



# RESPONSIBLE VALUE CHAIN PARTNER CODE OF CONDUCT

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**Tata Chemicals Limited**

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Document Release Note			
This policy is released for use in Tata Chemicals, with effect from 1 <sup>st</sup> Jan 2024.			
This document is owned by Procurement function and has been approved by the MD & CEO.			
Revisions if any, to this documentation will be made by Procurement function.			

**Disclaimer**

- i. The Responsible Value Chain Partner Code of Conduct (“Responsible Partner Code”) has been drawn upon for better understanding of Core Values of the Tata Code of Conduct and its key aspects applicable to Value Chain Partners (defined hereinafter) of Tata Chemicals. (the Company).
- ii. While this (“Responsible Partner Code”) aims to be comprehensive, it is not exhaustive of all the situations Value Chain Partners may encounter. Value Chain Partners are required to exercise sound judgement and to seek guidance from the Company contact person regarding any clarification or concern.
- iii. This Responsible Partner Code is to be read in conjunction with the purchase order or agreement, or contract signed by the Value Chain Partner, or any formal communication issued by the Company.
- iv. The Company reserves the right to amend or modify this Responsible Partner Code to align with regulatory requirements or address critical areas with or without prior notice to the Value Chain Partners.



## I. Introduction

*A brief message from Mr. R Mukundan - MD & CEO, Tata Chemicals*

On behalf of Tata Chemicals, I extend a warm greeting to you as a valued partner in our mission to serve society through science. Together, we are on a shared journey which thrives on a foundation of trust, transparency, and shared commitment to ethical business practices. For over 150 years, the Tata Group has been guided by a set of enduring values and ideals established by our visionary founders. These values – integrity, responsibility, excellence, unity and pioneering are woven into the fabric of our everyday operations. The Tata Code of Conduct, is our compass, outlining our commitment to ethical conduct and responsible partnerships.

As a part of this journey, we introduce you to our Responsible Value Chain Partner Code of Conduct. This comprehensive code expands upon the Tata principles, specifically for our partners working across the diverse landscape of our operations. It is not just a set of rules; it is a framework for collaboration, a bridge built on mutual trust and understanding. We recognize that navigating the intricacies of today's business landscape can be challenging. This code is designed to be your guide, offering clear guidance and support in various situations you may encounter throughout our partnership. It empowers you to make informed decisions, seek clarification when needed, and confidently address any concerns you may have.

Adherence to this code is not merely a requirement; it is an opportunity to showcase your commitment to ethical business practices and contribute to building a sustainable future. We believe that transparency and accountability are critical to fostering a thriving ecosystem where both partners and communities' benefit. Your commitment to these principles strengthens our collective reputation and paves the way for innovative solutions and enduring relationships.

In this journey, our dedicated team is always available to provide assistance, answer questions, and offer support. We are committed to working hand-in-hand with you to create a responsible and ethical business environment that benefits us all. Together, we can build a legacy of shared success, making a positive impact on the world around us. By embracing these shared values and working together under the guidance of the Responsible Value Chain Partner Code of Conduct, we can turn vision into reality, building a brighter future for generations to come.

