



Supplier Code of Conduct

This supplier code is applicable to all 'Suppliers' ('Suppliers' herein refers to suppliers / vendors/ agent/ Consultants/ contractors/ Joint venture partners/ third parties) who have nosiness relationship with 'BALCO' herein refers to the company and any it's subsidiaries).

The Suppliers

- Shall ensure compliance to all governmental norms local and international on statutory compliance such as – Environment Protection, Minimum Wages, Child labor, US Foreign Corrupt Practices Act. UK Bribery Act, Anti- Bribery, Corruption Health and Safety etc.
- Shall follow all environment health and safety and other operational policies of the company while executing the work under this agreement / contract at company site.
- Shall not take any recourse to any un ethical behavior (implicit or explicit) with any employee of BALCO for the purpose of obtaining an Order or any information that may result in a favorable financial impact more specifically.
- Shall not offer or accept bribe or use other means of obtaining undue or improper advantage. No supplier, or its representative or employees, shall offer to any employee to BALCO a kick-back, favor, gratuity or anything of value to obtain favorable treatment or for the advancement of business.
- Shall not take any advantage of any family / social / political connections in obtaining favors with regard to any order. Merits shall be sole attribute for association with BALCO
- Shall not offer any gift or entertainment for the purpose of obtaining an order for any undue favor (Also refer the gift policy of BALCO which is uploaded on Company Website).
- Shall forthwith report any unethical activity or discrimination if practiced by any BALCO Employee / other suppliers as per BALCO Whistleblower policy (Uploaded on the Company Website).
- Shall desist from unfair trade practices with your competitors who are also associated with BALCO
- Shall protect / not infringe with any BALCO intellectual property / information / technology which to your knowledge during the course of your business relationship / dealings with BALCO

BALCO expects its supplier to comply with the conditions of Suppliers code in Letter and spirit. It is the supplier's responsibility to read and understand the content of BALCO's Supplier Code and Code of Conduct and Business Ethics Policy and agree to upload its value during your business association with BALCO.