Location:	Domestic &Global

PAL is committed to the highest standards of product quality, safety, and business integrity. We seek to ensure that working conditions throughout our supply chain are safe, that workers are treated with respect and dignity, and that our manufacturing processes are environmentally responsible and safe. Therefore, PAL has created this Supplier Code of Conduct, which defines the basic requirements for suppliers of goods and services regarding their responsibilities toward stakeholders and the environment.

The supplier declares herewith:

- **Legal compliance**
  - To comply with all applicable laws and regulations of the relevant legal systems.
  - To develop, implement, and maintain methods and processes appropriate to its products and services to minimize the risk of introducing counterfeit parts or materials into deliverable products.
  - To establish effective processes to detect counterfeit parts and materials and, if detected, to quarantine such materials and notify the customer and/or law enforcement authorities, as appropriate.
  - To accurately record, maintain, and report business documentation, including but not limited to financial accounts, quality reports, time records, expense reports, and submissions to customers and regulatory authorities, when required.
  - To maintain books and records in accordance with applicable laws and generally accepted accounting principles (GAAP).
- **Labor and Human Rights**
  - To respect the personal dignity, privacy, and fundamental human rights of every individual.
  - To uphold equal opportunities and prohibit discrimination or harassment based on race, age, sex, national origin, religion, sexual orientation, gender identity and/or expression, disability, or any other status protected by applicable law.
  - To prohibit discrimination of any form and to support the rights of minorities, Indigenous peoples, and women.
  - Not to use forced or involuntary labour of any kind, including indentured labour, bonded labour, prison labour, or any similar form of non-voluntary working arrangement.
  - To prohibit the employment of workers under the age of 15, or a higher minimum age as required by local law or compulsory schooling requirements. Limited exemptions may apply for internships, apprenticeships, or similar educational programs in compliance with applicable law.
  - To provide safe and healthy working conditions for all employees, including compliance with local occupational health and safety laws and established internal policies and practices.
  - To honour the right to fair and reasonable compensation and to guarantee payment of at least the applicable national statutory minimum wage.
  - To respect the maximum working hours and rest periods established under applicable laws and regulations.

- To acknowledge, to the extent permitted by law, the right of employees to freedom of association and to neither favour nor discriminate against members of employee organizations or trade unions.
- To operate in line with the **PAL Human Rights Policy** and to take reasonable steps to ensure that all members of the Supplier's supply chain supporting PAL products operate in a similar manner.
- To protect human rights and prohibit all acts of human trafficking, slavery, servitude, and forced or compulsory labour.

➢ **Corruption, Extortion, Bribery**

- To tolerate no form of corruption, extortion, or bribery.
- Not to offer, promise, give, request, or accept any gift, loan, fee, reward, or other advantage to or from any person as an inducement to act dishonestly, illegally, or in breach of trust.

➢ **Health and Safety**

- To take responsibility for the health and safety of its employees.
- To provide appropriate training and ensure that employees are educated on health and safety matters relevant to their roles.
- To establish, implement, and maintain reasonable occupational health and safety management policies, procedures, and rules.
- To identify, control, and mitigate hazards and to take all reasonably practicable precautionary measures to prevent accidents and occupational illnesses.

➢ **Environment**

- To act in compliance with all applicable statutory requirements and relevant international environmental protection standards.
- To minimize environmental pollution and pursue continuous improvement in environmental performance and protection.
- To avoid, reduce, or otherwise minimize all forms of waste through efficient use of resources, reuse, and recycling where feasible.

➢ **Supply Chain**

- To promote compliance with the principles of this Code of Conduct among its own suppliers and business partners.
- To consider compliance with these principles when selecting, evaluating, and retaining suppliers.
- To have implemented a conflict-free sourcing policy to ensure that so-called "conflict minerals" are not used by the Supplier or its suppliers and sub-suppliers throughout the entire supply chain.

Approved By



Karina Nagpal
Managing Partner
Pukhraj Additives LLP