Warm regards,

R. Mukundan

Managing Director & CEO

29<sup>th</sup> January 2024



## II. Purpose

1. Tata Group has been a values-driven organization since its inception. The five core values in the Tata Code of Conduct (collectively “**the Core Values**”) underpins the way we conduct our business activities:
  - ❖ **INTEGRITY**  
*We will be fair, honest, transparent, and ethical in our conduct; everything we do must stand the test of public scrutiny.*
  - ❖ **UNITY**  
*We will invest in our people and partners, enable continuous learning, and build caring and collaborative relationships based on trust and mutual respect.*
  - ❖ **RESPONSIBILITY**  
*We will integrate environmental and social principles in our businesses, ensuring that what comes from the people goes back to the people many times over.*
  - ❖ **PIONEERING**  
*We will be bold and agile, courageously taking on challenges, using deep customer insight to develop innovative solutions.*
  - ❖ **EXCELLENCE**  
*We will be passionate about achieving the highest standards of quality, always promoting meritocracy.*
2. Tata Chemicals (“**Company**”), having adopted the Tata Code of Conduct (“**TCOC**”) is committed to the Core Values. The Company believes that the Value Chain Partners are an integral part of its ecosystem and expects them to uphold the Core Values in their business transactions with the Company.
3. This **Responsible Value Chain Partner Code of Conduct** (“**Responsible Partner Code**”) outlines Company’s expectations from Value Chain Partners for upholding the Core Values and the key principles elucidated in this Responsible Partner Code under three principles of 1) business ethics; 2) labour practices and human rights; and 3) environment, health, and safety.
4. Value Chain Partners are expected to adopt similar principles in dealing with their suppliers.

## III. Scope

1. This Responsible Partner Code applies to the third party entities providing products or services to the Company or acting on behalf of the Company, including but not limited to vendors, contractors, subcontractors, consultants, agents, advisors, value-chain partners, service providers, manufacturers, distributors, sales representatives, channel partners, intermediaries, and business partners (referred individually as “**Value Chain Partner**” and collectively “**Value Chain Partners**”).

## IV. Principles of Responsible Partner Code

### 1. Principle 1 - Business Ethics

#### 1.1. Compliance with laws and regulations

- 1.1.1. The Value Chain Partner shall always maintain the highest standards of ethical conduct and is expected to comply with all the applicable local, national, and multi-jurisdictional laws and regulations (broadly and collectively, the “**Laws**”) related to the conduct of its business.



- 1.1.2. In case the standards mentioned in the Responsible Partner Code differ from any legal requirements provided by such Laws, the stricter of the standards prescribed in the Responsible Partner Code or the Laws shall apply.

## 1.2. Integrity and transparency

- 1.2.1. The Value Chain Partner shall uphold integrity and transparency while doing business with the Company.
- 1.2.2. All products and services delivered must meet the timelines, quality, specifications, terms agreed and comply with applicable Laws concerning importing, exporting, re-exporting or transfer or packaging or labelling or sales or after sales of products and services.
- 1.2.3. The Value Chain Partner shall accurately record and maintain information regarding its operations, financial transactions, labour, health, and safety in relation to the Company's business transaction and shall disclose such information to the Company or entities as and when reasonably requested by the Company and/or as required by the Laws.
- 1.2.4. Value Chain Partners who undertake marketing or promotional activities for, on behalf of, or with the Company shall do so without making unfair or misleading statements and in compliance with the Laws.
- 1.2.5. Value Chain Partners shall responsibly source their raw materials/products/services by implementing appropriate mechanism for due diligence of its own value chain partners and supply chain traceability to support Company's effort to mitigate ethical and/or sustainability risks.

## 1.3. Anti-bribery and anti-corruption

- 1.3.1. Value Chain Partner shall not engage in any form of bribery or corruption, including offering, promising, giving, or receiving anything of value to obtain or retain business or gain an unfair advantage. Value Chain Partner shall comply with the Laws for anti-bribery and anti-corruption.
- 1.3.2. Value Chain Partner shall establish systems and processes to monitor and report on their compliance with applicable Laws related to anti-bribery and anti-corruption, and promptly address and report any non-compliance as required under relevant Laws. Value Chain Partner shall conduct due diligence on their value chain partners to ensure that they comply with anti-bribery and anti-corruption regulations.

## 1.4. Anti-money laundering

- 1.4.1. Value Chain Partner shall not engage in any activities that facilitate money laundering and/or engaging in transactions with individuals, groups or entities known to be involved in money laundering or terrorism or criminal activities.

## 1.5. Sanctions and trade controls

- 1.5.1. Value Chain Partner shall comply with applicable sanctions and trade restrictions imposed by the governments in the countries in which they operate. This would include and relate to restrictions on trade with embargoed countries, entities, or individuals, as well as restrictions on the use or transfer of certain technologies or products.

