

Radico

RADICO KHAITAN LTD.

Supplier Code of Conduct

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The Radico Code of Conduct (RCoC) represents the values and core principles that guide the conduct of every Radico business. At the Radico Group, we are committed to improve the quality of life of the communities we serve globally through long-term stakeholder value creation based on 'Leadership with Trust'. Radico Khaitan Limited (Radico) has epitomized the true spirits of Ethics in its interactions with all its stakeholders – be it the Customers, Suppliers, Employees, Shareholders, the Government or the Society at large.

Radico follows the Radico Code of Conduct (RCoC) globally and expect all Suppliers to adhere to the same principles of RCoC.

“**Supplier**” here means any business, company, corporation, person or other entity that provides, sells or seeks to sell, any kind of goods or services to Radico, including the Supplier’s employees, agents and other representatives.

1) Products and Services

The Suppliers shall be committed to supplying products and services of high quality that meet all applicable standards. The products and services offered shall comply with applicable laws, including product packaging, labelling and after-sales service obligations. The Supplier shall market its products and services on their own merits and not make unfair or misleading statements about the products and services of competitors.

2) Regulatory Compliance

The Supplier shall comply with all applicable laws and regulations, both in letter and in spirit, in all the territories in which it operates.

3) Bribery and Corruption

The Supplier shall not engage in any form of bribery or corruption.

4) Human Rights

- a) The Suppliers shall not employ children at their workplaces.
- b) The Suppliers shall not use forced labour in any form.

5) Gifts and Hospitality

Business gifts and hospitality are sometimes used in the normal course of business activity. However, if offers of gifts or hospitality (including entertainment or travel) are frequent or of substantial value, they may create the perception of, or an actual conflict of interest or an 'illicit payment'. Therefore, gifts and hospitality given or received should be modest in value and appropriate, and in compliance Radico Policies.

The Suppliers shall neither receive nor offer or make, directly or indirectly, any illegal payments, remunerations, gifts, donations or comparable benefits that are intended, or perceived, to obtain uncompetitive favours for the conduct of its business with Radico.

6) Health and Safety

The Suppliers shall strive to provide a safe, healthy and clean working environment for its employees.

7) Environment

The Supplier shall strive for environmental sustainability, particularly with regard to the emission of greenhouse gases, consumption of water and energy and the management of waste and hazardous materials. The Supplier shall endeavour to offset the effect of climate change in its activities.

8) Conflict of Interest

The Supplier shall not engage into a financial or any other relationship with a Radico employee that creates any actual or potential conflict of interest for Radico. The Supplier understands that a conflict of interest arises when the personal interests of the Radico employee are inconsistent with the responsibilities of his/her position with the company.

All such conflicts must be disclosed. Even the appearance of a conflict of interest can be damaging to Radico and to the Suppliers, and are to be disclosed and approved in advance by Radico management.

9) Third Party Representation

- a) The Supplier shall represent our company (including Radico brand) only with duly authorised written permission from our Company. They are expected to abide by the Code in their interactions with, and on behalf of us, including respecting the confidentiality of information shared with them.
- b) The Supplier shall safeguard the confidentiality on the use of intellectual property and data of Radico.

10) Protecting Company Assets

The assets of Radico shall not be misused; they shall be employed primarily and judiciously for the purpose of conducting the business for which they are duly authorised. These include tangible assets such as equipment and machinery, systems, facilities, materials and resources as well as intangible assets such as proprietary information and intellectual property.

11) Reporting Violations

The Supplier shall notify Radico regarding any known or suspected improper behaviour by the supplier relating to its dealings with Radico, or any known or suspected improper behaviour by Radico employees by email to: vinodk@radico.co.in.

Reported violations will be treated confidentially without retaliation.

Radico Supplier Code of Conduct Compliance Commitment

To
Radico Khaitan Limited

Kind Attention:

We acknowledge and confirm that we have applied with all applicable laws and regulations, and all the principles outlined in the Supplier Code of Conduct of Radico Khaitan Limited ('the Company'). We further acknowledge that we have received and thoroughly reviewed the Supplier Code of Conduct provided by the Company.

We agree to cooperate and participate in audits or inspections conducted by Company, adhere to the Supplier Code of Conduct and complete the trainings provided by the Company regarding the Supplier Code of Conduct and related matters.

We understand that failure to comply with the Supplier Code of Conduct and the applicable laws and regulations may result in termination of the business relationship with the Company, subject to the severity of the violation.

Company Name _____

Signature _____

Authorised Signatory
with Company Stamp _____

Place _____

Date _____