



UPL Supplier Code of Conduct

A. **PURPOSE:**

As part of UPL's efforts to foster relationships with suppliers who share our values, we introduce the UPL Supplier code of conduct. It emphasizes good workplace policies that comply with local labor laws, applicable environmental laws, and ethical corporate behavior.

B. **SCOPE:**

It applies to all suppliers of goods and services to UPL and its affiliates worldwide, including suppliers, contractors, contract manufacturers, tollers and joint venture partners with whom we share a contractual and commercial relationship.

C. **UPL SUPPLIER CODE OF CONDUCT PRINCIPLES:**

1. **Ethics:**

Suppliers are expected not to practice or tolerate any form of corruption, extortion or embezzlement. Suppliers will not offer or accept bribes or other unlawful incentives to/from their business partners. Suppliers are expected not to offer to UPL employees gifts or any kind of personal benefit resulting from the relationships with the suppliers.

2. **Intellectual property:**

Suppliers will safeguard and make appropriate use of confidential information and ensure that their business partners' privacy and valid intellectual property rights are protected.

3. **Legal requirements**

Suppliers shall comply with all applicable laws and regulations in providing goods and services to UPL

4. **Employment practices**

- a. Minimum age for employment – Suppliers shall not employ anyone under the legal working age as defined by the local law.
- b. Forced labor - Suppliers shall not use force or involuntary prison labor
- c. Abuse and harassment – Suppliers shall not use corporal punishment or other forms of physical or sexual harassment or abuse of their employees.
- d. Discrimination – Suppliers shall not discriminate on the basis of any condition or characteristic which is protected by applicable law or regulation.
- e. Freedom of association – Suppliers shall recognize and respect each employee's right to associate with any legally sanctioned organization. The rights of

labor unions must be respected.

- f. Work hours, work week and payment of wages- Suppliers shall comply with all applicable local laws.
- g. Health and safety – Suppliers shall provide their workers with working conditions that comply with all applicable laws and regulations regarding worker health and safety.

5. **Health, Safety, Environmental and Quality practices**

Suppliers will comply with all applicable quality, health, safety and environmental regulations. All required permits, licenses and registrations will be obtained, maintained and kept up-to-date. Suppliers will fulfill their operational and reporting requirement. Our suppliers shall be expected to meet applicable environmental laws and regulations in their operations and to develop and implement plans and programs to correct and non-compliant practices.

6. **Conflict minerals:**

Suppliers are expected to ensure that products supplied to UPL do not contain metals derived from minerals or their derivatives originated from conflict regions that directly or indirectly finance or benefit armed group.

7. **Communications**

We expect our suppliers to take appropriate steps to communicate the UPL Supplier Code of Conduct to their employees, including posting these principles in the local language in an accessible place.

8. **Monitoring and Compliance**

As part of the implementation of the UPL Supplier Code of Conduct, these principles will be included in all new or renewed commercial agreements between suppliers and UPL and its affiliates. Suppliers shall be expected to certify their compliance with the UPL Supplier Code of Conduct principles at UPL's request and to authorize UPL and / or its designated agents (including any third parties) to engage in monitoring activities, including un-announced on-site inspections. When UPL becomes aware of any actions or conditions not in compliance with the UPL Supplier Code of conduct principles, such actions and conditions shall be reviewed and appropriate corrective measures shall be implemented.