

## SUPPLIER CODE OF CONDUCT

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### Introduction

Crystal Quinone Pvt. Ltd. (CQPL) is a manufacturer of fine chemicals, specialty intermediates, dye intermediates and CDMO products, operating at Vatva GIDC, Ahmedabad and Sayakha, Gujarat, India. We are committed to conducting our business with the highest standards of environmental responsibility, social integrity and ethical conduct — and we expect the same from every supplier who works with us.

This Supplier Code of Conduct sets out the minimum standards CQPL expects all suppliers of raw materials, intermediates, packaging, services, utilities and logistics to meet, as a condition of doing business with CQPL. These standards are based on the:

- Ten Principles of the **UN Global Compact**
- **UN Guiding Principles on Business and Human Rights**
- **ILO Declaration on Fundamental Principles and Rights at Work**
- Global chemical industry's **Responsible Care®** programme
- Applicable Indian and international laws and regulations

We expect suppliers to extend equivalent standards to their own sub-suppliers and subcontractors.

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### 1. Environmental Responsibility

As a supplier to CQPL, you are expected to:

- **Comply** with all applicable environmental laws and regulations in your country of operation, including those covering air emissions, effluent discharge, hazardous waste management, chemical storage and handling (e.g. GPCB/CPCB rules, Hazardous and Other Wastes Rules, MSIHC Rules for Indian suppliers).

- **Promote product stewardship** — ensure the safe and environmentally responsible development, manufacture, transport, use and disposal of all products and materials you supply to CQPL.
- **Manage chemicals safely** — provide accurate, current Safety Data Sheets (SDS/MSDS) in GHS format for all chemical products supplied, and ensure products are correctly classified, labelled and documented in accordance with applicable regulations.
- **Use resources efficiently** — apply energy-efficient technologies, minimise waste generation, reduce emissions to air, water and soil, and conserve water in your manufacturing operations.
- **Measure and reduce GHG emissions** — progressively quantify your Scope 1, 2 and relevant Scope 3 greenhouse gas emissions, set reduction targets, and where requested, provide product-level carbon footprint (PCF) data to support CQPL's ISO 14067 PCF programme and Scope 3 reporting.
- **Protect biodiversity and ecosystems** — adopt a precautionary approach to environmental risks, minimise negative impacts on biodiversity, land use, water bodies and ecological systems in and around your operations.
- **Implement an Environmental Management System** — ideally certified to ISO 14001 or equivalent, demonstrating structured management of environmental impacts and continuous improvement.

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## 2. Occupational Health and Safety

As a supplier to CQPL, you are expected to:

- Provide a **safe and healthy working environment** for all employees and contractors, in compliance with applicable occupational health and safety laws (e.g. Factories Act 1948, OSHWC Code 2020 for Indian suppliers, or equivalent national laws).
- Conduct **hazard identification and risk assessments** for all significant work activities, and implement appropriate controls to eliminate or minimise occupational health and safety risks.
- Provide employees with appropriate **Personal Protective Equipment (PPE)** and ensure its correct use.
- Maintain **emergency preparedness and response** plans for foreseeable incidents including fires, chemical spills and medical emergencies.

- Investigate all **workplace accidents, near-misses and occupational illnesses** and implement corrective actions to prevent recurrence.
  - Ideally maintain an OHS Management System certified to **ISO 45001** or equivalent.
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### 3. Labour and Human Rights

As a supplier to CQPL, you are expected to:

- **Freely chosen employment:** Employment must be freely chosen. No forced, compulsory, bonded, trafficked or prison labour shall be used under any circumstances.
  - **No child labour:** No person below the legal minimum working age shall be employed. No person below 18 years of age shall work in hazardous processes or conditions.
  - **Freedom of association:** Respect employees' rights to freedom of association and collective bargaining in accordance with applicable laws.
  - **Fair wages and working hours:** Pay all workers at least the applicable statutory minimum wage, on time and in full. Working hours must not exceed legal limits; all overtime must be voluntary and compensated appropriately.
  - **Safe and hygienic conditions:** Provide safe, clean and adequate working conditions including sanitation, drinking water, rest areas and appropriate welfare facilities.
  - **Dignity and respect:** Treat all employees with dignity and respect. Prohibit all forms of physical, verbal, sexual or psychological harassment, abuse, bullying and inhumane treatment.
  - **Non-discrimination:** Ensure equal opportunity in all employment decisions without discrimination on grounds of gender, age, religion, caste, race, nationality, disability, pregnancy, marital status or any other protected characteristic.
  - **Grievance mechanism:** Maintain an accessible, confidential communication channel through which employees and other stakeholders can raise concerns or report potentially unlawful practices without fear of retaliation.
  - **Regular employment:** Provide workers with written employment terms and ensure that employment obligations are not avoided through excessive use of temporary, casual or sub-contracted labour arrangements.
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### 4. Business Ethics and Integrity

#### **Crystal Quinone Pvt. Ltd.**

403/404, Abhijeet III, Law Garden Mithakhali Road, Ahmedabad-380 009.

