

## Supplier Code of Conduct

JK Tyre anticipates that their business partners should conform to this Supplier Code of Conduct and our responsible procurement policy. We anticipate that providers should have a comparable approach among their entire supply chain. We are committed to working with our providers to implement Responsible Business Conduct to promote supply chain transparency and establish long-term sustainable relationships. This document defines our expectations and guides our Business partners and their respective full supply chains on our five Competent Sourcing Standards; safety and health environment, Fair strategic policies, respect for the environment, human rights, and the development of local communities.

### 1. Safety and Health Environment-

We anticipate that our providers should take on administration rehearses regarding Health and safety which give a significant degree of protection for their laborers, (sub)contractors, and their entire Supply chains. We are focused on guaranteeing no damage to our workers and our (sub)contractors and supply chains. This implies that we won't permit activities that might cause any damage/ mischief to our employees.

To fulfill our requirements under Health and safety, we necessitate that our providers embrace appropriate and robust management practices for health and safety. Business partners who have management systems accredited to OHSAS18001 or comparable will be considered to fulfill this requirement. In the absence of such systems, we suggest that health and safety policies and practices follow the 15 principles laid out within the JK Tyres' Health and safety policy which are outlined below (Figure 1).



### 2. Fair strategic policies – The JK’s Code of conduct outlines business integrity, honesty, fairness, and care for people. JK Tyre conducts its business and expects its partners to adopt similar principles.

The Code of conduct defines the moral behavior of all JK’s representatives. Our aim is that our supply chains follow similar standards. To exhibit consistency with this necessity, Business partners ought to have the option to give narrative proof that these standards, or similar, are incorporated in their approaches as well as work practices.

The major points for fair strategic approaches are as per the following:

- **Competitors** – Not to get involved against competitors in any activity that is against the company's policies.
- **Donations or Gifts** - to neither take, offer or make any illegal Payments, compensation, gifts, donations, or then again equivalent advantages that are planned, or saw, to get uncompetitive favor for the lead of business. Specifically, all business partners to JK Tyres should make every effort to eliminate all forms of bribery, fraud, and corruption.
- **Government agencies** - No bribery or any kind of favor/gift should ever be offered to government officials/offices, directly or through intermediates, to achieve any favors from them.
- **Ethical Conduct**- To conduct business fairly and transparently, displaying honesty, integrity, high moral and ethical standards.
- **Taxation**- Contribute to the public funds of host countries by making convenient payments of their tax liabilities. Follow the tax laws and guidelines in all nations where they work and act in agreement with both the letter and spirit of those laws and guidelines.
- **Regulatory Compliance** - to comply with all relevant and appropriate laws and guidelines.
- **Conflict of interest** - to not exploit any family, social or political associations to gain advantage within business dealings and to tell any expected conflict of interest.
- **Confidential information** - to not unveil/share any confidential data of JK Tyres.
- **Money laundering** - to cease any type of illegal tax avoidance in the supply chain.
- **Equipped gatherings** - we won't endure any immediate or aberrant help to non-state outfitted gatherings through the extraction, transport, exchange, dealing with, or commodity of minerals. Outfitted gatherings as characterized by Joined Countries Security Board goals.
- **Private security forces** - their public or private security powers will be occupied with understanding with the intentional standards on security and common freedoms.
- **United Nations sanctions** - to cease from any activity which adds to the financing of contention and consistence with pertinent Joined Countries sanctions goals or, where relevant, domestic laws carrying out such goals.

**3. Respect the environment-** We expect providers to keep up with viable approaches, cycles, and systems to deal with their ecological effects. JK Tyres is focused on gathering the requirements of significant regulations in the countries and areas in which it works, to the proficient utilization of normal assets and energy, and constantly decreasing the natural effect of its tasks and items through the reception of feasible practices. These responsibilities are necessary almost Goodbye Steel conducts business and we anticipate that our providers should share this responsibility.

To fulfil our prerequisites under environmental protection, we require that our providers embrace reasonable and robust management practices for the security of the climate. Providers who have the board frameworks certified to ISO 14001 or comparable will be considered to fulfil this necessity. Without such systems, we suggest that environmental protection policies and practices follow the applicable policy standards laid out within the JK Tyre system strategy for climate, to be specific:

- Management systems - execution of compelling ecological and energy the board frameworks to guarantee the ecological attention to the labour force, empowering each representative to act in a naturally dependable way.
- Constant improvement - the ecological effect of cycles and items will be surveyed and consistent improvement destinations and targets will be set up.
- Climate change - reception of practices to screen and limit ozone-depleting substance outflows, just as poisonous or hurtful gasses.
- use of resources - utilize energy, natural substances, and water as per needs.
- Water - water releases and utilization ought to be checked and announced. Spillages at destinations ought to be minimalized using improvement plans.
- Product stewardship - thought to be given to re-use and the natural impacts of items all through their life-cycle.
- Utilization of chemicals - report and oversee the utilization of synthetic substances at mine destinations.
- Monitoring and reporting - ecological and energy execution will be checked and announced freely.
- Biodiversity - natural life environments in and around providers' destinations will be regarded and, where open doors emerge to do as such in a manner that is helpful for business activities, they will be logically upgraded for the advantage of nature.
- Recovery and conclusion arranging - plants or mines in our stockpile chains will have an appropriate conclusion arranging, viable with the insurance of human wellbeing and the climate.

