

	AMI LIFESCIENCES PVT LTD.	DOC. NO.: SCM/COC/003 REV. NO.: 03 EFFECTIVE DATE: 05/05/2026
SUPPLIER CODE OF CONDUCT & COMMITMENT		

INTRODUCTION

Ami Lifesciences Pvt Ltd. is dedicated to making a positive contribution to society through our focus on the environment, our people, responsible business practices, community investment and strengthening the next generation of citizens.

This Code of conduct reflects values of the Ami Lifesciences Pvt Ltd. and its Suppliers.

Ami Lifesciences Pvt Ltd. expects all suppliers to comply with necessary social, business integrity and environmental sustainability standards defined in this policy and adopt best practices to reduce our environment footprint. Ami Lifesciences Pvt Ltd. expects its suppliers to review these standards, ensure adherence and improve up on parameters on a regular basis to help contribute to the welfare of the society and environment.

All personnel of suppliers shall observe and implement the code of conduct in their official day to day activities.

Social Interest:

Ami Lifesciences Pvt Ltd. expects its suppliers to comply with all applicable laws, in accordance with the principles of the international labor organization or local government laws.

- **Freedom of association and right to collective bargaining:**

Supplier must respect that all workers / employees have the freedom to association and right to collective bargaining. They shall under no circumstances be harassed or intimidated in the exercise of their right to join any organization.

- **Child Or Forced Labour**

The supplier shall not hire any person less than 18 years of age. Also, supplier must not use involuntary labour of any kind, including prison labour, debt bondage or forced labour. Additional standards include the following:

- a) A supplier must comply with all applicable child labour laws, including those related to hiring, wages, hours worked, overtime and working condition. Vocational or developmental programs for young people require an exception to the age requirements.
- b) The supplier must maintain official documentation that verifies a worker's date of birth, employment and training history. Ami Lifesciences Pvt Ltd. reserves the right to review this information whenever required.

- **Equal-Opportunities Employer / Non-Discrimination**

The supplier shall provide equal opportunities to all its employees and all qualified applicants for employment, without regard to their race, caste, religion, colour, ancestry, marital status, sex, age, nationality and disability. Employees of the Supplier shall be treated with dignity and in

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accordance with maintaining a work environment free of sexual harassment, whether physical, verbal or psychological

- **Fair wages, working hours and benefits.**

The supplier must follow all applicable laws regarding working hours, wages and overtime pay. Workers must be paid at least the minimum legal wage or a wage that meets local industry standards. The supplier must pay overtime and any incentive rates that meet all legal requirements or the local industry standard. Workers should receive necessary time off, paid annual leaves and holidays as required by local laws.

- **Protecting Environment**

The supplier must comply with all applicable environmental/pollution control laws and regulations. Promote the safe and environmentally sound development, manufacturing, transport, use and disposal of your products. Ensure by using appropriate management systems that product quality and safety meet the applicable requirements.

Use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil.

Minimize your negative impact on biodiversity, climate change and water scarcity to protect the livelihood of people. Prohibit unlawful eviction and unlawful taking of land, forests and waters. Suppliers should try to take steps to reduce the environmental impact of packaging material by developing innovative, practical solutions to modify the design and disposal method to the best possible extent.

We recommend our suppliers to use renewable sources of energy wherever possible so as to become more energy efficient and energy independent. The suppliers should take steps to identify the scope of replacing conventional sources of energy with sustainable and renewable sources in their operations

Suppliers shall also support Ami Lifesciences in its climate action initiatives by working to reduce greenhouse gas (GHG) emissions. They are expected to monitor and lower their emissions, adopt energy-efficient practices, and actively participate in climate-related engagement activities. Ami Lifesciences provides suppliers with ESG training and guidance to strengthen their capacity in sustainability practices. The company partners with suppliers to jointly identify opportunities for GHG emissions reduction, share best practices, and implement collaborative projects that deliver measurable climate benefits. Climate-related requirements are included in contracts where relevant, and recognition is given to suppliers who demonstrate significant progress in reducing their environmental impact.

- **Providing Safe and Healthy Environment**

The supplier shall strive to provide a safe and healthy working environment and comply with all applicable laws regarding working conditions, including worker health and safety, sanitation, fire

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safety, risk protection and electrical, mechanical and structural safety.

