



Human  
Wellness

# SUPPLIERS' CODE OF CONDUCT



RESPECT each other's differences

FREEDOM in your work and  
personal lives

TRUST you as an adult

TRUTH in what we do every day



**MEGA COMMITMENT**

is to provide

**Quality Products and Services to  
Our Customers**

**Through constant Improvement and  
Innovation**



## 1

## Introduction

We are all privileged to work for one of the finest companies. It is our utmost responsibility and duty to preserve and strengthen our Company's worldwide reputation built by people over many years. We have built our successes on the strong foundation of sustainable, transparent & Ethical business practices and quality products. Our quest for growth and excellence goes hand in hand with unflinching commitment to integrity in all our relationships with employees, customers, suppliers, government, local communities and our collaborators and shareholders.

The Mega Suppliers' Code is aimed at conducting effective business through good corporate governance and to build a sustainable business with growth and social acceptance. This Code applies to all Directors, Management and Employees and Mega strongly encourages implementation of this code for the benefit of the Company, Suppliers and Communities dealing with Mega worldwide.

Mega will place emphasis on Supplier Capacity building, a key factor in the Supply Chain by promoting sustainability in Suppliers of Mega. We wish to champion this Code as a way to promote better society and better environment.

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## Business Ethics

As part of Supplier Selection and Supplier assessment, Mega Lifesciences expects all its existing and new Suppliers to conduct their business with ethical business standards/ practices and in accordance with applicable laws.

Accordingly, we expect our Suppliers to comply with local regulations including environmental laws, Anti-trust laws, Labor laws and promote a fair/ competitive business environment/ practices.

Mega's Suppliers shall not offer, provide, demand, accept or receive any form of bribery, excessive gifts, entertainments or other activities with values higher than



acceptable standards and the Suppliers shall not influence Mega's business decisions under any circumstance.

Suppliers shall respect confidentiality of information made available to them during the course of business with Mega and accordingly shall not disclose any confidential information unless if required by law. Any disclosures shall be preceded by consent from Mega.

Suppliers shall avoid conflict of interest with Mega and shall immediately notify to their contact in Mega if there exists any conflict of interest.

Suppliers shall respect and comply with applicable laws including but not limited to data protection and environmental laws.

### **3 Environmental Management**

As part of Supplier Selection and Supplier assessment, Mega Lifesciences expects all its existing and new Suppliers to conduct business with due regard to environmental responsibility and uncompromised compliance with environmental laws.

Suppliers shall conduct business in a cautious manner that prevents chemical contamination or leakage which may be harmful to humans and the ecosystem. Suppliers shall develop and practice methods which are in compliance with the local community's practices and understanding.

Suppliers shall have environmental management system appropriate considering the laws and practices of the ecosystem in which they exist and in compliance with the industry standards prescribed for and declared by the Suppliers.

Suppliers shall optimize the consumption of natural resources in their entire supply chain process.



Waste Disposal needs to comply with local laws and practices of hazardous waste management needs to be declared and complied with.

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## Human rights

Suppliers are expected to treat their employees with respect and dignity in accordance with International Labour Organization's (ILO) standards and the applicable labor laws.

### Child and Forced Labor

Suppliers shall not engage in or support use of child labor. Workers shall not be below the minimum age as per law of territory/ ILO' recommendations.

Forced labor is strongly discouraged and workers shall not be assigned to work place hazards/ working hours prohibited by law.

### Equality

Suppliers shall treat their employees equally regardless of their physical or mental differences such as gender, nationality, race, belief, disability or any other means.

### Human Capital Development

Suppliers shall ensure their employees receive sufficient training commensurate with their assigned roles/ responsibilities.

### Layoffs practice

Layoffs, if any, shall be as per applicable laws and regulations and a fair compensation shall be paid as per applicable laws.



## Wages and Benefits

Suppliers shall ensure that fair Wages and benefits are provided at least as per applicable laws.

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## Occupational Health and Safety

Suppliers need to provide safe and hygienic work places and working environment in compliance with applicable laws. Sufficient and appropriate training and protective equipment needs to be provided to employees. Suppliers need to ensure there exist mitigation plans for emergency situations like fire, floods, etc to avoid/ minimize potential losses and casualties/ injuries and shall strictly comply with the applicable laws.

Suppliers shall develop and implement preventive and remedial measures to minimize the occupational injuries/ illnesses.

Health and Safety records need to be maintained in accordance with laws and regulations.

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## Payments

Mega shall pay the Suppliers on time as per the agreement payment terms and Suppliers shall also pay their wages, taxes and other payments to ancillaries/ suppliers on time.

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## Enforcement of this Code



All Suppliers of Mega shall comply with this code in addition to any specific requirements as per the Agreements signed with Mega. IN the event of discrepancy between this Code and the Agreements/ documents, the Agreements/ documents shall prevail. Mega Lifesciences is committed to resolved concerns from stakeholders and would encourage to raise the concerns at [audit.committee@megawecare.com](mailto:audit.committee@megawecare.com) or to [whistleblow@megawecare.com](mailto:whistleblow@megawecare.com). Company will follow the principles laid down in Non-Retaliation Policy before during the course of and after such complaints.

We do not tolerate retaliation against an employee or stakeholder who files a non-compliance incident report. Each report is and will be diligently investigated and appropriate remediation measures taken to prevent further wrongdoing and penalize aberrations in the past, to the extent such acts are determined in the inquiry to be in the nature of misconduct.