We perceive that the idea of the activities of our providers in our inventory base differs generally and that the accentuation of natural administration might vary between providers.

#### 4. Human Rights -

JK Tyres respects all human rights of workers and the networks in which we work and we are focused on elevating these standards to our providers. Practically speaking, we necessitate that providers create strategies and techniques to guarantee all common liberties in their business and those of their providers.

Organizations working exclusively in or obtaining from locales indicated inside the Illuminate Record for Risk management ([www.inform-index.com](http://www.inform-index.com)) as low or medium danger are considered to fulfil the prerequisites of this Approach on human rights. For organizations working in or obtaining from different locales, we require that our providers embrace reasonable and strong arrangements and strategies that will forestall denials of basic liberties to fulfil our prerequisites. Providers who are licensed to SA8000 will be considered to fulfil this necessity.

Assuming no reasonable license exists, a provider is needed to give narrative proof that their approaches cover the important key components of the SA8000 standard:

- **CHILD WORK and FORCED LABOUR:** The supplier warrants and represents that it does not engage in or condone: (1) the unlawful employment or exploitation of children (person below the age of eighteen years). (2) The use of forced labour, defined as any work/service extracted

from any person under the menace of any penalty and for which said person has not offered himself voluntarily.

- **SAFETY HEALTH & ENVIRONMENT:** You must ensure that the raw material, goods, processes, packing material, etc. used by you comply with the Government Safety and Environment Regulations. We promote organizations that work towards a green and sustainable environment, renewable energy usage, and working/achieving REACH and IMDS standard regulation. We shall appreciate receiving your updates on the work being done in this regard periodically. Also, you must ensure the non-usage of conflict material in your product.
- **Freedom of association and right to collective bargaining-** regard the option to frame and join exchange associations and deal aggregately; where the law forbids these opportunities, work with an equal method for affiliation and bartering.
- **Discrimination-** no discrimination based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation, or age; no sexual harassment.
- **Discipline** - no corporal punishment, mental or actual intimidation, or obnoxious attack.
- **Compensation** - compensation paid for a standard week of work should meet the lawful and industry guidelines and be adequate to meet the fundamental need of laborers and their families; no disciplinary allowances.
- **Management systems** - execution of compelling ecological and energy the board frameworks to guarantee the ecological attention to the labour force, empowering each representative to act in a naturally dependable way.

## 5. Local community development

We anticipate that our providers should add to the social, financial, and institutional advancement of the networks in which they work by the United Countries supportability advancement objectives to ensure the future of next generations.

Our way of thinking is that the local area isn't simply one more partner in business, it is truth be told the actual reason for its presence.

We perceive that the impact of our tasks reaches out past our immediate users to those addressed by our production network thus to take on the way of thinking nitty gritty above, we anticipate our providers likewise to add to the social, monetary, and institutional improvement of the networks in which they work.

We additionally perceive that the activities of our expansive scope of providers and the networks where they are present shift generally thus consistency with this building square will vary between providers, however, ought to be given contextual analyses and, where significant, the reception of appropriate strategies.

Where relevant, we expect that our providers will:

- Engage at the earliest functional stage with likely impacted gatherings to examine and react to issues and clashes concerning the administration of social effects of their activities and guarantee that suitable frameworks are set up for progressing connection with impacted gatherings. This interaction should likewise guarantee that minorities and other underestimated bunches have the even-handed and socially fitting methods for commitment.
- Contribute to local area improvement from project advancement through the conclusion in a joint effort with have networks and their agents.

- Contribute to evasion of unfavourable effects on ladies and youngsters in neighbourhood networks where supply chain activities occur (like counteraction of sexual maltreatment and provocation of women and children nearby mines and handling plants).
- Support endeavours, or find ways, to draw in with nearby specialists, worldwide associations, and common society associations to stay away from or limit the openness of weak gatherings, specifically, distinctive excavators.
- Have a public arrangement accessible that incorporates an assertion of the organization's regard for native individuals' freedoms, as set out in the United Nations Declaration on the Rights of Indigenous Peoples.
- Support associations with state-run administrations and non-legislative associations to guarantee that programs (such as community health, education, local business development) are very much planned and viably conveyed.
- Improve economic and social development by seeking opportunities to combat poverty.

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