The supplier should have strict procedures that prevent the use of illegal drugs or alcohol in the factory and that prevent impaired employees from working.

The supplier must inform any reportable accident(s) to Ami Lifesciences Pvt Ltd. immediately with corrective action to be taken to avoid such accident(s) in future.

- **Human Rights**

The supplier shall support and respect the protection of internationally proclaimed human rights and make sure his company is not complicit in human rights abuses.

- **Supplier Diversity**

Ami Lifesciences Pvt Ltd. pursues diversity in every aspect of our business; the Firm is committed to efforts which promote diversity through our hiring and in our interactions with our clients and suppliers/subcontractors. We recognize that equal access and equal opportunity, along with diversity in our business processes, is an important part of doing business. As such, our commitment to diversity involves providing diverse-owned businesses including, but not limited to, Minority and Women Business Enterprises (MWBES), Disadvantaged Business Enterprises (DBEs), Veteran Business Enterprises (VBEs) and Lesbian, Gay, Bisexual, Transgender (LGBT) owned businesses, with an opportunity to provide goods and services to the Firm.

Business Ethics

- **Ethical Conduct**

All personnel of the supplier shall deal on behalf of their company with professionalism, honesty and integrity, as well as high moral and ethical standards. Such conduct shall be fair and transparent and be perceived to be as such by third parties.

- **Regulatory Compliance**

All personnel of the supplier shall, in his or her business conduct, comply with all applicable laws and regulations, both in letter and in spirit, in all the territories in which he or she operates.

- **Accounting And Reporting**

All financial transactions shall be reported in accordance with generally accepted accounting practices, and the accounting records must show the nature of all transactions in a correct and non-misleading manner.

- **Money Laundering**

The supplier shall not accept, facilitate or support money laundering.

- **Tax Laws Compliance**

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The supplier shall comply with the tax laws and regulations of country in which it operates. Where tax laws do not give clear guidance, prudence and transparency shall be the guiding principle.

- **Marketing And Sales**

The supplier shall not make false statements or provide misleading information regarding its products or their performance, including the safety and environmental attributes of the products.

- **Fair Competition Practices / Anti-competitive practices**

Supplier shall compete with other suppliers in a fair manner and with integrity. Supplier shall not exchange information or enter into agreements or understandings with competitors, customers or suppliers in a way that improperly influences the marketplace or outcome of a bidding/negotiation process. Suppliers must comply with applicable local and international laws to promote free and fair competition and to get business by offering competitive prices and innovative products.

- **Prohibition Of Insider Trading**

Suppliers who have access to non-public information, are not allowed to buy or sell Ami Lifesciences Pvt Ltd. shares or any other financial instrument that relates to Ami Lifesciences Pvt Ltd. share, such as futures or options. In addition, he/she may not induce anyone, by giving advice or in some other manner, to undertake such trading.

- **No Political Involvement**

Supplier shall observe neutrality with regards to political parties and candidates for public office. Supplier shall refrain from using their assets for promoting interests of political parties or candidates for public office.

- **Conflicts Of Interest**

The duty of all personnel of supplier towards the Ami Lifesciences Pvt Ltd. demands that he or she avoids and discloses actual and potential conflicts of interest. A conflict of interest exists where the interests or benefits of one person or entity conflict with the interests or benefits of the Ami Lifesciences Pvt Ltd.

If a supplier is considering investing in any customer, supplier, developer or competitor of the Ami Lifesciences Pvt Ltd. he or she must first take care to ensure that these investments do not compromise on their responsibilities towards Ami Lifesciences Pvt Ltd. The Ami Lifesciences Pvt Ltd. policy requires that information to be given while making such an investment through Non-Disclosure Agreement.

Notwithstanding that conflict of interest exist due to any historical reasons, adequate and full disclosure by the supplier should be made to the Ami Lifesciences Pvt Ltd. management.

- **Protecting Of Assets**

The assets of the Ami Lifesciences Pvt Ltd. shall not be misused but shall be employed for the

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purpose of conducting the business for which they are duly authorized. These include tangible assets such as equipment and machinery, systems, facilities, materials and resources as well as intangible assets such as Intellectual Property Rights, Know how & Technology, proprietary information, relationships with customers and suppliers, etc.

The supplier must maintain physical and electronic security for all confidential information. Supplier's employees should use extreme care in protecting confidential or proprietary information of any kind. Face-face discussions should be conducted in a secure location.

