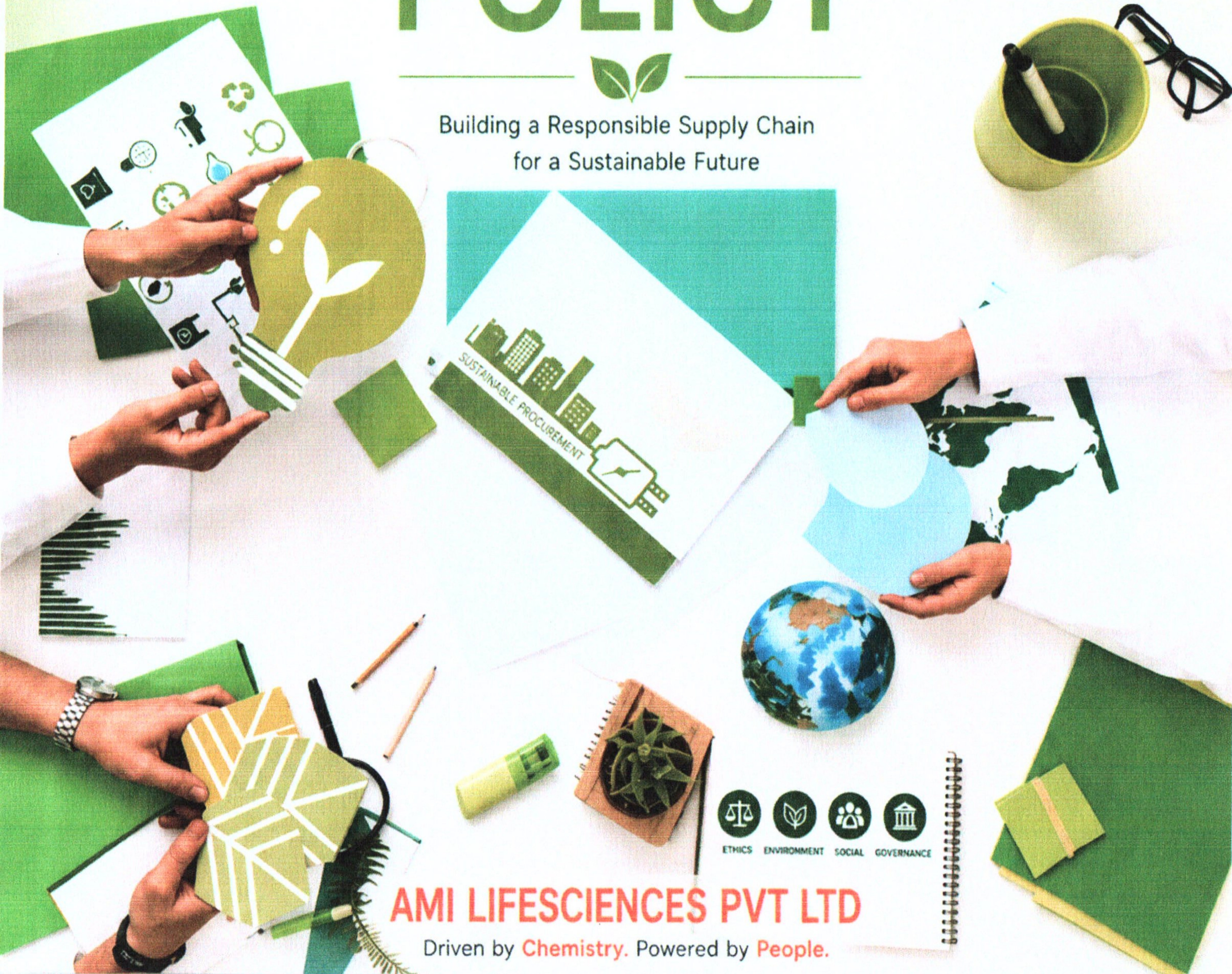


SUSTAINABLE PROCUREMENT POLICY



Building a Responsible Supply Chain
for a Sustainable Future



AMI LIFESCIENCES PVT LTD

Driven by **Chemistry**. Powered by **People**.

