
	<p align="center">SHIVA PHARMACHEM LIMITED, 12th Floor "SHIVA" Opposite Tricolor Hospital, Sarabhai Compound, Vadiwadi, Vadodara 390023, INDIA</p>	<p align="center">Sustainable Procurement Policy</p>
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Sustainable Procurement Policy

- We, at Shiva are committed to conducting all our business activities in a fair and transparent manner with honesty, integrity, high ethical & moral standards and respect for human rights & Values. We strongly believe that high ethical standards are essential for sound business relationships. We expect our suppliers also to practice and demonstrate these commitments with their team while conducting their business.
- Suppliers are expected to report any conflict of interest in any business dealings with Shiva Pharmachem that supplier is aware of to allow us the opportunity to take appropriate action. We make sure that all our Suppliers will comply with applicable local and international laws to promote free and fair competition and to get business by offering competitive prices and innovative products
- Suppliers in all commercial dealings with Shiva Pharmachem Ltd or otherwise must not receive or offer to make any illegal payments, gifts, bribes, donations or other improper advantage in order to obtain unethical favors for the business.
- Suppliers shall safeguard and respect Shiva Pharmachem's intellectual property; trade secrets and other confidential, proprietary and sensitive information or data at all times and shall not disclose the same.
- Suppliers must comply with applicable local and international laws to promote free and fair competition and to get business by offering competitive prices and innovative products, laws/standards for health, safety and environment.
- Suppliers shall strictly prohibit use of child labor at any stage of their business process and are also expected to comply with applicable wage and hour laws, regulations and mandatory industry standards pertaining to minimum wages, overtime pay, working hours and rest periods.
- Suppliers must ensure there is no discrimination in their hiring and employment practices on the basis of race, color, gender, age, nationality, religion, sexual orientation, marital status, citizenship, disability, veteran status, medical condition etc. All suppliers will follow and practices all Land of Laws in terms of the HSE
- We expect suppliers to prepare and maintain accounts of business dealings fairly, accurately and in accordance with Generally acceptable accounting and financial principles & reporting standards

Signature:




Name: Kannan Ramanathan

Designation: Chief Operating Officer

Date: 27th December 2023

Rev. 01

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which represent the generally accepted guidelines, principles, standards, laws and regulations of the country of operation.

- We encourage our suppliers to address issues and concerns of the community impacted by operations of the supplier and minimize the impact.
- The suppliers are also encouraged to conduct training and awareness activities for employees on Health, Safety & Environment and to take reasonable actions to prevent accident and injuries by analyzing and minimizing risk exposure.
- We strongly recommend that our suppliers identify sources of emissions (CO₂, Other Greenhouse Gases, SO_x, NO_x and Particulate Matter) and make progressive efforts towards reducing these emissions.
- Suppliers should strive towards enhancing the efficiency and performance of the equipment and processes by continual improvement, monitoring and assessment of technology.
- We expect our suppliers to assess their use of hazardous and toxic material and take necessary steps to reduce it, as much as possible.
- Toxic waste should be handled with professional guidance and mechanism should be put in place to dispose-off the waste to authorized waste processors by the suppliers.
- We recommend our suppliers to use renewable sources of energy wherever possible so as to become more energy efficient and energy independent.

Date: 27th December 2023

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Signature:



Name: Kannan Ramanathan

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