



Kaushal Interiors Pvt. Ltd.

No. 22, 2nd Floor, B.V. Reddy Layout, 2nd Cross,
Outer Ring Road, Kalyan Nagar, Bangalore - 560 043.

Tel : 080-2545 6086, Fax : 080-2542 7044
Cell : +91-98451 63751, +91-98451 63752
e-mail : bangalore@kaushalinteriors.com
www.kaushalinteriors.com

SUPPLIER CODE OF CONDUCT

At Kaushal Interiors Pvt. Ltd., we are dedicated to adhering to all applicable laws and regulations, championing human rights and labor standards, and safeguarding the environment. This commitment extends to our operations and partnerships with suppliers. The KIPL Supplier Code of Conduct outlines fundamental requirements to meet our ethical standards.

HEALTH AND SAFETY:

- Adhere to all pertinent laws and regulations regarding occupational health and workplace safety.
- Demonstrate a commitment to ongoing improvements in occupational health and safety.
- Implement a reasonable occupational health and safety management system.

HUMAN RIGHTS AND LABOUR STANDARDS:

- Working Time: Comply with applicable laws and regulations on working hours, including overtime laws.
- Wages and Benefits: Provide wages and benefits in accordance with relevant laws, including minimum wage legislation and industry norms.
- Non-Discrimination and Fairness: Uphold the principles of equal opportunity and fair treatment, with zero tolerance for any form of discrimination or harassment.
- Freedom of Association and Collective Bargaining: Acknowledge, within legal boundaries, the right to free association and collective bargaining for employees.
- No Forced Labour: Strict prohibition of forced labor, including prison labor, indentured labor, bonded labor, slave labor, or any form of human trafficking.
- No Child Labour: Comply with minimum working age requirements as stipulated by national laws and international agreements.

ENVIRONMENTAL PROTECTION:

- Comply with all applicable laws, regulations, and international standards pertaining to environmental protection.
- Commit to continuous improvements in environmental protection.
- Establish or use a reasonable environmental management system.



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LEGAL COMPLIANCE AND INTEGRITY:

- Adhere to all applicable laws and regulations, including:
 - Prohibition of Corruption and Bribery: Reject any form of corruption or bribery.
 - Competition and Antitrust: Conduct business in compliance with all relevant competition/antitrust laws.
 - Conflict of Interest: Avoid conflicts of interest in dealings with Kaushal Interiors or third parties.
 - Confidentiality: Safeguard KIPL's business, financial, and technical data, as well as business correspondence.

SUPPLIER DIVERSITY:

- KIPL is committed to providing equal opportunities for ethnic minority and women-owned business enterprises to compete for contracts and subcontracts.

SUPPLY CHAIN:

- Encourage your suppliers and subcontractors to comply with the principles outlined in this Supplier Code of Conduct.

REPORTING CONCERNS: If you have information on questionable behavior or a potential violation of the Supplier Code of Conduct, please contact us through the following methods:

- **PHONE:** 8310879857
- **EMAIL:** bangalore@kaushalinteriors.com
- **ADDRESS:** No 22, 2nd Cross, Shaktinagar, Outer Ring Road, Kalyan Nagar Post, Bengaluru-560043