



**Tirupati Group**

**(Tirupati Medicare Limited, Tirupati Lifesciences Private Limited,  
Tirupati Wellness Private Limited & Newtramax Healthcare Private  
Limited)**

**Supplier Code of Conduct**

**Policy Number: TG/P/SCM/002-00**

<b>Authored By</b>	<b>Reviewed By</b>	<b>Approved By</b>	<b>Version</b>	<b>W.E.F.</b>
Neha Chaudhary Manager	Bhimsingh Gaadhe Associate Vice President	Ashok Goyal CEO & Director	1.0	5 <sup>th</sup> March 2024
<i>Neha</i> <i>04/03/2024</i>	<i>Bhimsingh</i> <i>04/03/2024</i>	<i>Ashok</i> <i>Goyal</i>		



## **Supplier Code of Conduct: Sustainable Supply Chain**

### **Introduction:**

Tirupati Group (Tirupati Medicare Limited, Tirupati Lifesciences Private Limited, Tirupati Wellness Private Limited & Newtramax Healthcare Private Limited) understands the importance of its suppliers in enabling the business model and achieving sustainability in letter and spirit. The company aims to conduct business with suppliers that share its values and standards and display a genuine commitment to ensure sustainability of the supply chain. It is our belief that business relationships built on trust, mutual respect, and common values, with zero tolerance for unethical practices, are more effective.

### **Our Commitment:**

In the principles of the UN Global Compact, Tirupati Group is committed to applying principles of environmental protection, human rights and good governance. These principles are outlined in the Supplier Code of Conduct serve as a base to our relationship with our suppliers.

The term "Supplier" means any entity or person that sells, or seeks to sell goods or services, to Tirupati Group or its subsidiaries, including the Supplier's employees, agents, and other representatives.

This Code of Conduct is applicable to all the suppliers of Tirupati Group, including all its subsidiaries i.e., Tirupati Medicare Limited, Tirupati Lifesciences Private Limited, Tirupati Wellness Private Limited & Newtramax Healthcare Private Limited.

### **Principles**

#### **Human Rights:**

1. **Wages and Benefits:** Suppliers shall comply with all applicable wage laws including, but not limited to, minimum wages, overtime payment, health insurance coverage and parental leaves. All legally mandated benefits shall be provided by the suppliers to its employees.
2. **Child labour:** Suppliers shall not employ, engage any child labor. The suppliers shall have an internal system to verify the age of its employees.
3. **Forced Labour:** Suppliers shall not engage any form of forced labour. All employment with suppliers is voluntary and employees shall be free to leave in compliance with applicable laws. Supplier shall not collect originals of any government issued ID cards, marks card or any other certificate.
4. **Non-Discrimination:** Suppliers shall not discriminate based on gender, faith, ethnicity, age, nationality, pregnancy, marital status, or any other form. Suppliers shall always uphold the dignity of its employees and establish a positive work environment.
5. **Freedom of Association:** Suppliers shall recognise and respect the rights of the employees to associate freely and bargain collectively.



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6. **Harassment:** Suppliers shall provide a harassment-free workplace to everyone. Suppliers shall take measures to ensure a harassment-free workplace by publication of policies, training, and support to affected parties.

**Ethics and Compliance:**

7. **Compliance with applicable laws and regulations:** Suppliers shall comply with all applicable laws and regulations, both in letter and spirit.
8. **Bribery and Anti-Corruption:** Tirupati Group recognises that bribery and corruption are criminal offences that can result in imposition of fines or imprisonment. No Supplier shall engage in any kind of bribery and kickbacks.
9. **Conflict of Interest:** Suppliers shall disclose any form of business interest with Tirupati group, through personal relationships, directors, or employees; at the time of empanelment.
10. **Quality:** Suppliers shall maintain the quality of product or services as mentioned in the Supply & Quality Agreement or Purchase Order.
11. **Fair Business, Advertising and Competition:** Suppliers shall uphold standards of fair business, advertising, and competition. Suppliers shall not engage in collusive bidding, price fixing, price discrimination, or other unfair trade practices in violation of applicable antitrust laws.
12. **Confidentiality and Intellectual Property:** Supplier shall ensure the confidentiality of the information of Tirupati Group. Supplier shall take necessary steps to adhere to the Intellectual Property Rights of Tirupati Group.
13. **Information Security:** Suppliers must ensure that the data shared by Tirupati Group shall only be processed/collected/stored for valid business purposes. The use of such data acquired shall not be done for any other purpose that causes breach of privacy. If a supplier deems usage of data beyond the scope of business agreement, it is mandatory to obtain consent from Tirupati Group.

