



Supplier Code of Conduct

Introduction

This code of conduct applies to all businesses that provide products or services to the **Chromewell Group**.

Chromewell requires its suppliers and their employees to commit to and comply with the laws, rules and regulations of the countries and locations within which Chromewell Operates

Suppliers and their employees are expected to familiarise themselves with the principles of this Code of Conduct



- **Environment**
- **Human Rights**
- **Counterfeit Products**
- **Conduct and Ethics**

Environment

Suppliers must have adequate measures in place to manage the impact on the environment, and continue to monitor and optimize greenhouse gas emissions, water consumption and emissions of volatile organic compounds (VOCs), particulate matter and ozone depleting substances.

In support of sustainability initiatives, suppliers should effectively manage, monitor and optimize energy consumption through an effective energy management program.

Suppliers are expected to comply with all local environmental laws and demonstrate responsible corporate citizenship within the communities in which they operate.

Human Rights

Suppliers must have appropriate policies, procedures and systems in place, to support the following standards:

Child Labour

Underage labour, as defined by local labour law, will not be utilized unless it is part of a government approved training or apprenticeship program

Forced Labour

Any form of compulsory labour is prohibited. Suppliers must be able to certify that materials included in their products comply with modern slavery laws.

Harassment

Workers shall be protected against any form of harassment and discrimination in any form, including but not limited to gender, sex, age, religion, disability and political beliefs.

Conflict Minerals

Suppliers must certify on the source and origin of conflict materials in the parts, components or materials provided to Chromewell

Working Conditions

Workers shall have a safe and healthy workplace that meets or exceeds all applicable standards for occupational health and safety.

Compensation & Hours

Workers shall be compensated with wages that comply with local laws. Suppliers should conduct operations in a way that ensures a humane work environment

Counterfeit Products

Suppliers must certify that there is **no risk of counterfeit product being shipped to Chromewell.**

Counterfeit product is defined as items that are, or contain, unlawful or unauthorized reproductions, substitutions or alterations that have been knowingly mismarked, misidentified or otherwise misrepresented to be an original manufacturer's part.

Suppliers must have strict procurement policies in place to ensure traceability for all items incorporated into Chromewell's products.

Conduct and Ethics

Suppliers must have appropriate policies, procedures and systems in place, to support the following standards:

Anti trust and Competition

Suppliers are expected to avoid any anti-trust and anti-competition practices when conducting business with Chromewell.

Improper Payments

Bribes, kickbacks and other such payments are prohibited. Third parties acting on Chromewell's behalf are also prohibited from giving / accepting such payments in monetary or non-monetary terms.

Gifts

Suppliers must not offer or present gifts to Chromewell employees in either monetary or non-monetary terms.

Conflict of Interest

Chromewell requires all persons who act on it's behalf to disclose conflicts of interest promptly to the Management / representative of the Company.

Reporting

Any supplier may contact the Chromewell management representative for any clarifications, questions or comments about this code of conduct at administrator@chromewell.in