SUSTANABLE PROCURMENT POLICY

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SUSTAINABLE PROCUREMENT POLICY

Introduction

At Ami Lifesciences Pvt Ltd, we are committed to sustainable and responsible business practices that not only benefit our organization but also contribute positively to the environment and society. Our Sustainable Procurement Policy reflects our dedication to promoting Supplier Environmental Practices and Supplier Social Practices throughout our supply chain.

Scope

This Policy is applicable to below mentioned locations and its applicable to all its employees, Customers, Suppliers, Partners, Contractors, Sub Contractors and other Stakeholders who are directly and indirectly associated with the company:

Sr. No.	Site	Address
1	Ami Lifesciences Pvt Ltd [Corporate Office]	701 to 710, 7th Floor, 1038 Lilleria, Gotri-Sevasi Road, NewAlkapuri, Vadodara, Gujarat – 390021
2	Ami Lifesciences Pvt Ltd [Manufacturing Unit]	Block No.82/B, ECP Road, At & Post. Karakhadi-391450Taluka: Padra Dist.: Vadodara Gujarat, INDIA.
3	Ami Lifesciences Pvt Ltd [Marketing Office]	305, 3rd Floor, Nitco Biz Park, Rd Number 16U, Nehru Nagar, Wagle Industrial Estate, Thane West, Thane, Maharashtra 400604

Policy Statement

We pledge to maintain an unwavering commitment to ethical practices, ensuring fairness, honesty, and accountability in our dealings with all stakeholders, including employees, customers, suppliers, and the communities in which we operate. This commitment isreflected in our robust policies and procedures that govern corporate conduct, anti-corruption measures, fair competition, responsible information management, and stakeholder engagement.

Principles

Supplier Environmental Practices:

➤ Sustainable Materials:

"We prioritize suppliers who provide sustainable materials and products that are responsibly sourced and have a lower environmental impact throughout their lifecycle."

➤ Energy Efficiency:

"We encourage our suppliers to adopt energy-efficient practices and technologies to reduce energy consumption and minimize greenhouse gas emissions in their operations."

➤ REACH Measures, Palm oil & Conflict Minerals

"We committed to not use REACH listed materials, Palm oil and its derivatives and conflict minerals in any manufacturing processes and also promote supplier to not use REACH listed materials, Palm oil and its derivatives and conflict minerals."

Supplier Social Practices:

➤ Labor Standards:

"Our suppliers must adhere to internationally recognized labor standards, ensuring fair wages, safe working conditions, and respect for workers' rights."

➤ Supplier & Community Engagement:

"We value suppliers who actively engage with and positively impact the communities where they operate, reflecting our commitment to social responsibility."

➤ Supplier Diversity:

Our priority is to promote minority or vulnerable groups as well as diversity, equity and inclusion in the supplier group through the advance diversity in the supply chain.

Our Goals

Environmental Excellence:

- Strive to become a leader in sustainable procurement by consistently selecting suppliers with outstanding environmental practices.
- Encourage suppliers to adopt cutting-edge environmental technologies and practices.

Sustainable Innovation:

- Foster a culture of innovation among suppliers to develop and provide sustainable materials, products, and solutions.
- Promote the adoption of eco-friendly alternatives in the supply chain.

Resource Conservation:

- Collaborate with suppliers to reduce resource consumption and promote responsible resource management.

- Seek opportunities to minimize the use of non-renewable resources in our products.

Eco-conscious Collaboration:

- Establish strong partnerships with suppliers who share our environmental values and commitment to sustainability.
- Actively engage in sustainability projects and initiatives with like-minded suppliers.
- Qualitative Objectives for Supplier Social Practices:

Ethical Leadership:

- Set a benchmark for ethical business conduct within our industry by ensuring all suppliers adhere to the highest ethical standards.
- Be recognized as a company that promotes ethical practices among its supply chain partners.