**Environment:**

14. **Energy consumption and emissions:** Monitor energy consumption, move to renewable energy sources and reduce GHG emissions.
15. **Waste:** Segregate waste at source and adopt scientific waste disposal methods.
16. **Water:** Reduce the consumption of freshwater and responsible discharge of wastewater.

**Management System:**

In alignment with our commitment to excellence, Tirupati Group encourages that suppliers pursue certification in international standards such as ISO 45001 and 14001 for processes, showcasing the strength of their systems. Additionally, suppliers are expected to align their Environmental, Social, and Governance (ESG) disclosures with recognized international standards.



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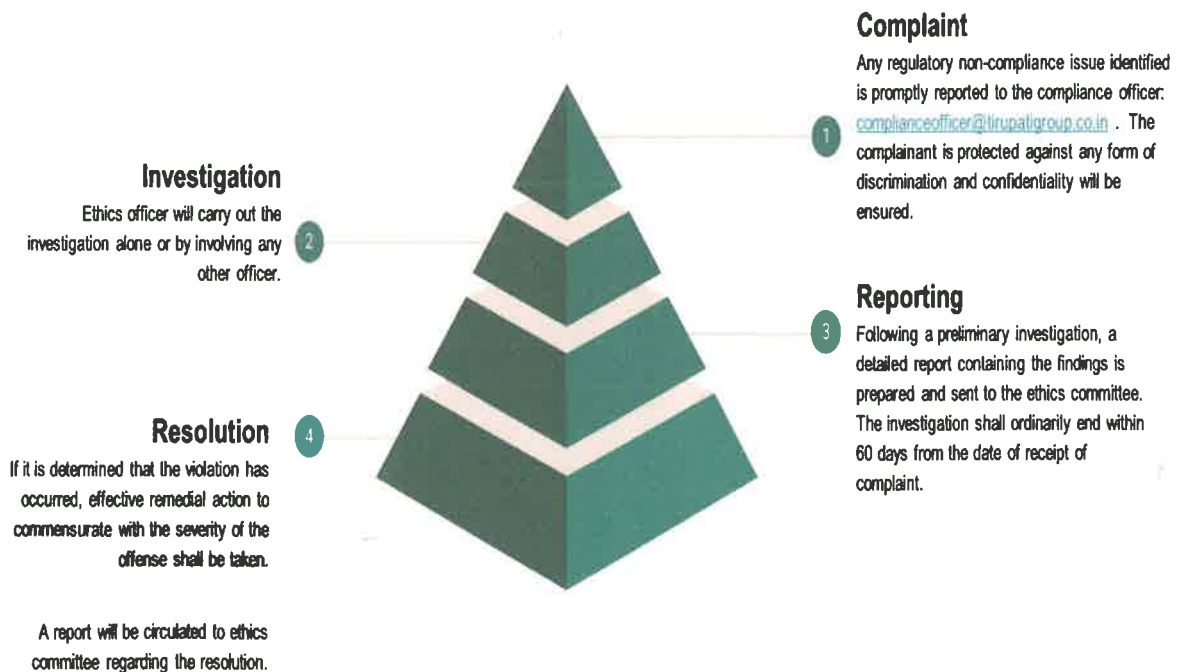
Suppliers must set up a management system and maintain records to demonstrate the compliance with Supplier Code of Conduct.

### Obligations of the supplier:

- **Communication:** Suppliers shall ensure that the Supplier Code is communicated to their employees, subsidiaries, business partners and subcontractors involved in providing services to Tirupati Group in the language known to them and that they abide by the same
- **Document verification:** suppliers must upon request submit copies of their licences/permits mandatory to conduct the business. Tirupati Group will review the validity of those documents and suggest measures whenever required.
- **Audits:** Supplier shall be open to facilitate virtual or on-site audit conducted by Tirupati Group, in a fair manner.

If you suspect any violation to this Supplier Code of Conduct, you report to [complianceofficer@tirupatigroup.co.in](mailto:complianceofficer@tirupatigroup.co.in) and details mentioned in the Whistle Blower policy.

### Redressal:



All information security related incidents involving Tirupati Group or our customer data, shall be reported within 48 hours of discovery.