

# Supplier Code of Conduct Policy

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## Document Control

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## **Objective**

The policy on 'Supplier code of conduct' outlines the approach code of conduct applicable to the suppliers of Jindal Steel Limited ("The Company"). The company expects all its suppliers to operate in accordance with responsible business principles detailed in this policy and in compliance with all applicable laws and regulations. Suppliers are expected to implement similar codes with their own business partners.

## **Scope**

This Supplier Code of Conduct is applicable to all suppliers of Jindal Steel Limited.

### **1. Implementation**

Suppliers are required to acknowledge and implement this Code of Conduct. If gaps exist in implementation, suppliers must plan and implement time-bound improvement plans. In case of severe violations, the company reserves the right to take actions including termination of contract.

### **2. Grievance Redressal**

Suppliers must have a grievance redressal mechanism enabling employees to voice concerns without fear of retaliation. All grievances must be investigated fairly and within reasonable timelines. Suppliers may also raise violations through the company's whistle-blower system.

### **3. Supplier Code of Conduct**

#### **a. Business Ethics**

- Suppliers should adhere to the anti-bribery & anti-corruption policy defined by the company.
- Disclose actual or potential conflicts of interest to the company.
- Adhere to data privacy laws and contractual confidentiality requirements.
- Exercise sustainability and quality due diligence across design, manufacture, testing, and production.
- Suppliers must uphold fair competition and must strictly avoid anti-competitive practices.

#### **b. Health & Safety**

- Provide a safe, secure and healthy workplace to all workforce.
- Maintain hazard identification, measurement, and mitigation processes.
- Ensure compliance with all local, state, and national safety laws.
- Conduct periodic safety training for all workforce.

- Encourage the workforce to report unsafe or unhealthy conditions without fear of retaliation, and ensure such complaints are remedied promptly.

#### **c. Environment**

- Proactively incorporate environmental considerations into operations to minimize negative impact.
- Comply with all local/national environmental laws/regulations.
- Implement environmental monitoring systems to measure and minimize impact.
- Promote environmentally friendly technologies.
- Monitor and reduce greenhouse gas emissions and energy consumption.
- Implement pollution prevention measures and manage waste responsibly.
- Strive for efficient use of natural resources throughout operations.
- Protect biodiversity, prevent deforestation, and conserve land.

#### **d. Working Conditions and Employment Practices**

- Respect, adopt, and implement all labour laws and human rights regulations.
- Ensure fair treatment and prevent all forms of discrimination.
- Maintain a workplace free of harassment and abuse.
- Ensure fair processes for grievance handling, disciplinary action, and termination.
- Respect rights of employees to freedom of association and collective bargaining.
- Comply with work-hour and wage regulations.
- Comply with laws related to paid sick leave, annual leave, and parental leave.
- Suppliers must prohibit all forms of forced labour in their operations and supply chains.
- Suppliers must eliminate child labour and comply with applicable minimum age requirements.

#### **Review of the Policy**

This policy will be reviewed periodically, and updated versions will be made available on the website.

A handwritten signature in blue ink, appearing to read "Gautam Malhotra".

Gautam Malhotra  
Chief Executive Officer