



CEAT LIMITED

CODE OF CONDUCT FOR EXTERNAL STAKEHOLDERS

Date – 15.03.2022

OBJECTIVE:

CEAT LIMITED (CEAT or the Company) is committed to conduct its business in an ethical and, responsible manner and therefore expects similar principled conduct from everyone with whom CEAT has commercial dealings. Further, CEAT continues to improve the good practices in its business operations and expects its Vendors, Suppliers and Customers (the Stakeholders) to participate in this effort by adopting legally valid and good practices in their respective field of operations.

This Code of Conduct for the Stakeholders (the "Code") details out the required expectation from them regarding compliance with laws and regulations, bribery, uplift working conditions, prevent child labour and protect the environment. CEAT's goal, therefore, will be to ensure full compliances with these requirements by the Stakeholders during their dealing with the Company

OBEY THE LAWS OF THE LAND:

The Stakeholders shall comply with all applicable laws (including any International law), rules, regulations, notifications, circulars issued under authority of law by the Central, State or the Local Self Government and fulfill all other relevant statutory requirements as applicable.

MAINTAIN DIGNITY, INTEGRITY AND ETHICAL STANDARDS:

The Stakeholders shall also maintain dignity, business integrity, high ethical standards, transparency and not indulge in fraudulent means and unfair & prohibited business practices. They shall equally ensure to procure and supply goods and services to CEAT by using fair business principles and practices in an impartial/unbiased & transparent manner and at the same time, shall ensure dignity by way of fair competition, fair pricing, ethical and equitable dealings in all business transactions with CEAT.

FULFILL SOCIAL OBLIGATIONS:

The Stakeholders shall at all times be committed to upholding the values enshrined in the Constitution of India and applicable laws / regulations and ensure the recognition and protection of the basic human rights of every citizen of India and across the world. The Stakeholders shall not use child labour, forced or bonded labour or any other form of labour which is illegal and inhuman.

DOCUMENTATION:

The Stakeholders shall maintain proper records and documentation of its operations with CEAT.

COMPLIANCE:

By acceptance of any Purchase Order, Contract, Agreement, Invoice, etc. from CEAT, the Stakeholders duly acknowledges and certify compliance of the Code in letter and spirit.

AUTHORITY OF CEAT:

The Stakeholders also hereby acknowledges the authority of CEAT to implement the Code and shall accept any decision taken by CEAT for the non-compliance of the Code of the Stakeholders.