If confidential information to be discussed or exchanged between Ami Lifesciences Pvt Ltd. and the supplier, or the supplier and a Third Party, the parties must first ensure that a confidentiality or non-Disclosure agreement has been signed and is being complied with.

- **Gifts And Donations**

The supplier shall not (directly or indirectly) offer any gift, entertainment, trip, discount, service, or other benefit from his organization to any official of Ami Lifesciences Pvt Ltd. which would or reasonably appear to be capable of influencing such person to act in a manner which is against the interest of the Ami Lifesciences Pvt Ltd.

- **Corporate Citizenship**

The supplier's senior management personnel shall be committed to be a good corporate citizen, not only in compliance with all relevant laws and regulations, but also by actively assisting in the improvement of the quality of life of the people in the communities in which it operates, with the objective of making them self-reliant.

Such social responsibility would comprise: initiating and supporting initiatives in the field of community health and family welfare, vocational training, education and literacy, providing employment to physically challenged people and encouraging the application of modern scientific and managerial techniques and expertise, if applicable.

- **Business Continuity**

Ami Lifesciences Pvt Ltd. expects its suppliers to manage business continuity risk in terms of ensuring availability of critical services to the Firm during a disaster event. Therefore, we expect our suppliers to have plans in place for their business to continue with minimal interruption in the event of an emergency, crisis situation, natural disaster or terrorist/security related event. Suppliers are expected to share these plans as requested by the Firm.

- **Information Regarding Violation and Corrective Action**

Ami Lifesciences Pvt Ltd. expects its suppliers to comply with the conditions of the Supplier Code of Conduct and maintain a system to monitor compliance.

If Ami Lifesciences Pvt Ltd. determines that a supplier has violated this code, the supplier must provide information relating to the incident(s) and show within 30 days the action taken to correct

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the condition. Ami Lifesciences Pvt Ltd. may follow up to make sure the condition has been corrected.

- **Right To Conduct Audit**

Ami Lifesciences Pvt Ltd. reserves the right to conduct a full audit if necessary to ensure compliance of Supplier Code of Conduct.

- **Violation of this Code of Conduct**

Failure to comply with this code of conduct or any other applicable law/regulations by suppliers will result in termination of **AMI LIFESCIENCES PVT LTD.** business relationship / association / contract with the supplier.

Speaking up:

Ami Lifesciences Pvt Ltd. is to foster an environment to open and honest communication. Suppliers are encouraged to raise concerns with respect to any suspected violations of this code or any other specific concern arising out of their business relationship with Ami Lifesciences Pvt Ltd. or its officers or employees to Ami Lifesciences Pvt Ltd. ombudsperson by raising their concern(s) on below mail id. info@amilifesciences.com

Approved By
Ami Lifesciences Pvt. Ltd.



Kamlesh Patel
Head - SCM
Date: 05.05.2026

NEXT REVIEW DATE: 05.05.2027

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Commitment:

Ami Lifesciences Pvt Ltd. Representative Explained us about their following documents before start up business with us as well as whenever any updates in document. We received, read & understood copies of all documents mentioned below and we are committed to aligned our Principle, Target & Goals with Principle, Target and Goals mentioned in policies of **Ami Lifesciences Pvt Ltd.**

I acknowledge receipt of following document of **Ami Lifesciences Pvt Ltd.**

I understand the standards and policies contained in the **Ami Lifesciences Pvt Ltd.** supplier code of conduct.

I affirm that I have observed and implemented the **Ami Lifesciences Pvt Ltd.** supplier code of conduct and policies mentioned below:

Sr. No.	Document Number	Document Revision Number	Document Name
01	ALPL/EHS/001	01	Quality Environment Health & Safety Policy
02	ALPL/EHS/004	01	Integrated Environment Management Policy
03	SCM/SSP/001	01	Sustainable Procurement Policy
04	ALPL/HR/025	01	Integrated Governance Policy
05	ALPL/HR/024	01	Social Responsibility Policy
06	SCM/COC/002	02	Supplier Code of Conduct & Commitment

Organization Name :- Indo Pharma Chem

Authorized Person :- Hiren Dudhat

Signature :-



Designation :- Director

Date :- 13.05.26

Seal of Supplier:

