

CODE OF BUSINESS CONDUCT & ETHICS FOR INTERNATIONAL AEROSPACE MANUFACTURING PRIVATE LIMITED SUPPLIERS

1. INTRODUCTION

- 1.1 The purpose of this Code is to specify to suppliers the ethical standards, behaviours, practices and regulations we expect to see demonstrated and complied with from all its suppliers.
- 1.2 This Code brings together the HAL Code of Business conduct & ethics, and Rolls Royce plc policies and procedures and shall apply to all suppliers of IAMPL.
- 1.3 The Code of Conduct sets out the minimum standard of business behaviour expected of suppliers so that they act in a way that is ethical, corporately responsible and aims to ensure compliance with applicable laws and regulations.
- 1.4 Supplier selection will be based on adherence to this code and any supplier to IAMPL who is found to be in breach of this code will be removed from the supplier list and supply of the product or service will cease.

2. CONTENTS OF CODE

Ethical dealings

Employment standards

Proprietary information

Communications

3. ETHICAL DEALINGS

3.1 Be honest, trustworthy & operate with integrity

All suppliers are expected to act in accordance with highest standards of personal and professional integrity, honesty and ethical conduct, while conducting business with IAMPL.

3.2 Through integrity avoid any inducements:-

Suppliers to IAMPL must not offer gifts or favours to IAMPL employees that may be seen as an attempt to influence business decisions. All suppliers must conduct their business to a high ethical standard and comply with relevant legislation on bribery, corruption and prohibited business practice.

4. EMPLOYMENT STANDARDS

4.1 Health, Safety & Environment

IAMPL suppliers will make proper provision for the health, safety and welfare of their people, visitors and contractors and those in the community who may be affected by their activities. A safe and hygienic working environment should be provided and best occupational health and safety practice promoted, bearing in



mind the prevailing knowledge of the industry and of any specific hazards.

Suppliers will care for the environment through a commitment to good environmental practices.

4.2 Diversity and equality

Suppliers should aim to provide equality of opportunity and treatment regardless of race, colour, gender, religion, nationality, sexual orientation, age, or disability. Suppliers are expected to support equal pay for work of equal value. Suppliers must oppose discrimination or intimidation towards employees including all forms or threats of physical and psychological abuse.

4.3 Pay and benefits

As a minimum, IAMPL expects suppliers to comply with all national regulations on pay and benefits.

4.4 Working hours

Suppliers are expected to comply with national regulations on working hours. Employees should have annual leave provision and be permitted at least one non-working day per seven days on average.

4.5 Forced or involuntary labour

IAMPL believes that employment should be freely chosen and therefore expects suppliers must refrain from using any form of forced, involuntary or debt bonded labour.

4.6 Child labour

IAMPL is opposed to the use of any form of Child Labour or practices that inhibit the development of children. Suppliers must comply with all child labour laws and should not employ anyone under the age of 15, or where it is higher, the mandatory school leaving age in the local country.

5. PROPRIETARY INFORMATION

All suppliers shall maintain the confidentiality of all unpublished information about the business and the affairs of the Company

6. COMMUNICATIONS

This Code is subject to continuous review and will be updated in line with any changes in law, changes in Company's standards, business plans or otherwise as may be deemed necessary.

Any supplier requiring any clarification regarding this code of conduct must contact the IAMPL Company Secretary.



INTERNATIONAL AEROSPACE MANUFACTURING PVT. LTD

CODE OF BUSINESS CONDUCT & ETHICS

Appendix I

INTERNATIONAL AEROSPACE MANUFACTURING PRIVATE LIMITED

SUPPLIER CODE OF CONDUCT AND ETHICS

SUPPLIER CONFIRMATION OF COMPLIANCE

I, do hereby affirm that fully <Company
Name>.....

Comply with the provisions of the “Code of Business Conduct and Ethics for
IAMPL Suppliers”.

(Signature)

Name : _____
Designation : _____

Date :
Place :