

Jubilant Foodworks' Supplier Code of Conduct

Effective 1st January 2018

Jubilant Foodworks is committed to doing business ethically and responsibly and expects the same of its Suppliers' of products and services. In support of this commitment, Jubilant Foodworks has developed a Supplier Code of Conduct to convey its expectations of its Suppliers with regards to compliance with laws, ethical business practices and fair treatment of people and surroundings.

Jubilant Foodworks' Suppliers need to strictly observe and comply with all the fundamental principles stated below, and take appropriate & adequate steps to ensure compliance. Jubilant Foodworks may seek to verify its Suppliers' compliance with this Code, including through audits. Violations would be grounds for termination of the business relationship with the Supplier, and preclusion from future business.

1. Act in compliance with laws. Supplier shall maintain awareness of and comply with all applicable laws and regulations of the countries where they operate, including – where applicable – anticorruption laws, customs regulations, export and trade control laws, transportation laws, fair trade practices and competition laws, and Food Safety Laws etc.
2. Do business ethically and without money laundering. Supplier shall not pay bribes or provide kickbacks or give anything of value or extend any favours to secure business or any business advantage. Supplier shall not allow itself to be used as a vehicle for any money laundering activities.
3. Prohibition of inappropriate gifts, meals and entertainment. Supplier shall not provide or offer gifts, meals or entertainment (including cash or cash equivalents) that could or could appear to inappropriately influence a business decision
4. Demonstrate respect for people. Supplier shall seek to employ a diverse workforce, provide a work place free of discrimination and harassment, and treat employees fairly, including with respect to wages, working hours, benefits and working conditions.
5. Respect fundamental human rights. Supplier shall ensure that the products and materials they sell or the services they render to Jubilant Foodworks are not created by using child labour, forced labour or through the victims of human trafficking and shall take reasonable steps to eliminate such practices in their supply chains.
6. Provide a safe working environment. Supplier shall provide to its employees and contracted services providers, a safe, clean and healthy working environment, systems and tools that are necessary to ensure compliance with all relevant laws, rules, and regulations. It shall strive to prevent occupational injuries and safety incidents including during transportation for which it shall engage qualified logistics service providers having certified containers, facilities, personnel, systems, practices, and capability to respond to all emergencies so as to minimise any adverse impact on environment or the communities that it operates in.
7. Comply with environmental regulations. Supplier shall conduct its businesses and operate its facilities in a manner compliant with applicable environmental laws, regulations and industry standards and shall support Jubilant Foodworks' efforts to operate sustainably, going beyond the letter of the Law.
8. Provision of high-quality products and services. . Jubilant FoodWorks has always been committed to providing its customers with the best quality products and customer service. We

follow global standards and processes, and ensure that the highest standards of quality and food safety / hygiene are maintained across all our restaurants, commissaries and vendors. We continue to strive towards building an ecosystem for safe, responsible and sustainable sourcing of all our ingredients. Hence, our suppliers will need to demonstrate that they follow the highest standards of Quality and source all the ingredients in an environmentally sustainable manner ensuring that all possible steps have been taken towards food safety in its entire value chain and that the health of the consumer has been given supreme importance.

9. Keep accurate books and records. Supplier shall maintain accurate books and business records as required by applicable legal and regulatory requirements and accepted accounting practices.
10. Manage and protect information. Supplier shall take appropriate steps to protect Jubilant Foodworks' proprietary or confidential information, including the privacy of Jubilant Foodworks' employees' information, customer data, intellectual properties and trade secrets.
11. Reputation and Brand. Suppliers shall not take any action that compromises or could be detrimental to the Jubilant Foodworks' name, reputation, brand, and/or its product trademarks.
12. Whistle Blower Policy – Suppliers shall also abide by the Whistle Blower policy of the company (<http://www.jubilantfoodworks.com/investors/policies/>)
13. Reporting of Misconduct: Where permitted by law, suppliers may report suspected violations of this Supplier Code of Conduct to the Head, Integrated Supply Chain, Jubilant Foodworks.