Inclusive Workforce:

- Create a diverse and inclusive supply chain network that reflects the diversity of our global customer base.
- Champion supplier diversity and inclusion programs to promote equal opportunities.

Community Impact:

- Strive to make a positive impact on the communities where our suppliers operate.
- Collaborate on community development projects that enhance the well-being of local populations.

Responsible Sourcing:

- Lead efforts to eliminate unethical practices such as child labor, forced labor, and discrimination from our supply chain.
- Encourage suppliers to implement robust ethical sourcing strategies.

Safe Work Environments:

- Ensure that all employees across the supply chain enjoy safe and healthy working conditions.
- Promote a safety culture among suppliers that emphasizes the well-being of workers.

Supplier Empowerment:

- Empower suppliers to extend social responsibility practices to their own supply chains.
- Provide guidance and resources to help suppliers become leaders in ethical sourcing.
- Supplier assessment system shall be developed and followed to address the minority or vulnerable groups as well as diversity, equity and inclusion in the supplier group.

General Targets:

We will use FY 2022-23 as the baseline year to measure our sustainability progress.

- We strive to achieve 100% coverage of our suppliers in CSR self-assessments and on-site audits before 31st March 2028.

- We are committed to ensuring that 100% of our suppliers sign the "Supplier Code of Conduct" before 31st March 2028.
- We aim to incorporate additional ESG criteria into supplier contracts every 2–3 years, or as mandated by evolving government regulations.
- We strive to conduct ESG performance reviews for 100% of suppliers annually, before 31st March 2028.
- We will implement corrective action plans for all non-compliant suppliers, achieving a 90% resolution rate within 31st March 2028.
- We will provide ESG awareness and responsible procurement training to 100% of procurement personnel and at least 90% of strategic suppliers before 31st March 2028.
- We will conduct annual ESG performance reviews for 100% of strategic and high-risk suppliers.
- We will provide annual ESG and responsible procurement training to 100% of procurement employees and at least 90% of strategic suppliers.
- We aim to integrate environmental, labour & human rights, ethics, and sustainable procurement criteria into 100% of supplier selection, evaluation, and contract renewal processes before 31st March 2028.

Targets

We will use FY 2022-23 as the baseline year to measure our sustainability progress.

- Collaborate with external stakeholders to enhance their Environmental Compliances includes Sustainable Sourcing, Energy Efficiency, Waste reduction & recycling, Environmental Reporting through;
- 25% of MSME suppliers shall contract with clauses of environment on or before 31st March 2028.
- 100% MSME Suppliers shall be evaluated for environment before issuing the work order.
- 25% MSME suppliers shall be trained for environmental practices on or before 31st March 2028.
- Ensure 100% Comply with all relevant environmental laws, regulations and standards of our 25% MSME suppliers on or before 31st March 2028.

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- Collaborate with external stakeholders to enhance their Supplier Social Practices include Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility through;
- 25% of MSME suppliers shall contract with clauses of Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility requirements on or before 31st March 2028.
- 100% MSME Suppliers shall be evaluated for Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility before issuing the work order.
- 25% MSME suppliers shall be trained for Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility on or before 31st March 2028.
- 5% Key Raw material suppliers audit shall be conducted to evaluate Supplier Social Practices include Labor Rights & Standards, Diversity & Inclusion, Community.
- Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility on or before 31st March 2028.
- Ensure 100% Comply with all relevant laws of supplier social practices of our 25% MSME suppliers on or before 31st March 2028.

Governance of the Policy

The Environmental Social Governance (ESG) Committee is tasked with ensuring the proper execution, oversight, and continuous development of this policy. The committee will monitor adherence to sustainable procurement objectives, ensuring that targets are achieved in alignment with the company's long-term sustainability vision.

