Supplier Code of Conduct

Purpose: At Jubilant Biosys Limited, our suppliers are integral to our success. Our supplier strategy is designed to foster strong, collaborative, and long-term partnerships that support our goals of business growth, profitability, innovation, and sustainability.

The **Supplier Centre** serves as a centralized platform offering current and prospective suppliers access to essential tools, policies, and sourcing and logistics information. It provides a single-window interface to help suppliers understand our expectations and the value they can expect from partnering with us.

What We Expect from Our Suppliers

We seek to collaborate with suppliers who demonstrate:

- A commitment to reliable and long-term supply relationships
- The capability to deliver raw materials and services that support innovation
- A global presence to meet diverse and strategic geographic needs
- Cost competitiveness and operational efficiency
- A proactive approach to sustainable development through environmentally responsible solutions
- Adherence to responsible and ethical business practices
- Consistency in supply, service, and quality
- A commitment to Responsible Care®, the chemical industry's global voluntary initiative to improve health, safety, and environmental performance
- Compliance with the highest standards of ethical conduct as outlined in our Supplier Code of Conduct

Supplier Code of Conduct

At Jubilant Biosys Limited, we are committed to conducting business ethically, responsibly, and in compliance with all applicable laws. We expect our suppliers to uphold the same standards of integrity and accountability.

A supplier refers to any individual, firm, or entity that provides raw materials, ingredients, packaging, engineering products, capital goods, equipment, or services to Jubilant Biosys

Limited. This includes, but is not limited to, support in areas such as projects, R&D, repairs and maintenance, distribution, transportation, warehousing, customs, IT, and consulting across regulatory, HR, finance, treasury, insurance, legal, and tax domains.

To reinforce this commitment, Jubilant Biosys has developed this Supplier Code of Conduct to clearly communicate our expectations regarding legal compliance, ethical business practices, and the fair treatment of people and the environment.

Suppliers are expected to strictly adhere to the principles outlined in this Code, as well as the Jubilant Biosys Limited Company Code of Conduct, where applicable. We reserve the right to verify compliance through audits, during which suppliers are expected to extend full cooperation and fair treatment to Jubilant representatives. Any violation of this Code may result in termination of the business relationship and exclusion from future engagements.

1. Compliance with Laws and Regulations

Suppliers must adopt this Code and ensure its principles are cascaded throughout their supply chains. They are expected to comply with all applicable laws and regulations, including:

- Anti-corruption and anti-bribery laws
- Customs and trade control regulations
- Transportation laws
- Good manufacturing practices
- Fair trade and anti-competitive practices

Suppliers must maintain adequate documentation to demonstrate compliance and provide access for verification upon reasonable notice.

2. Ethical Business Conduct

Suppliers must not engage in unethical behavior, including bribery, corruption, or conflicts of interest. They must:

- Avoid offering any improper advantage to influence business decisions
- Refrain from anti-competitive, unfair, or deceptive trade practices
- Conduct all dealings with integrity, transparency, and legal compliance

Suppliers shall conduct appropriate due diligence within their supply chain function to identify and mitigate risks relating to human rights violations, environmental harm, conflict minerals, forced labor and other unethical sourcing practices.

3. Gifts, Hospitality, and Business Courtesies

Suppliers must not offer gifts, meals, entertainment, or personal benefits to Jubilant employees that could influence business decisions. Nominal courtesies are permitted only if:

- They comply with Jubilant's Code of Conduct
- The total value does not exceed USD 50 or INR 3,000 per fiscal year

4. Respect for People

Suppliers must:

- Promote diversity and inclusion
- Provide a workplace free from discrimination and harassment
- Ensure fair treatment in wages, working hours, benefits, and conditions

5. Conflict of Interest Disclosure

Suppliers must disclose any relationships where a relative is employed by Jubilant Biosys or its affiliates. Failure to disclose such conflicts may result in termination or blacklisting.

6. Human Rights and Labor Practices

Suppliers must:

- Uphold fundamental human rights
- Prohibit child labor, forced labor, and human trafficking
- Respect employees' rights to associate and bargain collectively

7. Health and Safety

Suppliers must provide a safe, clean, and healthy work environment, including:

- Compliance with safety regulations
- Prevention of occupational injuries and incidents

- Use of qualified logistics providers with certified systems and emergency response capabilities

8. Environmental Responsibility

Suppliers must operate in an environmentally responsible manner, addressing:

- GHG emissions and energy efficiency
- Pollution prevention and waste management
- Biodiversity and resource conservation

9. Quality Assurance

Suppliers must maintain robust quality management systems. Those in the food and pharmaceutical sectors must implement stringent safety and compliance protocols.

