



GLS POLY FILMS PVT. LIMITED.

VILLAGE –GURAWARA, DIST-REWARI -123035
HARYANA, INDIA.

Supplier Code of Conduct

Scope: This Code applies to all suppliers, vendors, contractors, and subcontractors providing goods (e.g., PET resins, additives) or services supporting the production and distribution of Biaxially Oriented PET (BOPET) films (Transparent, Metalized, Alox, Alu Alu bond, etc.) using our ABC (3-layered) extrusion process.

SR. NO	SITE	ADDRESS
1	GLS POLYFILMS PVT LTD.	VILLAGE –GURAWARA, DIST- REWARI -123035, HARYANA, INDIA.

Introduction

At GLS Poly Ltd, we are committed to ethical business practices, sustainability, and excellence in manufacturing BOPET films. This Supplier Code of Conduct establishes the minimum standards we expect our suppliers to meet, ensuring our supply chain reflects our values of integrity, respect, and responsibility. These standards safeguard human rights, promote fair labour practices, protect the environment, and uphold legal and ethical compliance. By adhering to this Code, suppliers play a vital role in building a sustainable and responsible supply chain. We value our supplier partnerships and aim to collaborate for mutual success, fostering a shared commitment to these principles.

1. Legal Compliance

Expectation: Suppliers must fully comply with all applicable local, national, and international laws, regulations, and standards, including labour, environmental, and anti-corruption laws relevant to their operations and GLS Poly Ltd's supply chain.

Requirements:

- Adhere to India's legal framework (e.g., Factories Act, 1948; Environmental Protection Act, 1986) and international standards (e.g., ILO Conventions, UN Guiding Principles on Business and Human Rights).
- Maintain valid permits, licenses, and certifications required for operations and promptly report any legal violations to GLS Poly Ltd.

2. Human Rights and Labor Standards

Expectation: Suppliers must uphold human rights and ensure fair, safe, and equitable labour practices across their operations.

2.1 Child Labor

- Prohibit employment of individuals below the age of 18 (or higher if mandated by local law), with robust age verification processes in place.



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2.2 Forced Labor

- Ban all forms of Modern Slavery, forced, bonded, or involuntary labour, ensuring employment is voluntary and workers can leave with reasonable notice without penalty.

2.3 Non-Discrimination

- Foster a workplace free from discrimination, harassment, or abuse, basing employment decisions (e.g., hiring, promotions) solely on merit, not on race, gender, religion, caste, disability, or other protected characteristics.

2.4 Freedom of Association

- Respect workers' rights to join unions, engage in collective bargaining, or seek representation as permitted by law, without interference or retaliation.

2.5 Fair Compensation

- Pay wages that meet or exceed legal minimums and industry benchmarks for a standard workweek, with overtime compensated at legally mandated rates (e.g., 1.5x regular pay as per Indian law).

2.6 Working Hours

- Limit working hours to comply with local laws (e.g., 48-hour standard week in India) and ensure at least one rest day per seven-day period, with overtime being voluntary.

2.7 Health and Safety

- Provide a safe, hygienic workplace with access to clean water, sanitation, fire exits, and personal protective equipment (PPE) suited to tasks (e.g., gloves, masks for chemical handling). Conduct regular health and safety training.

Qualitative Objectives:

- Develop policies to eliminate labour violations and promote worker well-being.
- Establish confidential grievance channels for workers to report concerns.

Measurable Expectations:

- Achieve zero incidents of child or forced labour, verified through annual self-assessments starting 2025.
- Reduce workplace injuries by 20% annually, tracked via incident reports submitted to GLS Poly Ltd by December 31 each year.

3. Environmental Responsibility

Expectation: Suppliers must minimize their environmental footprint and support GLS Poly Ltd's sustainability goals in BOPET film production.



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3.1 Environmental Compliance

- Adhere to all environmental laws (e.g., India's Air and Water Acts) and secure necessary permits for waste, emissions, and resource use.

3.2 Resource Efficiency

- Optimize water, energy, and raw material use, prioritizing recycling (e.g., PET scraps) and reducing waste in processes linked to GLS Poly Ltd supplies.

3.3 Climate Action

- Measure and reduce greenhouse gas emissions, adopting low-impact technologies and renewable energy where feasible.

Qualitative Objectives:

- Implement sustainable sourcing practices for materials like PET resins and additives.
- Collaborate with GLS Poly Ltd on innovations to lower environmental impact (e.g., energy-efficient packaging).

