



EPACK Durable Limited

Supplier Code of Conduct



Purpose

EPACK Durable ("Company") regards suppliers, vendor, and contractor partners as part of its extended manufacturing ecosystem.

This Supplier Code of Conduct reflects our commitment to engaging partners in building a responsible, resilient, and future-ready supply chain.

Scope

This Code is an integral part of EPACK Durable's supplier qualification, onboarding, and periodic evaluation process. Compliance with this Code is a prerequisite and a continuing obligation for doing business with EPACK Durable. This Code applies to all suppliers, vendors, and contractors.

Non-compliance may result in corrective action requirements, suspension, or termination of the supply relationship.

Guiding Principles

1. Labour Standards

EPACK Durable requires all suppliers to conduct business in full compliance with applicable laws, rules, and regulations, including those relating to anti-bribery, anti-money laundering, labor and human rights, wages and benefits, working hours, child labor, human trafficking, and environmental protection. Suppliers shall establish and maintain appropriate internal policies, programs, and controls to ensure that their personnel understand and adhere to these requirements at all times.

EPACK Durable encourages all suppliers to ensure fair and equal treatment of their workers and to comply with applicable labour and human rights laws and regulations as a prerequisite. Additionally, suppliers shall ensure that their operations do not engage in or support human rights abuses.

a) Child Labour

The term 'child' refers to any person employed normally under the age of 18 where the law of the country permits, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

Suppliers shall not employ any person less than 18 years of age to maintain compliance with all applicable child and adolescent labour laws and requirements including those related to hours worked, wages, working condition, overtime and hiring. The suppliers shall strive to maintain official documentation for verification of worker's date of birth, employment, and training history.

b) Forced Labour

All labour engaged through suppliers shall be voluntary. Suppliers shall not engage in any form of forced labour such as involuntary prison labour, bonded labour, debt bondage, indentured service, and labour involved due to physical threat.

All employment with Suppliers shall be voluntary, and employees shall be free to leave their employment in compliance with applicable laws. Supplier shall not confiscate or request the workers to surrender any government-issued identification, passports, or work permits as a condition of employment unless required as per applicable laws. Workers shall not be required to pay Suppliers' recruitment fees or other related fees for their employment.



c) Good Working Conditions

Suppliers shall provide the working hours and conditions in compliance with applicable laws and regulations and fair compensation to all workers as per the minimum wage requirements. For overtime working, the workers will be paid as required by law or at least the same as hourly wage.

Suppliers shall comply with all applicable wage laws and regulations, including, but not limited to, minimum wages, duration of payment, overtime hours, equal remuneration, and other elements of compensation. Suppliers shall not use deductions from wages as a disciplinary measure.

d) Non-Discrimination

Suppliers shall not discriminate their employees based on religion, race, colour, sex, age, physical disability, national origin, creed, or any other basis prohibited by law. Suppliers shall uphold the dignity of their employees at all times and work towards establishing and reinforcing a positive work culture.

e) No Harassment or Abuse

Suppliers shall look after that in no event shall their workers be subject to threats of violence, sexual harassment or abuse, verbal or psychological abuse or harassment, or other forms of abuse.

f) Freedom of Association and Collective Bargaining

EPACK Durables expects its Suppliers to respect and recognize the rights of its employees to freely associate, organize, and bargain collectively.

2. Occupational Health and Safety

EPACK Durable requires all suppliers to uphold high standards of dignity, fairness, and workplace safety, consistent with its own operational practices. These expectations apply to all categories of workers, including permanent employees, contract workers, migrant workers, and on-site personnel.

Suppliers shall ensure equal opportunity and fair treatment without discrimination based on gender, age, caste, religion, race, nationality, disability, sexual orientation, or political affiliation. Accordingly, suppliers shall:

- Ensure non-discrimination and fair treatment across all employment practices, including recruitment, compensation, promotion, training, and termination.
- Prevent sexual harassment by maintaining a functional Internal Complaints Committee (ICC) in accordance with the POSH Act, 2013, and ensuring a safe and respectful workplace.
- Protect workers from occupational hazards, particularly in operations such as chemical handling, metal pressing, welding, refrigerant management, surface treatment, and electrical assembly.
- Implement and maintain an Occupational Health and Safety (OH&S) management system aligned with ISO 45001 or equivalent standards, including procedures for hazard identification, risk assessment, incident reporting, and emergency response.
- Provide adequate safety training to all workers, including contract and migrant workers, in a language they understand.



- Provide appropriate Personal Protective Equipment (PPE) at no cost and ensure its proper use in all designated areas.

3. Environmental Responsibility

EPACK Durable requires all suppliers to integrate environmental responsibility into their operations, recognizing waste, water, and climate change as key material risk areas. Suppliers shall comply with all applicable environmental laws and regulations and proactively reduce the environmental impact of their operations, products, and materials. Accordingly, suppliers shall:

- Manage hazardous substances responsibly, ensuring compliance with applicable Indian regulations.
- Adopt resource efficiency practices, including Reduce, Reuse, and Recycle across materials, energy, water, and packaging, with documented targets and performance tracking.
- Minimize greenhouse gas emissions, by monitoring and reducing Scope 1 and Scope 2 emissions.
- Implement effective water management, including minimizing freshwater use, treating effluents prior to discharge, maintaining records, and demonstrating enhanced stewardship in water-stressed regions.
- Ensure responsible waste management, including waste minimization, segregation at source, and disposal of hazardous waste through authorized channels.
- Cascade environmental standards across their supply chain, ensuring sub-suppliers adhere to similar environmental responsibility principles.

