Policy on Supplier Code of Conduct

This **Supplier Code of Conduct** is applicable to all '**Suppliers**' and sets forth the basic requirements to be met, when conducting business with Kansai Nerolac Paints Ltd.

'Supplier' here refers to suppliers/ service providers/ vendors/ traders / agents/ consultants/ contractors/ joint venture partners/ third parties and their representatives.

This Code emphasizes our commitment to internationally recognized standards including United Nations' Universal Declaration of **Human Rights, Environment Protection, Anti-corruption and fair trade practices.**

Human Rights

The Supplier shall ensure Prevention of Child labour, forced labour or any form of involuntary labour and ensure compliance to legal requirements, thereof.

The Company encourages its Supplier:

• To provide equal employment opportunities and not discriminate basis Age, Nationality, gender, disadvantaged section of society and comply with legal requirements.

• To Support Right to Freedom of Association and collective bargaining and ensure compliance with local laws on minimum wages.

• To meet occupational health and safety standards and prevent excessive working hours.

Environment Protection

KNP encourages its Supplier to commit to protection of environment with respect to Energy use, climate change including GHG emissions, water use, pollution, waste reduction and resource use.

The supplier shall comply with local laws on waste & effluent disposal, pollution & emissions and water usage.

Anti-corruption and fair-trade practices

The company encourages suppliers shall not, directly or indirectly resort to unethical behaviour comprehensively in any form including theft, fraud, forgery, corruption, gratification, bribery, misappropriation in its business dealings.

The company encourages its suppliers to report to company's' senior management any concern about any unethical behaviour, actual or suspected corruption or bribery on part of any employee.

April 1st,2025

Pravin Chaudhari
Managing Director