Measurable Expectations:

- Reduce energy consumption by 15% per unit of production for GLS Poly supplies by 2030, compared to a 2025 baseline.
- Submit annual environmental data (emissions, water use, waste) to GLS Poly Ltd by January 31, starting 2026.

4. Business Integrity

Expectation: Suppliers must conduct business ethically, transparently, and in alignment with GLS Poly Ltd's values.

4.1 Anti-Corruption

- Prohibit bribery, corruption, or extortion in all dealings, complying with India's Prevention of Corruption Act, 1988, and international anti-corruption laws.

4.2 Ethical Practices

- Maintain accurate, auditable records, avoid conflicts of interest, and protect GLS Poly Ltd's confidential information (e.g., process specifications).

4.3 Transparency

- Provide truthful, timely information about operations, pricing, and compliance when requested by GLS Poly Ltd, and cascade this Code to subcontractors.

4.4 Diversity, Equity, and Inclusion (DEI) in Supply Chains



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- **Engaging Women-Owned Businesses:** Actively include women-owned businesses by setting inclusion targets (e.g., 10% of subcontracts by 2028) and providing mentorship or procurement opportunities.
- **Advancing DEI in Workforces:** Implement DEI policies with measurable goals (e.g., 15% diverse hires by 2030), offer training, and promote inclusive cultures.
- **Supporting Local Suppliers:** Prioritize local, community-based businesses in Haryana, especially those owned by diverse or underrepresented groups, to boost regional economies.
- **Partnering with Minority-Owned Businesses:** Set targets (e.g., 5% of spend by 2030) to engage minority-owned firms, offering resources like training to build capacity.

Qualitative Objectives:

- Foster an ethical culture through regular staff training and clear policies.
- Enhance supply chain diversity by integrating underrepresented businesses.

Measurable Expectations:

- Train 100% of supplier staff on anti-corruption and DEI within 6 months of onboarding with GLS Poly Ltd.
- Increase spend with diverse suppliers by 20% by 2030, compared to a 2025 baseline.

5. Monitoring and Compliance

Expectation: Suppliers must demonstrate adherence to this Code and cooperate with GLS Poly Ltd's oversight processes.

Requirements:

- Allow GLS Poly Ltd to conduct audits (announced or unannounced) of facilities, records, and staff, providing full access during inspections.
- Submit an annual compliance self-assessment by December 31, starting 2025, detailing adherence to this Code.
- Report violations or risks (e.g., safety incidents, legal breaches) to GLS Poly Ltd within 48 hours, with a corrective action plan within 14 days.

Consequences of Non-Compliance:

- Non-compliance may lead to corrective actions, suspension of orders, or termination of the supplier relationship, at GLS Poly Ltd's discretion.

Support for Compliance:

- GLS Poly Ltd will provide guidance, training, and resources (e.g., webinars, templates) to help suppliers, especially SMEs, meet these standards.



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6. Continuous Improvement

Expectation: Suppliers must proactively enhance their practices to align with evolving ethical, social, and environmental standards.

Requirements:

- Regularly review and update policies to reflect best practices and GLS Poly Ltd's sustainability goals.
- Innovate in areas like resource efficiency, worker welfare, and emissions reduction, sharing progress with GLS Poly Ltd annually.

Qualitative Objectives:

- Pursue certifications (e.g., ISO 14001, SA8000, SMETA, Self-Assessment or Onsite Assessment) to demonstrate commitment to excellence.

Measurable Expectations:

- Implement at least one improvement initiative (e.g., waste reduction, DEI program) annually, reporting outcomes to GLS Poly Films Pvt Ltd by January 31, starting 2027.

Conclusion

GLS Poly Ltd views our suppliers as partners in creating a sustainable, ethical supply chain for BOPET film production. By upholding this Supplier Code of Conduct, you contribute to our shared goals of integrity, environmental stewardship, and social responsibility. We appreciate your commitment and look forward to a collaboration built on trust and mutual respect.

For support, inquiries or Complaints, contact our Procurement Team at info@glspolyfilms.com

SDG Alignment

This policy aligns with SDGs 1, 3, 5, 8, 10, 12, 13 and 16, reflecting our holistic commitment to Ethical labour & Business Practices.

Approved By

Effective Date: 22.08.2024



SS Akhtar
Unit Head

Next Review Date: 20.08.2025