The committee will work collaboratively with the Procurement Manager, who will be responsible for embedding sustainability practices into procurement operations, ensuring compliance, and driving improvements. Regular reviews, performance assessments, and transparent reporting will be conducted to maintain accountability and effectiveness.

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RESPONSIBILITY ALLOCATION

Procurement Manager:

- **Policy Implementation:** The Procurement Manager is responsible for implementing the Sustainable Procurement Policy.
- **Supplier Evaluation:** They will assess and evaluate potential suppliers based on the policy's environmental and social criteria.
- **Supplier Engagement:** Collaborate with suppliers to ensure they meet the policy's standards.

ESG Committee:

- **Policy Oversight:** The ESG Committee will oversee the overall effectiveness of the Sustainable Procurement Policy.
- **Policy Review:** They will review the policy periodically to ensure alignment with evolving sustainability standards and business objectives.
- **Stakeholder Engagement:** Engage with internal and external stakeholders to gather feedback and enhance policy implementation.

Employees:

- **Policy Adherence:** All employees are responsible for adhering to the Sustainable Procurement Policy in their procurement-related activities.
- **Reporting:** Employees should promptly report any concerns or violations related to supplier environmental or social practices.
- **Training and Awareness:** Participate in mandatory training on sustainable Procurement topics to enhance awareness and understanding.

Suppliers:

- **Environmental and Social Compliance:** Suppliers are responsible for complying with the environmental and social standards outlined in the policy.
- **Transparency:** Provide transparent and accurate data related to environmental and social performance.
- **Continuous Improvement:** Collaborate with Ami Lifesciences Pvt Ltd to continuously improve environmental and social practices.

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Management and Department Heads:

- Leadership: Set an example of ethical and sustainable procurement practices within their departments.
- Policy Implementation: Ensure that employees under their supervision understand and follow the policy.
- Conflict Resolution: Address any conflicts or concerns related to supplier practices within their teams.

Compliance Department:

- Investigation: Investigate suspected violations or non-compliance with the policy.
- Enforcement: Take disciplinary actions, when necessary, in accordance with the policy's disciplinary provisions.
- Legal Actions: Initiate legal action against suppliers found guilty of significant violations.

Sustainability Manager:

- Sustainability Oversight: Oversee the sustainability aspects of procurement activities, ensuring alignment with the policy.
- Data Analysis: Analyze supplier data and performance to identify areas for improvement.
- Supplier Engagement: Work closely with suppliers to drive sustainability initiatives and improvements.

Guidelines

Employees:

- Ethical Procurement: Act in accordance with the Sustainable Procurement Policy, adhering to the principles of environmental responsibility and social ethics.
- Continuous Learning: Participate in mandatory training programs related to sustainable procurement practices and stay updated on policy changes and updates.
- Reporting: Promptly report any concerns, violations, or unethical behaviour related to supplier environmental or social practices through designated reporting channels.

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Management and Department Heads:

- **Leadership:** Set an example of ethical and sustainable procurement practices within their teams, fostering a culture of responsible sourcing.
- **Policy Implementation:** Ensure that employees under their supervision understand and follow the Sustainable Procurement Policy, including supplier environmental and social criteria.
- **Conflict Resolution:** Address conflicts or concerns related to supplier practices within their departments, seeking guidance from the compliance department when needed.

Suppliers:

- **Environmental and Social Compliance:** Comply with the environmental and social standards outlined in the Sustainable Procurement Policy, aligning your practices with these principles.
- **Transparency:** Provide transparent and accurate data related to environmental and social performance, including incidents and corrective actions.
- **Continuous Improvement:** Collaborate with Ami Lifesciences Pvt Ltd to continuously improve environmental and social practices, embracing innovation and sustainability.