## 1.6. Competition and anti-trust

- 1.6.1. Value Chain Partner shall comply with applicable anti-trust Laws in the countries in which they operate. This includes but not limited to the Laws related to price-fixing, market allocation, or any other kind of anti-competitive behavior.



- 1.6.2. Value Chain Partner shall compete fairly and honestly in the market. They shall not engage in any activities that could be considered anti-competitive including but not limited to predatory pricing, bid rigging, cartelization, or restrictive trade practices etc.

## 1.7. Gifts and hospitality

- 1.7.1. Value Chain Partner shall not offer or give gifts, hospitality, or other favors to employees, officers, directors, or anyone related to the Company that could influence or appear to influence business decisions or create a conflict of interest.
- 1.7.2. Any gift or hospitality offered on festive or special occasions to employee(s), officers, or directors of the Company shall adhere to the Gift and Hospitality Policy of the Company.
- 1.7.3. Value Chain Partner shall never offer, directly or indirectly, any form of gift, entertainment, or anything of value on behalf of the Company to anyone including but not limited to government officials or customers, or their representatives to obtain or retain business; influence business decisions; and/or secure an unfair advantage.

## 1.8. Conflict of interest

- 1.8.1. The company expects that the transactions with Value Chain Partner shall be objective, fair and avoid even the appearance of a conflict of interest.
- 1.8.2. A conflict of interest exists when personal or financial relationships or activities impair, or even appear to impair the ability to make objective and fair decisions. This includes but is not limited to Value Chain Partner's Key Management Personnel's immediate family (including parents, siblings, spouse, partners, and children), relatives or a close personal relationship employed with the Company. The Value Chain Partner is therefore required to give full disclosure of its personal or financial relationship with any employee of the Company, which could lead to an actual or potential conflict of interest.
- 1.8.3. Value Chain Partner shall avoid engaging in any activity that would create an actual or apparent conflict of interest that would impact their business transaction with the Company. In the event an actual or potential conflict of interest does arise, Value Chain Partner shall immediately report it to the Company.

## 1.9. Insider trading

- 1.9.1. Value Chain Partner and their personnel shall not use any confidential information or non-publicly disclosed information, or unpublished price sensitive information obtained during their business relationship with the Company as the basis for trading or for enabling others to trade in the stock or securities of the Company. Such information shall include but not be limited to information about the Company's financial information, new product development/launches, investment decisions and acquisition/divestiture of businesses.

## 1.10. Information security and data privacy

- 1.10.1. Value Chain Partner shall comply with all applicable Laws relating to information security and data privacy and ensure that their own Value Chain Partners also comply with such Laws. Value Chain Partner shall:
  - 1.10.1.1. only collect, process, and use data for the purposes specified in their contract with the Company and comply with applicable Laws for data collection and processing.
  - 1.10.1.2. take adequate measures to protect any data that they may have access to, including customer data, financial data, and intellectual property.



- 1.10.1.3. implement appropriate access controls to prevent unauthorized access to data and systems.
- 1.10.1.4. have a plan in place to respond to data breaches or other security incidents and shall notify the Company promptly in the event of such an incident within the time frame prescribed under the applicable Laws or 24 hours of having knowledge of the breach, whichever is earlier and provide all the necessary information and assistance to investigate and mitigate the breach.
- 1.10.1.5. adhere to the Company data retention and destruction policies. They shall not retain data longer than necessary for the purposes specified in their contract and as per Laws and shall securely return or dispose off data when it is no longer needed.

### 1.11. Intellectual property and Company assets

- 1.11.1. Value Chain Partner shall not use any intellectual property including trademarks, logos, patents, copyrights, trade secrets and other Company's assets physical or digital or intangible without obtaining proper licenses or permissions from the Company.
- 1.11.2. Value Chain Partner is expected to take necessary measures to protect the Company's physical, digital and intangible assets including but not limited to confidential and proprietary information, trade secrets, intellectual property.