10. Sustainability and Innovation

Suppliers are encouraged to support Jubilant's sustainability goals by:

- Driving innovation in products and processes
- Reducing environmental impact
- Promoting transparency and continuous improvement in ESG practices

Upon reasonable request, suppliers shall provide relevant sustainability, environmental, health and safety, and greenhouse gas emission information necessary to support Jubilant's ESG, sustainability, regulatory, customer, and corporate reporting obligations.

Suppliers handling chemicals, hazardous materials, biological materials, genetically modified organisms, laboratory samples, controlled substances, or regulated materials shall comply with all applicable health, safety, environmental, transportation, storage, labeling and biosafety requirements and maintain all necessary permits, licenses, and approvals.

11. Accurate Books & Records and Research Integrity

Suppliers must maintain accurate business records in accordance with legal and regulatory requirements and accepted accounting practices.

Suppliers supporting research, laboratory, analytical, pre-clinical, clinical, or scientific activities shall ensure the integrity, accuracy, completeness, traceability, and reliability of all data, records, reports, and results. Data falsification, fabrication, selective reporting, manipulation of results, or any conduct compromising scientific integrity is strictly prohibited.

12. Information Protection

Suppliers must safeguard Jubilant's proprietary and confidential information, intellectual property, and trade secrets, including employee and customer data privacy. Suppliers shall implement appropriate technical and organizational measures to protect confidential information, personal data, proprietary research data, electronic systems, and networks from unauthorized access, loss, misuse, disclosure, alteration, or destruction. Suppliers shall comply with applicable data protection and cybersecurity laws and promptly notify Jubilant of any actual or suspected data breach, cybersecurity incident, or unauthorized disclosure affecting Jubilant information. Suppliers shall respect and protect intellectual property rights and shall not use, reproduce, disclose, reverse engineer, misappropriate, or infringe any intellectual property belonging to Jubilant, its affiliates, customers, or third parties. Suppliers shall implement appropriate controls to protect intellectual property encountered during the course of their engagement with Jubilant.

13. Reputation and Brand Protection

Suppliers must not engage in any activity that could harm Jubilant's reputation, brand, or trademarks. This includes refraining from making derogatory, defamatory, or malicious statements—online or offline—about Jubilant, its affiliates, or personnel.

14. Responsible AI and Technology Use

Suppliers shall ensure that any artificial intelligence (AI), automated decision-making tools, software, or digital technologies used in connection with Jubilant engagements are deployed responsibly, legally, ethically and with appropriate safeguards to protect confidentiality, intellectual property, privacy, and cybersecurity.

15. Sanctions, Export Controls and Restricted Parties

Suppliers shall comply with all applicable economic sanctions, export control laws, embargoes, and restricted party regulations and shall not engage any sanctioned individual, organization, or jurisdiction in connection with products or services supplied to Jubilant.

16. Business Continuity and Supply Chain Resilience

Suppliers shall maintain reasonable business continuity, disaster recovery and risk management plans to ensure continuity of supply and services and minimize disruptions arising from natural disasters, cyber incidents, geopolitical events, pandemics, or other emergencies.

17. Reporting Misconduct

Suppliers must report any suspected violations of this Code to the Ombudsperson at:

- Email: ombudsperson@jubl.com
- Post: Post Box No. 4374, Ombudsperson – Jubilant Group, New Delhi
- Logging/ accessing the web portal www.cwiportal.com, and clicking on the 'Lodge Report' button; Enter Origanisation Name : Jubilant

What Suppliers Can Expect from Us

At Jubilant Biosys Limited, we recognize suppliers as a vital part of our value chain. By partnering with us, suppliers gain access to healthy business volumes, enhanced market reputation, and long-term growth opportunities. As Jubilant pursues its strategic goals and corporate commitments, we strive to create mutually beneficial relationships that foster innovation, sustainability, and shared success.

How We Source

- Jubilant Biosys Limited's sourcing policy is aligned with global best practices, as recommended by leading organizations and consultants. Our Sourcing & Logistics Procurement function is structured to leverage purchasing power across all Jubilant Biosys Limited locations, ensuring efficiency and consistency.
- We have dedicated teams responsible for sourcing Raw Materials and Packaging Materials, which collaborate across locations to enable single-window procurement for commonly used materials. This centralized approach enhances transparency, cost-effectiveness, and supply reliability.

Who Can Buy at Jubilant Biosys Limited

- Only authorized personnel are permitted to procure materials or services on behalf of Jubilant Biosys Limited. This execution authority is granted to individuals in designated buying roles or teams. Agreements that commit company funds must be established solely by those with proper authorization.
- Personnel without execution authority are not permitted to make purchases or enter into supplier agreements on behalf of Jubilant Biosys Limited.