Compliance Department:

- **Investigation:** Thoroughly investigate suspected violations or non-compliance with the policy, ensuring impartiality and confidentiality in the process.
- **Enforcement:** Take disciplinary actions when necessary, following the policy's disciplinary provisions and ensuring fairness in implementation.
- **Legal Actions:** Initiate legal actions against suppliers found guilty of significant violations, in line with the policy's legal consequences.

Sustainability Manager:

- **Sustainability Oversight:** Oversee the sustainability aspects of procurement activities, ensuring alignment with the Sustainable Procurement Policy.
- **Data Analysis:** Analyze supplier data and performance to identify areas for improvement, supporting data-driven decision-making.
- **Supplier Engagement:** Work closely with suppliers to drive sustainability initiatives and improvements, promoting a collaborative approach.

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Review Mechanism

The Policy will undergo regular reviews to assess its relevance and effectiveness. The review frequency is as follows:

- **Every 03 Years Review:** A comprehensive review of the policy will be conducted during a period of 03 Years by procurement manager.
- **Ad Hoc Reviews:** Ad hoc reviews may be initiated in response to significant changes in regulations, emerging sustainability risks, or feedback from stakeholders.

The review process involves the following steps to ensure a thorough evaluation and enhancement of the policy:

1. **Data Collection:** Relevant data on supplier environmental and social practices, policy compliance, and sustainability performance will be collected from internal sources, supplier reports, and stakeholder feedback.
2. **Assessment:** The collected data will be assessed to evaluate the policy's effectiveness in achieving its objectives. Key performance indicators (KPIs) will be analyzed to gauge progress.
3. **Stakeholder Feedback:** Feedback from employees, suppliers, customers, and other stakeholders will be considered during the review process. Input will be gathered through surveys, interviews, and engagement forums.
4. **Legal and Regulatory Compliance:** The policy will be assessed for alignment with evolving environmental and social regulations and standards.
5. **Identification of Gaps and Opportunities:** Any gaps in policy implementation or emerging opportunities for improvement will be identified.
6. **Policy Updates:** Based on the assessment, identified gaps, stakeholder feedback, and regulatory changes, updates and revisions to the Sustainable Procurement Policy will be proposed.
7. **Approval:** Proposed updates will undergo an internal approval process involving key stakeholders, including the Sustainability Committee and senior management.
8. **Communication:** Once approved, the updated policy will be communicated to all relevant stakeholders, including employees, suppliers, and partners.
9. **Implementation:** The revised policy will be implemented, and stakeholders will be educated on any changes to ensure smooth compliance.
10. **Monitoring:** Ongoing monitoring and assessment of policy implementation will continue to track progress and address emerging issues.

Revision History

Revision No	Date	Description of Change	Approved By
00	01.05.2023	Initial Release	Director & Chief Sustainability Officer
01	01.01.2025	Updated company logo and Added Employee Acknowledgment Section and Governance of the Policy and Added General Target Section	Director & Chief Sustainability Officer
02	01.01.2026	Periodic review completed; improvement targets added	Director

REV-02

APPROVED BY

EFFECTIVE DATE: 01.05.2023

LAST REVIEW DATE: 01.01.2026

NEXT REVIEW DATE: 01.01.2029



DIRECTOR

Employee Acknowledgement Form

I acknowledge that I have received, read, and understood the Sustainable Procurement Policy of Ami Lifesciences Pvt. Ltd.

I recognize the importance of ethical and sustainable procurement practices and commit to:

- Understand the principles outlined in the policy and how they apply to their roles.
- Promoting environmental and social responsibility in my daily activities.
- Ensuring compliance with all relevant sustainability and procurement guidelines.
- Reporting any unethical practices or concerns regarding supplier conduct.
- I understand that failure to comply with this policy may result in disciplinary action as per company procedures.

Employee Name: Prashant S. Patel

Employee ID: ALPL1674

Department: Purchase

Designation: DGM

Signature of Employee: Prashant

Date: 01.01.2026



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