware of the significance of creating a sustainable supply chain for the development and survival of business. We understand how crucial it is to build strong relationships and bonds with suppliers and to help them grow so that they can perform better for themselves and the organization. Borosil Limited regards supply chain management as an integral part of its responsibility for the sustainable development of its activities, environmental stewardship, good corporate governance, regulatory compliance, healthcare, diversity and inclusion, promotion and protection of human rights, and the Company encourages its suppliers to do the same.

## **Scope and objective:**

The Policy is applicable to all Borosil key suppliers including products or services sourced from: local or international suppliers; by tender (Request for Proposal); or Purchase Order (PO) or by negotiation with a targeted or strategic supplier or a joint venture partner.

This Policy is intended to encourage sustainability among our suppliers and business partners. It enables suppliers to meet environmental, occupational health and safety (EOHS), and ethical standards in accordance with Borosil Supplier Code of Conduct. The Company recommends that all its suppliers adhere to the environmental, social, and ethical guidelines (regulatory), and encourages each supplier to adopt practices that adhere to the standards preferred by Borosil Supplier Code of Conduct.

## **Commitment of Suppliers:**

With the purpose of establishing sustainable supply chain, Borosil is committed to following principles:

### **Ethics, Transparency and Governance**

- Ensure highest level of compliance to Borosil Code of Conduct and relevant regulatory bodies.
- Maintain and share documentation regarding procurement practices, sub supplier engagement, labor engagement and applicable compliances for operations.
- Ensure adequate measures in the contract with clauses such as Environment Compliances, Social Compliances, Regulatory Compliances in addition to the existing business clauses.
- To work against corruption in all forms, including extortion and bribery.
- Ensure data privacy and information security through contracts with value chain partners.

### **Labour**

- Suppliers shall not use work that is performed involuntarily under threat of penalty, including forced overtime, human trafficking, debt bondage, forced prison labor, slavery or servitude.
- Suppliers shall not employ children at an age where education is still compulsory. Children under the age of 18 or below the legal minimum age, shall not be employed.
- Suppliers shall make no distinctions on grounds including, but not limited to: age, disability, gender, sexual orientation, political or other opinion, ethnic or social origin or religion.
- The supplier will internally promote diverse teams, guaranteeing the same opportunities among its employees.

## Occupational Health and Safety

- The supplier shall provide its employees with a safe and healthy working environment, considering local, national and international standards and in accordance with the specific hazards/risks of each activity.
- Adequate measures must be taken to prevent injury and the occurrence of accidents, related to or occurring during work, minimizing the causes of the dangers inherent to the activities and work environment.
- Workers shall receive training regarding Health and Safety that enables them to identify any dangers associated with the activity and the work environment, and the practices necessary for minimizing the risks.
- Promote awareness on sustainable procurement within the organization and shall provide appropriate training to its relevant employees.

## Environment

- Compliance to Environmental Permits and Reporting as per applicable statutory and regulatory requirements.
- Advocate for protecting the environment by optimizing the use of natural resources, preventing pollution, reducing emissions, and waste generation. Adopt responsible use of natural resources – energy, raw materials and water, preventing & reducing emission through environmentally friendly and clean technologies and managing waste responsibly.
- Encourage our employees to adopt sustainable procurement practices by encouraging them to consider the ESG aspects in addition to economic criteria across the entire supplier engagement process.

## Vendor Evaluation & Performance Assessment:

Borosil has a comprehensive supplier assessment process, based on unambiguous criteria which applies to all suppliers and/or prospective suppliers of Borosil. As part of the supplier assessment process, Borosil may conduct audits and/or third-party verifications to ensure suppliers meet the Company standards.

## Grievances Redressal:

Responsibility for resolving any grievances of our suppliers is in accordance with our Stakeholder Engagement and Grievance Redressal Policy. Concerns of our suppliers are addressed by designated officers. The details are as under:

Type of Suppliers	Point of Contact	Escalation Contact
All suppliers	Shivshankar Hatwar – 02267406300	Anand Sultania - 02267406300

The designated officers to ensure redressal of grievances within 10 Business Working Days from the receipt of the Complaint. The requests which are not in the form of complaint received by designated officers will be dealt separately. The confidentiality of the complainant shall be always maintained.

## Policy Review:

This Policy will be reviewed periodically by the Audit Committee to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations.