



Tasty Bite Eatables Limited

CODE OF CONDUCT FOR SUPPLIERS OF TASTY BITE EATABLES LIMITED

INTRODUCTION

Tasty Bite Eatables Limited's (hereinafter referred to as "TBEL") suppliers and sub-contractors have an important role to play in our demand chain, reflecting our high-quality brand image. Consequently, we expect our suppliers and sub-contractors to demonstrate the same high standards of ethics as at TBEL. We also expect that our suppliers and sub-contractors apply a similar code of conduct in relation to their own suppliers and sub-contractors.

Compliance with all sections of this Code is non-negotiable and forms an essential part of the commercial agreement and/or purchaser order between the Supplier and TBEL.

1. Ethical Business Practices and Integrity

TBEL expects all Suppliers to operate with the highest standards of integrity, transparency, and fairness in all business dealings

1.1. Anti-Corruption & Anti-Bribery- Suppliers must strictly comply with all applicable anti corruption laws, including India's Prevention of Corruption Act. They must not offer, promise, give, or accept any bribes, kickbacks, or improper payments to influence business decisions.

1.2. Fair Competition- Suppliers must comply with all applicable competition and antitrust laws, including India's Competition Act, 2002. They must not engage in price-fixing, bid-rigging, or market allocation.

1.3. Accurate Records- Suppliers must maintain accurate and complete business and financial records, ensuring all books and records truthfully reflect transactions, labor practices, and regulatory compliance.

1.4. Confidentiality- Suppliers must protect TBEL's confidential information, proprietary data, and intellectual property from unauthorized disclosure or use

2. Labour, Wages, and Human Rights

Suppliers must uphold the human rights of all their workers and treat them with dignity and respect, adhering to the fundamental principles of the International Labour Organization (ILO) and all applicable Indian Labour Laws

2.1 Freely Chosen Employment- Employment must be voluntary. Suppliers must not use any form of forced, bonded, indentured, or involuntary prison labour. Workers must be free to leave employment after reasonable notice.

2.2 No Child Labour- Suppliers must comply with the minimum age laws as included in the (The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986) and must not employ anyone under the minimum legal age for work, or under the age of 15, whichever is higher.

2.3 Wages and Benefits- Suppliers must pay workers at least the legally mandated minimum wage and provide all legally required benefits. Wages must be paid regularly and compensation for overtime work must be calculated at the legally required premium rate.

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2.4 Working Hours- Working hours must comply with all applicable laws (e.g., Factories Act, 1948, Shops and Establishments Act). Total hours worked per week must not exceed the legal maximum, and employees must be granted legally mandated rest periods and days off.

2.5 Non-Discrimination- Suppliers must provide a workplace free from harassment and discrimination based on race, colour, gender, religion, political opinion, national origin, or any other status protected by law.

2.6 Prevention of Sexual Harassment (POSH) Compliance- Suppliers must strictly adhere to The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. For Suppliers with 10 or more employees: The organization must constitute an Internal Complaints Committee (ICC) and provide evidence of its formation and functioning upon request. For all Suppliers: All personnel (employees, contractors, agents, sub-suppliers) assigned to or interacting with TBEL's premises or employees are explicitly prohibited from engaging in any conduct that constitutes sexual harassment. Suppliers must ensure their employees are aware that TBEL's POSH Policy and ICC jurisdiction extends to their conduct while at a TBEL's workplace

3. Occupational Health and Safety (OHS) and Environment

Suppliers must provide a safe and healthy working environment for all personnel and operate in a manner that minimises environmental impact.

3.1 Occupational Health and Safety (OHS)

3.1.1 Compliance: Maintain a safe working environment in compliance with all relevant OHS laws (e.g., Factories Act, 1948, where applicable).

3.1.2 Hazard Control: Implement procedures to identify, assess, and control risks related to machinery, chemical handling, manual lifting, and fire safety.

3.1.3 Training and PPE: Provide workers with appropriate OHS training and necessary Personal Protective Equipment (PPE) without charge.

3.2 Environmental Stewardship

3.2.1 Permits: Obtain and maintain all required environmental permits, licenses, and registrations (e.g., Pollution Control Board clearances).

3.2.2 Waste Management: Have effective systems for managing, reducing, and responsibly disposing of solid waste, hazardous waste, and wastewater in compliance with all local regulations.

3.2.3 Resource Efficiency: Strive to reduce consumption of energy and water and minimise greenhouse gas emissions.

4. Comprehensive Compliance Requirements for Food Suppliers (FSSAI)

As TBEL is a Food Business Operator (FBO), the highest standard of Food Safety and Compliance is mandatory. Suppliers dealing with food products, ingredients, or food contact materials must meet the following:

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- 4.1 Licensing & Registration-** Must possess a current and valid FSSAI License or Registration relevant to the nature of their business (e.g., manufacturing, storage, distribution).
- 4.2 Food Safety Management System (FSMS)-** Must have an established and documented FSMS based on HACCP (Hazard Analysis and Critical Control Points), and strictly follow Good Manufacturing Practices (GMP) and Good Hygienic Practices (GHP) (as per FSSAI Schedule 4).
- 4.3 Traceability & Recall-** Must maintain complete and accurate records for 100% traceability of all raw materials, ingredients, and finished goods supplied to TBEL, allowing for rapid and effective product recall if necessary.
- 4.4 Product Testing-** Must conduct regular testing of products and raw materials for contaminants (e.g., heavy metals, microbial/pesticide residues, unauthorized additives) by FSSAI-accredited laboratories at the frequency required by FSSAI regulations.
- 4.5 Raw Material Sourcing-** All raw materials, ingredients, and packaging must be sourced from FSSAI-licensed suppliers and must meet all FSSAI quality and safety standards.
- 4.6 Packaging & Labeling-** All packaging supplied must be Food Grade certified and comply with the FSSAI (Packaging) Regulations. If supplying labelled goods, labeling must comply with the FSSAI (Labelling and Display) Regulations, 2020.
- 4.7 Health and Hygiene of Food Handlers-** All personnel handling food must be trained (FoSTaC certification), wear appropriate PPE, and undergo mandatory periodic medical check-ups.
- 5. Monitoring, Verification, and Enforcement**
- TBEL reserves the right to verify a Supplier's compliance with this Code through audits, inspections, and requests for documentation at any time.
- 5.1 Acceptance:** Suppliers must formally acknowledge and accept this Code as a condition of doing business with TBEL.
- 5.2 Audit and Inspection:** Suppliers must grant TBEL and/or its designated third-party auditors (when requested or required) full access to facilities, records and personnel for compliance verification.
- 5.3 Reporting Violations:** Suppliers must report any known or suspected violation of this Code immediately to their primary TBEL contact or through a designated compliance channel.

Consequences: Any material breach of this Code, including failure to correct violations in a timely manner, will subject the Supplier to immediate corrective action, suspension of orders, or termination of the business relationship with TBEL.