

The Value Chain Partners Code of Conduct

Applicability:

This Code applies to Hawkins' Value Chain Partners, which include Hawkins' Customers and Suppliers.

Objective/Purpose:

1. Hawkins is committed to conducting its business in accordance with the highest ethical standards and in compliance with all statutory requirements. The Value Chain Partners Code of Conduct ("**Code**") outlines and prescribes the expectations of Hawkins Cookers Limited ("**Hawkins**") from its Value Chain Partners with respect to their conduct of business in the following areas:

Sr. No.	Title	Description
1	Compliance	Value Chain Partners are expected to comply with all the applicable laws / rules / regulations / standards / government orders / notifications including but not limited to Anti-bribery / Anti-corruption, Child Labour, Forced Labour / Involuntary Labour, Fair Wages, Minimum Wages, Equal Opportunity, Non-Discrimination, and Sexual Harassment at workplace.
2	Environmental Protection	Value Chain Partners are expected to act being mindful of environmental protection and strive to mitigate the adverse environmental impacts of their operations.
3	Working Conditions	Value Chain Partners are expected to communicate to employees their legal rights, address their grievances, comply with all the applicable legal requirements pertaining to health and safety of their employees and provide the necessary infrastructure which minimizes health and safety risks to their employees.
4	Statutory Dues	Value Chain Partners are expected to ensure that all applicable statutory dues and taxes have been duly paid.
5	Human Rights	Value Chain Partners are expected to exercise due diligence to identify, prevent, mitigate and account for how their employees can address actual or potential adverse impacts on human rights.
6	Policies	Value Chain Partners are expected to ensure adherence to the policies of Hawkins as applicable to them on the above principles. The Policies may be published on the website of Hawkins and / or communicated appropriately to the Value Chain Partners whenever required.
7	Assessment	Hawkins reserves the right to assess the Value Chain Partners on their adherence to this Code or any other applicable regulations pertaining to their transactions with Hawkins. Hawkins expects the Value Chain Partners to cooperate and provide full support during such assessments.

2. Notwithstanding the technical or commercial aspects, Hawkins may give priority in its dealings to such Value Chain Partners who in their operations abide by this Code to a higher extent.

3. On violation or deviation from this Code, the Value Chain Partners are expected to keep Hawkins informed and in the absence thereof Hawkins shall presume their full compliance with this Code.

4. In case of any query or suggestion, the Value Chain Partners may write to us on the email Id hbr@hawkinscookers.com.

Hawkins Cookers Limited