4. Quality of Goods and Services

EPACK Durable requires suppliers to ensure that all inputs meet the highest standards of quality, safety, and regulatory compliance, given their direct impact on EPACK Durable's obligations to its partners. Accordingly, suppliers shall:

- Maintain a quality management system aligned with ISO 9001:2015 or equivalent standards.
- Comply with all applicable product standards, including BIS certification, BEE energy efficiency requirements, and customer-specific technical specifications.
- Ensure testing capability and traceability, including access to testing facilities aligned with ISO/IEC 17025 (where applicable) and full traceability of components and materials.
- Promptly notify of any material changes, including changes to manufacturing processes, sub-suppliers, or any quality deviations that may impact performance or compliance.

5. Business Ethics

Suppliers shall not engage in or tolerate any form of corruption, extortion, or embezzlement, including but not limited to fraud, bribery, deception, abuse of power, or money laundering. The minimum requirements are as follows:



- Compliance with applicable anti-corruption laws and regulations.
- Compliance with all competition and anti-trust laws by not exchanging any confidential and sensitive information related to EPACK Durable with competitors, peers or customers in a way improperly influencing the marketplace or outcome of bidding or negotiation process.
- Refrain from offering any inappropriate benefit or favor or incentive to any regulatory bodies, company representative, third party or engaging with parties that may have conflict of interest.
- Reporting of any situation that may appear as a conflict of interest to EPACK Durable as applicable.

6. Confidentiality and Information Security

Suppliers may have access to confidential and proprietary information of EPACK Durable, including product designs, technical specifications, customer information, pricing data, production processes, and business strategies. Suppliers shall:

- Protect all confidential information against unauthorized access, disclosure, reproduction, or misuse.
- Restrict access to such information strictly to personnel who require it for fulfilling obligations to EPACK Durable, and ensure they are bound by equivalent confidentiality obligations.
- Use such information solely for the purpose of performing their contractual obligations to EPACK Durable.
- Return or securely destroy confidential information upon request or upon termination of the relationship.
- Respect intellectual property rights, ensuring that all designs, drawings, specifications, or modifications developed by or for EPACK Durable.

7. Intellectual Property Rights

Suppliers shall not use EPACK's trademarks, brand names, product designs, markings, or any other intellectual property ("IPRs") for any purpose other than fulfilling their obligations to EPACK.

All IPRs shall remain the exclusive property of EPACK, and suppliers shall not assert any ownership, right, or interest therein. Any enhancements, modifications, or innovations developed in connection with the supply relationship that are derived from or based on EPACK'S IPRs shall vest exclusively with EPACK Durable.

8. Data Protection and Data Privacy

Suppliers shall ensure privacy & confidentiality of data and information of EPACK, in compliance with all applicable data protection & privacy laws and regulations. Suppliers shall aim to implement adequate measures to prevent unauthorized access or disclosure of the information. Adequate cybersecurity measures shall be implemented to safeguard against unauthorized access, breaches, or cyberattacks.



9. Grievance Mechanism

Suppliers shall establish and maintain a formal, accessible, and confidential grievance mechanism that enables workers and personnel to raise concerns including safety issues, labor rights violations, harassment, and ethical misconduct without fear of retaliation. The mechanism shall be effectively communicated to all workers in a language they understand and shall ensure protection of whistleblowers.

EPACK Durable also maintains an independent grievance and reporting channel. Suppliers and their personnel may report concerns related to EPACK's supply chain at: [XXX]

Monitoring and Audit Rights

EPACK Durable reserve the right to audit and monitor suppliers' compliance with the Code of Conduct.

- Suppliers shall maintain all necessary documentation to support compliance with the requirements in the Supplier Code of Conduct.
- Suppliers shall cooperate with EPACK's monitoring and auditing activities such as onsite inspections of facilities, surveying and provide all necessary information and access.
- Suppliers shall also report any suspected or actual violations of this code of conduct to EPACK.
- Suppliers shall promote training to the workers for establishing compliance with the Code.

Acknowledgement of the Code is a prerequisite in each contract for supply of goods and services to EPACK Durable. The supplier commits, through the acknowledgement to the Code, that all their operations are subject to the provisions outlined in this Code.

Review & Update

This Code will be reviewed at least annually, or whenever triggered by significant changes. The revised code will be communicated promptly to all personnel and relevant stakeholders.

Version Control

Version	Description	Date
Version 1	Supplier Code of Conduct	August 11, 2026



Acknowledgment of Compliance to EPACK's Supplier Code of Conduct

(To be printed on Supplier's letter head)

We acknowledge receipt of Supplier Code of Conduct of EPACK Durable having its registered office at [Registered Office Address].

We understand the standards and policies contained in the EPACK's Supplier Code of Conduct. We affirm that, as a Company, we will observe and implement EPACK's Supplier Code of Conduct.

We are aware of all relevant laws and regulations where our company operates and will strive to be compliant to all requirements that is applicable to our activities.

We will report any violations of this Code to EPACK Durable, as applicable.

Supplier Name:

Official signatory Name:

Signature:

Designation:

Date:

Seal of Supplier