### 1.12. Publicity and brand name usage

- 1.12.1. Value Chain Partner shall not issue any statements or promotional contents to the press or social media or any other media service relating to the Company or its affiliates, or their operations and/or business and/or activities with the Company without explicit prior written permission from the Company.

## 2. Principle 2 - Labour Practices and Human Rights

### 2.1. Non-discrimination

- 2.1.1. Value Chain Partner shall not discriminate against any worker or employee based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, or any other status protected by Laws, in hiring and other employment practices.

### 2.2. Anti-harassment and respectful workplace

- 2.2.1. The Value Chain Partner shall always uphold the dignity of its employees, workers, contractors and shall work towards establishing and reinforcing a respectful work culture.
- 2.2.2. Value Chain Partner shall prohibit harsh or inhumane treatment, violence, sexual harassment or abuse, corporal punishment, mental or physical coercion, bullying, verbal abuse, or any form of threat to their employees or workers or contractors.

### 2.3. Child and forced labour

- 2.3.1. Value Chain Partner shall not employ, engage, or otherwise use any form of child labour at their workplace. The company encourages Value Chain Partners to participate in industry efforts aimed at the elimination of such practices wherever they exist in their supply chain.
- 2.3.2. Value Chain Partner shall not engage in any instance of forced, bonded or compulsory labor and/or slavery or human trafficking at their workplace. All employment with Value Chain Partner shall be voluntary and employees shall be free to leave their employment in





compliance with Laws and contracts. Employees or workers will not be required to surrender any government-issued identification, passports or work permits as a condition of employment.

#### **2.4. Wages and benefits**

2.4.1. Value Chain Partner shall comply with Laws related to minimum wages, duration of payment, overtime hours, equal remuneration and other elements of compensation. All legally mandated benefits like leaves, social security, insurance, healthcare etc. shall be provided by the Value Chain Partner to its employees, workers, or contractors. Deductions, if any, from wages shall be made solely in strict compliance with the Laws.

#### **2.5. Working hours**

2.5.1. Value Chain Partner shall comply with Laws and industry standards related to working hours including maximum daily and weekly work hours, overtime, and rest breaks.

#### **2.6. Freedom of association and collective bargaining**

2.6.1. Value Chain Partner shall recognize and respect the right of their workers to associate with others, form, and join organizations of their choice, and bargain collectively, without interference, discrimination, retaliation, or harassment in compliance with Laws.

### **3. Principle 3 - Environment, Health, and Safety**

#### **3.1. Environmental management**

3.1.1. Value Chain Partner shall comply with Laws and industry standards relating to the environment.

3.1.2. Value Chain Partner is encouraged to develop and implement practices that reduce negative environmental impacts and have processes in place to optimize the use of natural resources, reduce the release of harmful emissions, solid waste, wastewater in the environment and produce environmentally compatible products and services.

3.1.3. Value Chain Partner shall strive for environmental sustainability, particularly regarding the reduction of greenhouse gas emissions, water use, energy consumption, minimum/no use of toxic substances, and minimum and environmentally compatible and recyclable packaging.

#### **3.2. Hazardous material management**

3.2.1. Value Chain Partner shall identify, label, and responsibly manage hazardous materials, such as chemicals, industrial waste, and other hazardous substances, in accordance with Laws and ensure that their handling and disposal do not harm the environment, public health or safety. Any material safety information for hazardous or toxic substances shall be written in the primary language of the workforce. The employees and workers who encounter such materials shall be trained to handle such hazardous substances.

#### **3.3. Health and safety management**

3.3.1. Value Chain Partner shall provide a safe and healthy workplace for their workforce, comply with Laws and industry standards for health and safety, and adopt measures to prevent accidents, injuries, and illnesses.

3.3.2. Value Chain Partner shall take adequate steps to minimize the causes of hazards inherent in the working environment and provide adequate training to all its employees, workers, and



contractors on health and safety matters, and their overall wellbeing.

### 3.4. Emergency preparedness and response

- 3.4.1. Value Chain Partner shall develop and implement emergency response plans and maintain high level of preparedness to address potential accidents, natural disasters, and other emergencies that could impact the environment, health, and safety of their employees, communities, and other stakeholders.

