

BHARAT FORGE GLOBAL HOLDING

Code of Conduct for suppliers

The basic principles set out in the "United Nations Global Compact" are the basis of the activities of Bharat Forge GmbH. In order to support and realize the implementation together with our business partners, we have defined a sustainability policy which also encourages our suppliers of goods and services to respect and protect general human rights and laws - and also to demand this from their own suppliers. It is the supplier's responsibility to promote and disseminate compliance with the following principles in their own supply chain as far as possible. Bharat Forge expects its suppliers to comply with the following principles:

Business Ethics & Compliance

Compliance with applicable laws, regulations and directives
Prohibition of corruption and bribery
Fair competition
Maintaining business secrets

Social responsibility

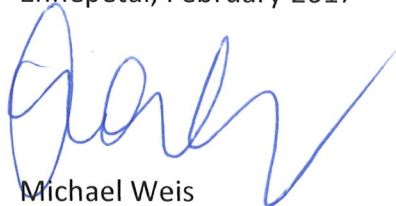
Respect and observance of human rights
Prohibition of forced and child labor
Fairness in wages, working hours and social benefits
Equal Opportunities / anti-Discrimination
Health and safety at work

Sustainability / Environmental Protection

Environmentally friendly production
Environmentally friendly products

Special responsibility lies with the management. As role models they contribute to the further development of an understanding of the employees for environmental and resource conservation as well as work safety and health protection and to anchor them in the corporate culture.

Ennepetal, February 2017



Michael Weis



Martin Kübelbäck



Martin von Werne

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Business Ethics & Compliance

Compliance with applicable laws, regulations and directives

A high degree of integrity is expected for all business activities and relationships. Suppliers are requested to disclose any form of fraud or infidelity, corruption, insolvency, bribery or corruption. The supplier is obliged, to observe all laws and regulations applicable to him and the business relationship with Bharat Forge.

Prohibition of corruption and bribery

Any kind of corruption is to be avoided. In particular, kickbacks, bribery and blackmail are not permitted to influence the representatives of business partners, politicians, administration, the judiciary or the public.

Fair competition

Laws protecting and promoting competition must be respected. Companies must respect fair competition and stick to the prohibition of agreements with competitors and other measures that hinder the free market.

Maintaining business secrets

Suppliers are obliged to disclose all non-commercial and commercial details, which become known by them through the business relation. They shall be treated as business secrets.

Social responsibility

Respect and observance of human rights

Suppliers are urged to respect internationally recognized human rights and to work towards them in all business activities within their own sphere of influence.

Prohibition of forced and child labor

Any forced or compulsory labor is prohibited.

Fairness in wages, working hours and social benefits

Remuneration and benefits must comply with the basic principles of minimum wages, overtime and social benefits. Working hours and work-free time must at least comply with the applicable laws.



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Equal Opportunities / anti-Discrimination

Suppliers are obliged to refrain from any discrimination and to ensure equal employment. Disadvantage of employees, e.g. due to nationality, color, origin, ideology, religion, trade union or political activity, sexual orientation, age, sex, illness, disability or pregnancy shall not occur.

Health and safety at work

The supplier assures health and safety at the workplace within the framework of the applicable national provisions and supports further development to improve the working environment.

Sustainability / Environmental Protection

Environmentally friendly production

At all stages of production, an optimum of environmental protection must be ensured. This includes a proactive approach to avoid or minimize the consequences of accidents that could affect the environment.

Environmentally friendly products

All products manufactured along the supply chain must meet the environmental protection standards of their market segment. This includes the complete product life cycle as well as all used materials.