



# SUPPLIER CODE OF CONDUCT (COC)

**Anand NVH Products Pvt. Ltd.**

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# 1. PURPOSE

This Code of Conduct outlines Anand NVH's expectations from its suppliers regarding sustainability, ethical behaviour, and responsible business practices. Suppliers must adhere to this Code to ensure long-term, transparent, and mutually beneficial partnerships.

# 2. SCOPE

Applies to all suppliers, subcontractors, service providers, and business partners who supply goods or services to Anand NVH Products Pvt. Ltd.

# 3. CORE PRINCIPLES

## 3.1 Environmental Responsibility

Suppliers must:

- Comply with applicable environmental laws and regulations (including REACH where relevant).
- Monitor and minimize emissions, water consumption, waste generation, and resource use.
- Avoid the use of restricted or hazardous substances.
- Implement pollution prevention and environmental management practices.
- Disclose environmental performance data upon request.

## 3.2 Labor & Human Rights

Suppliers must:

- Prohibit child labor and forced labor (aligned with ILO conventions).
- Ensure safe and healthy working conditions.
- Provide fair wages, legal working hours, and benefits.
- Prohibit discrimination and harassment in any form.
- Respect workers' right to freedom of association and collective bargaining.

### **3.3 Ethics and Compliance**

Suppliers must:

- Prohibit corruption, bribery, extortion, and fraud.
- Avoid conflicts of interest and disclose any relationships that may affect impartiality.
- Ensure fair competition and prevent anti-competitive practices.
- Respect intellectual property and protect confidential information.
- Accurately record and report business transactions.

### **3.4 Supply Chain Due Diligence**

Suppliers must:

- Cascade this Code to their suppliers and subcontractors.
- Conduct due diligence on high-risk supply chains (e.g., conflict minerals, forced labor regions).
- Implement grievance mechanisms accessible to workers.

## **4. Compliance and Monitoring**

- Suppliers must sign the CoC Acknowledgment Form.
- Anand NVH reserves the right to conduct audits, assessments, and on-site inspections.
- Suppliers must cooperate fully during such reviews and provide requested documentation.

## **5. Corrective Action and Termination**

- Non-compliance may result in a Corrective and Preventive Action Plan (CAPA).
- Repeated or serious violations may lead to contract suspension or termination.

## 6. Reporting Violations

Suppliers and their employees may report violations anonymously to:

hr@anandnvh.com

Anand NVH prohibits retaliation for good-faith reporting.

## 7. Review and Updates

This CoC is reviewed annually and updated as required to reflect regulatory and sustainability expectations.

## Acknowledgment

All suppliers must complete the Supplier CoC Acknowledgment Form (Annexure A) and return it to the ANP-Supplier Procurement team

**Approved By:**



**Kanwardeep Singh Anand**

Executive Director,

15.01.2024