## V. Value Chain Partner responsibility and accountability

1. The Value Chain Partner is expected to have a written policy(s)/guideline(s) covering important areas like human rights, occupational health, and safety, labour rights, environmental protection, information security, data privacy, anti-corruption and any other areas mandated by Laws.
2. The Value Chain Partner shall ensure suitable communication on the principles highlighted in the Responsible Partner Code to its employees, associates, subcontractors, and others involved in providing products and/or services to the Company.
3. The Value Chain Partner shall take an integrated approach to identify and assess risks, opportunities, and its impact, covering operations, supply chain, human rights; occupational health and safety; labour rights; environmental protection and anti-corruption issues.
4. The Value Chain Partner shall manage the risks adequately including but not limited to business continuity plans in the event of disruptions.
5. The Value Chain Partner shall self-monitor and demonstrate its compliance with the Responsible Partner Code. Value Chain Partner shall actively audit and manage their day-to-day management and share relevant reports with the Company upon request.
6. The company retains its right to audit its Value Chain Partners in relation to its business transactions to confirm compliance hereof. The Value Chain Partner shall extend all necessary support and cooperation to the Company and/or its representatives for such audit.
7. Value Chain Partner shall voluntarily disclose to the Company any failure to adhere to the standards specified in this Responsible Partner Code or the contract.
8. While Company will work with the Value Chain Partner to improve the compliance, any failure to comply with the Responsible Partner Code may result in appropriate action including but not limited to suspension or termination of the relationship with the Value Chain Partner.

## VI. Support and raising concern

1. Company recognises that adhering to the principles of the Responsible Partner Code will be a progressive and dynamic process. Therefore, the Value Chain Partners are expected to highlight any clarity or support that may be required with their point of contact in the Company.
2. Company encourages its Value Chain Partners to raise concerns or make disclosures when they become aware of any actual or potential violation of Tata Code of Conduct, Responsible Partner Code or Laws and such concerns or disclosures may be submitted through the communication channels provided in its Whistleblower Policy and listed in Annexure II.
3. It is incumbent on the Value Chain Partner to adopt similar practices within its organisation and encourage its employees, customers, suppliers, and other stakeholders to report wrongdoings, unethical behaviour, and any suspected violations of the Responsible Partner Code, Laws, or its Code of Conduct.



## ANNEXURE I - Responsible Value Chain Partner Code of Conduct Declaration

We, [Value Chain Partner Company Name], acknowledge that we have read and understand the Tata Chemicals' ("Company") Responsible Value Chain Partner Code of Conduct that has been made available to us on [www.tatachemicals.com](http://www.tatachemicals.com) and agree to comply with its requirements in letter and in spirit.

We further undertake to report to the Company, any actual or suspected violation of the Responsible Value Chain Partner Code of Conduct or any applicable laws in relation to its business transaction with the Company.

[Value Chain Partner Company Name] acknowledges that failure to comply with the Responsible Value Chain Partner Code of Conduct may result in corrective or penal action including suspension or termination of our business relationship with Tata Chemicals.

We hereby append our signatures below confirming to comply by all the requirements stated in the Responsible Value Chain Partner Code of Conduct.

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Name of authorised signatory:** \_\_\_\_\_

**Designation of signatory:** \_\_\_\_\_

**Organization's name:** \_\_\_\_\_



## ANNEXURE II – Whistleblower channels

Third-party Ethics Helpline / Web portal	<a href="https://secure.integritymatters.in">https://secure.integritymatters.in</a> Access code TATACHEM
Toll free helpline number	(India) 1800-102-6969 USA: 888-436-0393 Other geographies (+91) 9595146146
Email id	reportmyconcern@integritymatters.in
Company's postal address	C/o Integrity Matters, Unit 1211, CENTRUM, Plot No C-3 S G Barve Road, Wagle Estate. Thane West 400604, Maharashtra, India