



Supplier Code of Conduct

People build businesses that use the planet's natural resources. And when individuals and resources work in tandem, then businesses and the Planet both reap rich dividend. At Dabur, being responsible is a journey beyond milestones, and culture beyond words.

Brand Dabur stands for Quality, Ethics, Integrity & Perfection. We believe in delivering quality products that are based on nature and natural ingredients, which are sourced sustainably. At Dabur, we take inspiration from the ancient knowledge of Ayurveda to develop products that deliver on our promise of being 'Dedicated to the Health and Well-Being of every Household'. Dabur believes in building long term relationship and value creation for all our stakeholders and is committed to conservation of the environment and sustainable use of natural resources.

SCOPE: At Dabur, we believe that our suppliers, service providers, channel partners, dealers, distributors and vendors make significant contributions to our success and we treat them with respect. This Code shall apply to all Suppliers, including their employees, contract workers, sub-contractors and their service providers, who engage in business relationships with Dabur or on behalf of Dabur. The term Dabur includes all subsidiaries and affiliates of Dabur India Limited. We expect our suppliers to comply with all applicable laws in terms of labour and human rights, environment conservation, food safety and statutory compliance for business practices in true spirit & intent. The SCOC can be accessed at <https://www.dabur.com/investor/corporate-governance/policies-related-documents>.

Guiding Principle: Dabur's Supplier COC considers the following pillars as guiding principles.

- 1. Integrity:** All suppliers must adhere to the highest level of integrity in terms of anti-bribery & corruption, free competition, anti-money laundering, anti-competitive conduct and receiving/giving gifts & expenses as means of favouritism. Suppliers must maintain transparency in their business practices and avoid conflict of interest. In case conflict of interest arise, proactive discussion with Dabur is encouraged. Suppliers must ensure confidentiality, data privacy and protection of intellectual property right of Dabur. Suppliers are required to follow international trade compliance and sanction.
- 2. Good for Society (Labour & Human Rights, Animal Welfare and Occupational Health & Safety):** Suppliers must provide a safe working environment and ensure diversity, no discrimination and fair treatment to their workers/employees. Human trafficking and Child & Forced labour are strictly prohibited. Suppliers should create such an environment at workplace that aids in workers' skill development and take measures to enhance occupational health & safety. Suppliers should ensure freedom of association to their workers/employees, adhere to all statutory norms, including but not limited to wages, leave, work schedules and working conditions (working hours and overtime regulations, including breaks, layoff practices, etc.), mandatory days of rest, medical facility, crèche and other benefits. Suppliers must have a policy to prevent/address sexual harassment and ensure women safety. Suppliers are required to engage with local community for their development and welfare. In case animal testing is required, supplier must discuss and take pre-approval from Dabur. Suppliers must also ensure that any animal used during process shall be treated humanely with pain and stress minimized. Suppliers should commit not to discriminate, support, or tolerate discrimination based on race, colour, gender, sexual orientation, disability, etc. Suppliers should commit to Fair treatment practices, gender diversity, and equal remuneration.

Note:

Handbook on labour law can be accessed at https://labour.gov.in/sites/default/files/Labour_Code_Eng.pdf
Suppliers are required to follow all rules and regulation as per the labour law (https://www.ilo.org/wcmsp5/groups/public/-ed_norm/---normes/documents/publication/wcms_087692.pdf).

- 3. Good for Consumers (Food Safety & Product Quality):** Good Manufacturing Practises (GMP), QMS (Quality Management Systems) must be followed to ensure food safety and product quality. All suppliers are encouraged to implement Global Food Safety Management System (GFMS). Suppliers must ensure hygienic environment in storage and processing areas to protect food safety & deliver quality products to consumers.



4. **Good for Environment:** All suppliers must ensure measures to protect Mother Earth & its finite resources by adopting the principle of Refuse, Reduce & Recycle. Suppliers shall focus on reducing the environmental impact of their material and other resources usage by adopting the following principles:
- Minimize/eliminate waste and pollution
 - Minimize the release of hazardous substances at all stages of their life cycle
 - Circulate products and materials at their highest value
 - minimise deforestation & regenerate nature

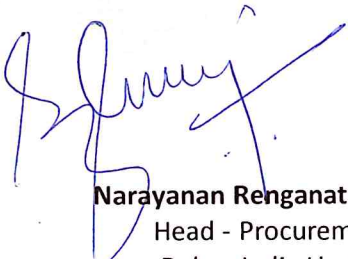
Genuine measures must be taken to:

- Conserve Water
- Optimise Energy
- Adopt Renewal Resources
- Plastic Waste Management
- Protect Bio-Resources

Suppliers are expected to align with environmental standards for the suppliers' processes, products or services like ISO 14001, OHSAS 18001, Rainforest alliance etc.

5. **Governance & Oversight:** Dabur expects its suppliers to be compliant with the standards applicable as per the SCOC. To that effect, each supplier is required to give annual confirmation on compliance with SCOC. Dabur reserves the right to verify the supplier's compliance with the code, sustainability risk & mitigation. In case we become aware of any actions or conditions not in compliance with the code, Dabur reserves the right to demand corrective measures. Suppliers are required to implement any suggestions given by Dabur on supplier audits and supervision conducted by Dabur teams. Dabur reserves the right to terminate an agreement with any supplier who does not comply with the code.
6. **Business Continuity Plan:** Dabur expects its suppliers to have in place risk prevention measures in case of fire, natural calamities like earthquake, flood, drought etc. To meet the business exigency amidst the emergency, suppliers should have traceability mapped and alternate arrangements in place especially for critical supplies.
7. **Sustainability:** Dabur promotes the suppliers to continuously strive towards improving the efficiency and sustainability of its operations. Suppliers are expected to have sustainable SCOC policy & mechanism in place for their own suppliers complementing and complying in line with Dabur SCOC. Responsible sourcing must be adhered in chain.

Dabur encourages all stakeholders (i.e., employees and business associates including suppliers) to report illegal or unethical business practises at workplace without fear of reprisal. The stakeholders can report any observations/concrete facts at email: corpcomm@dabur.com or to the Direct Touch Committee (<https://www.dabur.com/investor/corporate-governance/policies-related-documents>).



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(Head of Procurement department is authorised by Dabur Board of Directors to implement SCOC.)