

CODE OF CONDUCT POLICY



MUKAND

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1. INTRODUCTION

Mukand Limited, a Bajaj group company is a leading manufacturer of specialty steel long products and heavy machinery in India. Incorporated in the year 1937, the company has two divisions namely Steel and Industrial Machinery. The Steel division manufactures specialty steel long products in the form of wire rods, bars, wires and bright bars that feed into the automobile and engineering industries. And the Industrial Machinery Division designs, manufactures, assembles and commissions heavy-duty cranes, bulk material handling equipment, process plant machinery and turnkey projects. Mukand produces alloy steel from its facility in Hospet, Karnataka and stainless steel from its facility in Thane, Maharashtra.

2. OVERALL RESPONSIBILITY

Mukand suppliers are expected to comply with the “Supplier Code of Conduct.” All suppliers are expected to be knowledgeable of the business practices of their suppliers and subcontractors to ensure they operate within the scope of this code.

3. SUPPLIER EXPECTATIONS

Mukand and its employees are not permitted to accept gifts from current or potential suppliers. Although giving gifts is acceptable in some cultures, Mukand requests suppliers respect this policy of not offering gifts to Mukand employees.

4. BRIBERY AND IMPROPER PAYMENTS

Mukand, its employees, suppliers, and other recipients of this code must be committed to the highest standards of integrity, honesty, and fairness in all internal and external relationships. No Mukand employee shall directly or indirectly accept, solicit, or offer to pay bribes or other prerequisites even under unlawful pressure. This prohibition also applies to areas where such activity may not violate local law.

5. CHILD LABOUR

Mukand does not knowingly engage or support the use of child labor. Mukand’s suppliers are expected to comply with local child labor laws and employ only workers who meet the minimum age requirement for their location.

6. FORCED LABOUR

Mukand does not knowingly engage in or support the use of forced or involuntary labor. Mukand will not purchase materials or services from suppliers using forced or involuntary labor.

7. COMPENSATION AND WORKING HOURS

Mukand shall commit to comply with all applicable wage and labor laws and regulations governing employee compensation and working hours. Our suppliers are expected to comply with such laws and regulations as well.

8. DISCRIMINATION

Mukand supports diversity and equal opportunity. Unlawful discrimination in the workplace is not tolerated. All suppliers are expected to comply with local laws concerning discrimination in hiring and employment practices.

9. ENVIRONMENT

Mukand respects the environment and is committed to operating in compliance with applicable laws and regulations. Our suppliers are also expected to conduct their operations in a way that protects our environment and comply with all applicable environmental laws and regulations in the country in which they operate.

10. HEALTH AND SAFETY

Mukand is committed to the safety and health of its employees and conducts its operations in compliance with applicable laws and regulations. Suppliers are expected to provide a safe working environment that supports accident prevention and minimizes exposure to health risks. Suppliers are expected to comply with all applicable safety and health laws and regulations in the countries in which they operate.

11. CONFIDENTIAL INFORMATION

Mukand is committed to comply with applicable laws concerning proprietary, confidential, and personal information. Suppliers are expected to comply with all applicable laws and regulations governing the protection, use, and disclosure of Mukand proprietary, confidential, and personal information.

12. ONLINE VERSION

Mukand Supplier Code of Conduct and Whistle Blower Policy are available on the Mukand Website at <https://www.mukand.com>



Shashibhushan Upadhyay
President, Mukand Limited