



Supplier Code of Conduct

Gravita Supplier Code of Conduct

1. Purpose and Scope

Gravita India Limited is committed to ethical, sustainable, and socially responsible business practices. This Supplier Code of Conduct outlines the minimum standards expected from all suppliers to ensure alignment with Gravita's values, ESG goals, and applicable laws. Suppliers must ensure these standards are upheld throughout their operations and supply chains.

2. Labour and Human Rights

2.1. Maximum Working Hours

Suppliers shall comply with applicable laws regarding working hours, rest periods, and overtime. Overtime must be voluntary and compensated at legally mandated rates.

2.2. Minimum Living Wages

Suppliers must pay wages that meet or exceed legal minimums and are sufficient to meet basic living needs. Wage deductions must be lawful and transparent.

2.3. Non-Discrimination

Suppliers shall not discriminate in hiring, compensation, promotion, or termination based on race, caste, religion, gender, age, disability, sexual orientation, marital status, or any other protected status.

2.4. Child Labour

Suppliers must not employ individuals below the legal working age. Compliance with national laws is mandatory.

2.5. Forced Labour

Suppliers shall not use forced, bonded, indentured, or involuntary prison labour. Workers must be free to leave employment after reasonable notice.

2.6. Freedom of Association and Collective Bargaining

Suppliers shall respect the rights of workers to freely associate, join unions, and bargain collectively, in accordance with local laws.

2.7. Disciplinary Practices

Suppliers must treat workers with dignity and respect. The use of corporal punishment, mental or physical coercion, or verbal abuse is strictly prohibited.

3. Health and Safety

Suppliers must provide a safe and healthy working environment, including:

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- Compliance with all applicable health and safety laws.
- Provision of potable water, clean restrooms, fire safety equipment, and emergency medical aid.
- Regular safety training and hazard mitigation measures.

4. Acceptable Living Conditions

Where suppliers provide housing, it must be clean, safe, and meet basic standards of comfort, privacy, and hygiene.

5. Environmental Responsibility

Suppliers must:

- Comply with environmental laws and regulations.
- Minimize waste, emissions, and resource consumption.
- Promote sustainable practices and biodiversity conservation.

6. Business Integrity

Suppliers must conduct business ethically and transparently:

- No bribery, corruption, or fraudulent practices.
- Avoid conflicts of interest and unfair trade practices.
- Respect intellectual property and confidentiality.

7. Compliance and Monitoring

Gravita reserves the right to audit suppliers to ensure compliance. Non-compliance may result in corrective actions or termination of the business relationship.

8. Continuous Improvement

Suppliers are encouraged to continuously improve their practices in line with Gravita's sustainability and ethical sourcing objectives.

9. Acknowledgment

All suppliers must acknowledge and agree to comply with this Code of Conduct as part of their contractual obligations with Gravita India Limited.

Approved by

Mr. Yogesh Malhotra

(CEO & WTD, Gravita India Limited)