



Supplier Code of Conduct

(EIL-IMS-ISP-06C)

**MANAGEMENT SYSTEM PROCEDURE BASED ON
THE REQUIREMENTS OF**

**ISO 9001:2015, ISO 14001: 2015, ISO 45001: 2018, ISO22000:2018 &
BRCGS Packaging Materials Issue 06, Version August 2019**

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1.0 Purpose

Emmbi Industries is committed to conducting business in an ethical, responsible, and sustainable manner. This Supplier Code of Conduct outlines the principles and standards that Emmbi Industries expects from its suppliers, contractors, and business partners. The goal is to ensure that all suppliers adhere to Emmbi Industries' values concerning legal compliance, labor practices, health and safety, environmental protection, and ethical business practices.

2.0 Scope

This Code applies to all suppliers and business partners engaged in the supply of goods or services to Emmbi Industries, including their employees, agents, subcontractors, and other third parties.

3.0 Compliance with Laws and Regulations

- 3.1 Suppliers must comply with all applicable national, state, and local laws, regulations, and industry standards in the countries where they operate, including but not limited to:
- 3.2 Labor Laws: Ensuring compliance with local employment laws regarding wages, working hours, and benefits.
- 3.3 Health and Safety Regulations: Adhering to safety laws to protect the well-being of employees.
- 3.4 Environmental Regulations: Compliance with laws governing environmental protection and pollution control.
- 3.5 Anti-Corruption Laws: Compliance with anti-corruption, bribery, and money laundering regulations.

4.0 Labor and Human Rights

Emmbi Industries is committed to fair labor practices and the protection of human rights. Suppliers must:

4.1 No Child Labor

- 4.1.1 Suppliers shall not employ individuals below the minimum legal working age as per local laws. In any case, child labor or any form of exploitation of children is strictly prohibited.

4.2 No Forced or Compulsory Labor

- 4.2.1 Suppliers must not engage in any form of forced, bonded, or involuntary labor. All work must be voluntary, and workers must be free to leave after giving reasonable notice.

4.3 Fair Compensation

- 4.3.1 Suppliers must pay wages that meet or exceed the legally mandated minimum wage and provide all legally required benefits. Employees should receive timely payment and be compensated for overtime as per local laws.

4.4 Non-Discrimination and Equal Opportunity

- 4.4.1 Suppliers must not engage in any discriminatory practices in employment, including hiring, promotion, compensation, and access to training, based on race, color, gender, age, national origin, disability, religion, sexual orientation, or any other protected characteristic.

4.5 Freedom of Association

- 4.5.1 Suppliers must respect the rights of employees to freely associate, join labor unions, seek representation, or bargain collectively as permitted by law.



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4.6 Health and Safety

Emmbi Industries expects suppliers to provide a safe and healthy working environment for their employees, contractors, and visitors. This includes:

5.1 Workplace Safety

5.1.1 Suppliers must comply with all applicable occupational health and safety regulations. They must implement policies to identify and address workplace hazards, prevent accidents, and ensure the safety of their workforce.

5.2 Emergency Preparedness

5.2.1 Suppliers must have adequate emergency response procedures in place, including fire safety, evacuation plans, medical emergency responses, and regular safety drills.

5.3 Workplace Conditions

5.3.1 Workplaces should be maintained in a clean, orderly, and safe manner, with appropriate measures taken to ensure the well-being of employees, including access to clean drinking water and sanitary facilities.

6.0 Environmental Responsibility

Suppliers must conduct their business in a manner that actively minimizes environmental impact, in line with Emmbi Industries' commitment to sustainability. Suppliers are expected to:

6.1 Environmental Compliance

6.1.1 Comply with all applicable environmental laws and regulations, including those relating to pollution control, hazardous waste management, and the conservation of resources.

6.2 Waste Management

6.2.1 Suppliers must adopt practices to minimize waste generation and ensure proper disposal of waste, particularly hazardous waste, in an environmentally responsible manner.

6.3 Resource Efficiency

6.3.1 Suppliers should strive to use resources, including energy and water, efficiently and seek to reduce their environmental footprint through conservation and the use of renewable energy.

6.3.2 Climate Change Mitigation

6.3.3 Suppliers are encouraged to implement measures to reduce greenhouse gas emissions, promote energy efficiency, and contribute to Emmbi Industries' environmental sustainability goals.

7.0 Ethical Business Practices

Emmbi Industries holds all suppliers to the highest standards of integrity and ethical conduct. Suppliers must:

7.1 Anti-Corruption and Bribery

7.1.1 Suppliers must not engage in any form of bribery, corruption, extortion, or embezzlement. They must comply with anti-bribery and anti-corruption laws, including the UK Bribery Act, the U.S. Foreign Corrupt Practices Act, and any other applicable laws.



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7.2 Fair Competition

7.2.1 Suppliers must engage in fair business practices and compete honestly. Anti-competitive practices such as price-fixing, collusion, or market allocation are strictly prohibited.

Intellectual Property Protection

7.2.2 Suppliers must respect and protect Emmbi Industries' intellectual property and the intellectual property of others. Confidential information, including trade secrets and sensitive business data, must be handled responsibly and protected from unauthorized disclosure.

8 Data Privacy

8.1 Suppliers must comply with applicable data protection and privacy laws. They are required to safeguard personal and business data from unauthorized access, loss, or misuse.

8.1.2 Accurate Records and Reporting

8.1.3 Suppliers must maintain accurate records of their business activities, which reflect the true nature of transactions. Any falsification or manipulation of records is strictly prohibited.

9 Supply Chain Diversity, Equity, and Inclusion (DEI)

Emmbi Industries is committed to promoting diversity, equity, and inclusion within its supply chain. Suppliers are encouraged to:

9.1 Promote DEI: Include businesses owned by women, ethnic minorities, people with disabilities, and other underrepresented groups in their supplier networks.

9.2 Provide Equal Opportunities: Ensure that all employees, regardless of background, are treated fairly and equitably in recruitment, promotion, and access to opportunities.

9.3 Eliminate Bias: Take steps to eliminate bias and discrimination within their operations and supply chains.

10. Monitoring and Compliance

Emmbi Industries reserves the right to monitor and audit its suppliers to ensure compliance with this Code of Conduct. Suppliers are expected to:

10.1 Audit Cooperation

10.1.1 Cooperate fully with any audits or assessments conducted by Emmbi Industries or its designated third parties, providing access to relevant documentation, records, and facilities.

10.2 Corrective Action

10.2.1 In the event of non-compliance, suppliers must implement corrective action plans to address and resolve issues promptly. Continued non-compliance may result in the termination of business relationships.

10.2.2 Whistle blower Protection

10.2.3 Suppliers must establish mechanisms for their employees to report concerns or violations of this Code without fear of retaliation. Suppliers should take appropriate action in response to such reports.

11. Continuous Improvement

Emmbi Industries encourages its suppliers to continuously improve their operations, focusing on innovations that enhance sustainability, employee welfare, and ethical practices. Suppliers are urged to:



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- 11.1 Pursue Certifications: Seek relevant certifications that demonstrate compliance with international standards for labour practices, environmental protection, and safety (e.g., ISO 14001, ISO 45001).
- 11.2 Implement Sustainable Practices: Adopt and implement best practices in environmental sustainability, resource management, and the promotion of social responsibility.

12. Amendment History:

Rev .No	Date	Amendment details
00	1.10.2023	First issue