



**AIMCO PESTICIDES LTD.**

**RESPONSIBLE  
SOURCING POLICY**

# AIMCO PESTICIDES LIMITED

## CIN: L24210MH1987PLC044362

---

## RESPONSIBLE SOURCING POLICY

### INTRODUCTION

We believe in earning Stakeholders' trust by acting responsibly and doing the right things for our people, our customers, our communities and our environment. We expect the same standards from all of our suppliers, of both goods and services.

'Aimco' is committed to ethical, socially responsible and environmentally sustainable business practices in all aspects of our operations including our supply chain.

This Policy outlines our commitment to upholding the human rights of the workers in our supply chain.

### SCOPE AND COVERAGE

'Aimco' is committed to maintaining a sustainable and responsible supply chain, from supplier to customer.

This Policy applies to all Aimco Personnel, Business Partners, Direct and Indirect Suppliers, Service Providers, Trade Partners, as well as contractors, consultants and employees or workers (including permanent, temporary, contract agency and migrant workers) of any suppliers, as well as sub-contractors, agents and subsidiaries.

The principles and commitments established in this Policy are of general application to all cases where we interact with suppliers, subcontractors, external services, and/or where procurement processes are in place. Although the purchasing department leads its implementation, it must be taken into account in all business areas and involve the process of sourcing, procurement and supplier management.

## FUNDAMENTAL PRINCIPLES AND OBJECTIVES

This policy creates a framework and minimum requirements in procurement, covering all processes involved from the source until the final payment to our suppliers. This policy aims to promote a sustainability mindset within our partners' organizations and suppliers, while providing the best possible alignment and the right environment to generate shared value in the short, medium and long term.

The policy aims at protection of the following principles or objectives on business and human rights:

### Principle 1. Business is conducted lawfully and with Integrity

- There is a prohibition of all forms of bribery, corruption, extortion and suppliers have robust procedures in place to prevent bribery and corruption.
- Any conflict of interest in a supplier's business dealings with Senior must be declared. Any ownership or beneficial interest in a supplier's business by a government official, representative of a political party or a senior employee is declared to Senior prior to any business relationship with Senior being entered into.
- Any business entertaining or hospitality with Senior is reasonable, entirely for the purpose of maintaining good business relations and not intended to influence in any way Senior's decisions about how Senior awards future business. Gift giving between supplier's employees and Senior's employees is avoided.
- All business and commercial dealings must be transparent and accurately recorded in the supplier's books and records.

### Principle 2. Fair Wages are paid

- Workers must be provided with a total compensation package that includes wages, benefits and paid leave which meets or exceeds the national legal minimum standards. Wages must not be paid in kind.
- Written and understandable information must be provided to workers outlining the terms, conditions and wages of their employment before they enter employment.

### Principle 3. Working Hours are not Excessive

- The working hours of all workers must comply with national laws and be reasonable. All overtime requested by the employer is compensated fairly and appropriately monitored.

### Principle 4. No discrimination is practiced

- Suppliers must have employment policies and practices that embrace equality for all. There should be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

### Principle 5. Child labour is not used

- Under no circumstances will workers be used who are under the age of 16 or are under the minimum age for work (which is the higher). Workers under the age of 18 must not be employed at night or required to undertake hazardous work.

### Principle 6. Workers are free to form and join trade unions or refrain from doing so

- The rights of workers to freedom of association and collective bargaining must be recognized and respected.
- Workers shall not be intimidated or harassed in exercising their right to join or refrain from joining a union.

### Principle 7. Workers' health and safety is protected

- A safe, healthy and hygienic workplace must be provided and necessary steps taken to prevent accidents, injuries and ill health arising from the course of the work. Clean toilet facilities and potable water must be provided.

### Principle 8. Workers have access to fair procedures and remedies

- Workers must be provided with transparent, fair and confidential procedures that result in swift, unbiased and fair resolution of difficulties which may arise as part of their

working relationship.

Principle 9. No harsh or inhumane treatment or harassment is allowed

- Employees must be treated fairly and in accordance with local legal norms. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse of other forms of intimidation shall be prohibited.

Principle 10. Environmental impacts are managed

- Suppliers shall operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment. They shall also ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions and wastewater discharges and take all reasonable measures to prevent any spills/releases.

**FAILURE TO COMPLY**

Failure to comply with the provisions of this policy will be considered as violation of policy and will be subject to disciplinary action which may even extend to termination of services or contract.