



Gem Aromatics Limited™

(Formerly known as Gem Aromatics Private Limited)

Manufacturers & Exporters of Essential Oils & Aromatics Chemicals

Registered Office: A/410, Kailas Complex, Vikhroli Powai Link Road, Parksite,
Vikhroli West, Mumbai-400079, Maharashtra, India.

Tel No: +91-25185231/25185931 CIN: L24246MH1997PLC111057

SUPPLIER CODE OF CONDUCT

GEM AROMATICS LIMITED

1. PREAMBLE

1.1 GEM Aromatics Limited (“the Company”) is committed to responsible sourcing and sustainable procurement practices across its value chain.

1.2 The Company recognises that its suppliers-particularly those involved in natural ingredients, essential oils, aroma chemicals, intermediates, packaging, logistics, and services-play a critical role in achieving environmental stewardship, social responsibility, ethical conduct, and regulatory compliance.

1.3 This Supplier Code of Conduct (“the Code”) sets out the **minimum environmental, social, labour, health & safety, and ethical standards** expected from all suppliers, vendors, contractors, and business partners (“Suppliers”). This Code shall be read in conjunction with applicable laws, statutory requirements, and contractual obligations.

2. OBJECTIVE

2.1 The objective of this Code is to ensure that Suppliers operate in a manner that is environmentally responsible, socially ethical, and legally compliant.

2.2 This Code aims to:

- promote sustainable and responsible sourcing practices.
- ensure respect for human rights and fair labour practices across the supply chain.
- minimise environmental impacts associated with sourcing and production.
- encourage continuous improvement in supplier ESG performance.
- align supplier practices with internationally recognised sustainability standards.

3. SCOPE AND APPLICABILITY

3.1 This Code applies to all Suppliers engaged by GEM Aromatics Limited, including but not limited to:

- raw material and natural ingredient suppliers.
- farmers, aggregators, and processors.



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Facility 2: Khasara No 8,9,10,126, Village Gathona, Ujhani Budaun Road, District: Budaun-243639, UP, India.

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- chemical manufacturers and traders.
- packaging material suppliers.
- logistics and service providers.
- contractors and consultants.

3.2 Suppliers are expected to comply with this Code across their own operations and, where applicable, encourage similar standards within their upstream supply chains.

4. POLICY COMMITMENT AND ALIGNMENT

4.1 This Code aligns with:

- **UN Global Compact (UNGC)** Principles 1-10.
- **International Labour Organization (ILO)** Core Conventions.
- applicable **Indian and local environmental, labour, and safety laws**.
- internationally recognised sustainability and human rights principles.

4.2 Compliance with this Code is a condition of doing business with GEM Aromatics Limited.

5. ENVIRONMENTAL RESPONSIBILITY

Suppliers shall operate in an environmentally responsible manner and comply with all applicable environmental laws and permits.

5.1 Sustainable Farming & Biodiversity (where applicable)

Suppliers involved in agricultural or natural raw materials are encouraged to:

- a) promote sustainable farming practices.
- b) avoid deforestation and habitat destruction.
- c) support biodiversity conservation.
- d) minimise use of harmful agrochemicals.

5.2 Water Management

Suppliers shall:

- a) use water responsibly and efficiently.
- b) prevent water pollution.
- c) treat wastewater in compliance with applicable regulations.



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5.3 Waste Management

Suppliers shall:

- minimise waste generation.
- segregate, recycle, or recover waste where feasible.
- ensure safe disposal of hazardous and non-hazardous waste.

5.4 Energy & Climate Impact

Suppliers are encouraged to:

- improve energy efficiency.
- reduce greenhouse gas emissions.
- adopt renewable energy sources where feasible.

5.5 Chemicals & Hazardous Substances

Suppliers shall:

- manage chemicals safely.
- comply with chemical safety and labelling regulations.
- provide Safety Data Sheets (SDS) where applicable.
- prevent spills, leaks, and environmental contamination.

5.6 Emissions & Pollution Control

Suppliers shall control air emissions, effluents, and noise pollution in accordance with legal requirements and good industry practices.

6. SOCIAL RESPONSIBILITY & LABOUR PRACTICES

6.1 Labour & Human Rights

Suppliers shall respect internationally recognised human rights and treat all workers with dignity and fairness.

6.2 Prohibition of Child Labour

Suppliers shall not employ child labour and shall comply with minimum age requirements as per applicable laws and ILO standards.

6.3 Prohibition of Forced or Bonded Labour

All work shall be voluntary. Forced, bonded, trafficked, or involuntary labour is strictly prohibited.



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6.4 Anti-Harassment & Non-Discrimination

Suppliers shall provide a workplace free from harassment, abuse, or discrimination based on gender, caste, religion, nationality, disability, or any other protected characteristic.

6.5 Diversity, Equity & Inclusion (DEI)

Suppliers are encouraged to promote equal opportunity, fair treatment, and inclusive workplace practices.

6.6 Wages, Working Hours & Benefits

Suppliers shall:

- a) pay wages at least equal to statutory minimum wages.
- b) comply with working hours and overtime laws.
- c) provide statutory benefits as required by law.

7. HEALTH & SAFETY

7.1 Suppliers shall provide a safe and healthy working environment for all workers.

7.2 This includes:

- a) identification and control of workplace hazards.
- b) provision of appropriate PPE.
- c) emergency preparedness and response.
- d) training on health and safety practices.
- e) compliance with occupational health and safety laws.

8. ETHICAL BUSINESS CONDUCT

8.1 Suppliers shall conduct business with integrity and ethical standards.

8.2 Suppliers shall not engage in:

- a) bribery or corruption.
- b) fraud or misrepresentation.
- c) anti-competitive practices.

8.3 Suppliers shall manage conflicts of interest transparently and protect confidential information.



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9. COMPLIANCE, MONITORING & CONTINUOUS IMPROVEMENT

9.1 Suppliers shall maintain appropriate records to demonstrate compliance with this Code.

9.2 GEM Aromatics Limited reserves the right to:

- a) assess supplier compliance through self-declarations, audits, or reviews.
- b) request corrective action plans for identified gaps.

9.3 Suppliers are encouraged to continuously improve their environmental and social performance.

10. GRIEVANCE & WHISTLEBLOWING

10.1 Suppliers shall provide mechanisms for workers to raise concerns or grievances without fear of retaliation.

10.2 Suppliers may also report serious concerns related to GEM Aromatics' supply chain through designated grievance or whistle-blower channels.

11. NON-COMPLIANCE

11.1 Failure to comply with this Code may result in:

- corrective action requirements.
- suspension of business engagement. or
- termination of the supplier relationship, depending on severity.

12. ACKNOWLEDGEMENT & IMPLEMENTATION

12.1 Suppliers are expected to acknowledge, adopt, and communicate this Code within their organisations.

12.2 This Code forms an integral part of GEM Aromatics Limited's sustainable procurement framework.



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13. REVIEW AND AMENDMENT

13.1 This Code shall be reviewed periodically and updated as required to reflect regulatory changes and evolving sustainability expectations.

14. APPROVAL

Approved on 24 May 2024

Name: Mr. Yash Parekh

Designation: Managing Director

GEM Aromatics Limited



(Signature)

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