


TRANSFORMERS & RECTIFIERS [INDIA] LTD.

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TARIL believes that a strong commitment and a strategic approach to corporate responsibility are essential for managing the challenges and opportunities of a rapidly changing global environment.

Therefore, in line with TARIL's vision for its suppliers, TARIL wishes to actively engage its supply chain by the adherence of all its suppliers to its Supplier Code of Conduct.

A. LEGAL COMPLIANCE

a. LABOR

TARIL expects the supplier to comply, as a minimum, with all applicable local laws and regulations related to labor and employment including, but limited to, minimum wage, maximum hours of work, days of rest, compensation, freedom of association, right to organize and collective bargaining.

Furthermore, TARIL expects the supplier to comply with the following principles:

I. Child Labor

TARIL will not engage in nor support the use of child labor. The supplier is expected not to use child labor. By child labor, it means employees under the age of 15 years old.

II. Forced or Compulsory Labor

TARIL will not engage in nor support the use of forced or compulsory labor. The supplier is expected not to exact any work or service from any person under the menace of any penalty.

III. Freedom of Association

The supplier is expected to recognize the principle of freedom of association and the right to collective bargaining.

IV. Respect and Dignity


The supplier is expected to treat all employees fairly, ethically, respectfully and with dignity. The supplier must protect its employees from harassment, bullying and victimization in the work place, including all forms of sexual, physical and psychological abuse.

V. Discrimination

TARIL supports diversity and employment equity. The supplier is expected to offer equal employment opportunities and compensation without any discrimination, unless

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such discrimination is based on the inherent requirements of the job or in the course of a program to promote diversity.

B. HEALTH AND SAFETY

TARIL provides safe work place to its employees. TARIL expects that the occupational health and safety of employees is a priority for the supplier throughout all significant aspects of its activities. As a minimum, the supplier must comply with all applicable health and safety laws, regulations and standards. The supplier shall take appropriate action, such as policies, standards, procedures, contingency measures and management systems, in order to prevent occupational illness and work related accidents and to provide a safe and healthy workplace to its employees.

TARIL encourages the supplier to:

- Communicate to its management, employees and contractors its commitment to improving health and safety, and to provide training on such commitment;
- Apply for and maintain ISO 45001 or equivalent certification; and
- Systematically evaluate its health and safety performance through appropriate audits and report progress.

C. ENVIRONMENT

TARIL conducts its operations in a sustainable way and in compliance with the environmental laws and regulations. TARIL expects that environmental protection is a priority for the supplier in all significant aspects of its activities. As a minimum, the supplier must comply with all applicable environmental laws, regulations and standards. The supplier shall strive to reduce the impacts of its activities and products on the environment and work towards a "total life-cycle" view in product design, while maintaining its competitiveness.

The supplier shall:


- Adopt any appropriate policy, standard, procedure, contingency measure and management system in order to ensure that its operations are managed ecologically and in a sustainable way; and
- Take necessary measures in order to prevent pollution, to conserve and use rationally the natural resources required for its operation and implement relevant emergency response plans and procedures.

TARIL encourages the supplier to:

- Communicate to its management, employees and contractors its commitment to improving environment, and to provide training on such commitment;

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- Apply for and maintain ISO 14001 or equivalent certification; and
- Systematically evaluate its environment performance through appropriate audits and report progress.

D. CONFLICT OF INTEREST/ETHICS

The supplier must disclose any actual or potential conflict of interest, and discuss it with TARIL's management. Any activity that is approved, despite the actual or apparent conflict, must be documented.

E. GOVERNANCE

TARIL may verify the compliance of all its direct suppliers with the Supplier Code of Conduct. Such verification will be conducted by way of a supplier's self-evaluation or an audit by TARIL who may visit the supplier's facilities with appropriate notice.

TARIL will continue to develop monitoring systems to assess and ensure compliance with the Supplier Code of Conduct.

TARIL encourages the supplier to:

- Implement policies, procedures, tools and indicators necessary to ensure compliance with the principles listed above;

F. RESPONSIBILITY OF THE SUPPLIER

As a supplier of TARIL, the supplier's role begins, but does not end, with understanding this Supplier Code of Conduct. If any ethical or legal compliance issues arise that raise any questions, the supplier has the responsibility to bring them forward.

ISSUED BY	APPROVED BY	DATE OF APPROVAL
DIVYARAJ VAGHELA	VIVEK RAVAL	01/03/19

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