T: +91-79-4807 8000/39 | E: info@crystalquinone.com | www.crystalquinone.com

As a supplier to CQPL, you are expected to:

- **Zero tolerance for bribery and corruption:** Prohibit all forms of bribery, corruption, extortion and money laundering. Never offer, give, request or accept improper payments, gifts or hospitality intended to influence business decisions.
- **Anti-competitive conduct:** Comply with applicable competition and antitrust laws. Refrain from price-fixing, market allocation, bid-rigging or any other anti-competitive conduct.
- **Trade compliance:** Abide by all applicable national and international trade laws, export controls and sanctions regimes. Do not supply CQPL with goods or services that are subject to sanctions or embargoes.
- **Conflict of interest:** Declare and manage conflicts of interest transparently. Do not engage in undisclosed related-party transactions or seek to benefit improperly from the supply relationship with CQPL.
- **Data protection and confidentiality:** Respect the privacy and confidentiality of CQPL's commercial, technical and personal data shared in the course of the supply relationship. Protect data and intellectual property from misuse or unauthorised disclosure, in line with applicable data protection laws including India's Digital Personal Data Protection Act 2023.
- **Compliance management:** Maintain an appropriate Compliance Management System that facilitates ongoing compliance with applicable laws, regulations and the standards in this Code.
- **No political donations:** Do not make donations to political parties or candidates on behalf of or in connection with the CQPL supply relationship.

## 5. Sustainability Management and Transparency

As a supplier to CQPL, you are encouraged and, for key/strategic suppliers, expected to:

- Maintain and implement a **management system** covering environment (ISO 14001), occupational health and safety (ISO 45001) and/or quality (ISO 9001), or demonstrate equivalent structured management of sustainability risks.
- Complete CQPL's **Supplier Sustainability Questionnaire** during onboarding and at defined periodic intervals.
- Participate in **third-party sustainability assessments** such as EcoVadis or TfS evaluations where requested by CQPL.

- Provide **GHG / Product Carbon Footprint data** for materials supplied to CQPL, on request, to support CQPL's ISO 14067 PCF programme.
- Promptly notify CQPL of any **significant environmental incident, regulatory violation or labour rights breach** that may affect the supply relationship or CQPL's own compliance or reputation.
- Extend the principles of this Code to **your own sub-suppliers and subcontractors** and use best efforts to ensure compliance throughout your supply chain.

## 6. Monitoring, Audit and Consequences

CQPL reserves the right to verify supplier compliance with this Code through:

- Supplier self-assessment questionnaires.
- Document reviews and certification checks.
- On-site audits conducted by CQPL or an authorised third party.
- Third-party sustainability assessment results (e.g. EcoVadis score sharing).

Where non-compliance is identified, CQPL will:

1. Communicate findings to the supplier in writing.
2. Agree a time-bound **Corrective Action Plan (CAP)**.
3. Monitor progress and verify improvement.
4. Where serious violations are confirmed or improvement is insufficient within the agreed timeline, CQPL reserves the right to **suspend or terminate the supply relationship**.

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## 7. Supplier Acknowledgement

By signing below, the supplier confirms that it has read, understood and agrees to comply with this CQPL Supplier Code of Conduct, and to work in good faith towards continuous improvement of its environmental, social and ethical performance.

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**Supplier Details:**

Field	Details
Company Name	
Address	
Contact Person	
Designation	
Email	
Date	
Signature	

**CQPL Contact for Sustainability Queries:**

Sustainable Procurement Team

Crystal Quinone Pvt. Ltd.

Email: [info@crystalquinone.com](mailto:info@crystalquinone.com)

Website: [www.crystalquinone.com/sustainability](http://www.crystalquinone.com/sustainability)

This Code supersedes the previous Supplier Code of Conduct issued by CQPL and is reviewed annually. The latest version is always available on the CQPL website.