



58D, 8th Cross Street,
Sidco Industrial Estate (NP)
Ambattur, Chennai – 600098, India
Tel: +91 44 4215 4222

SUPPLIER CODE OF CONDUCT

Precicut Laser is part of a 40 year old industrial Group based in South India. With 10 Factories spread across Chennai and Coimbatore, we employ over 1000 skilled and trained workforce.

Our expertise lies in Sheet metal fabrication, high precision machining, Hydraulic cylinders, Stone crushers, Agricultural implements and Industrial air filtration systems.

Our Policy

Precicut Laser is committed to achieve customer satisfaction by consistently providing quality sheet metal products on time that meets or exceeds the requirements and expectations of our customers.

We are committed to reduce the environmental impacts by leveraging the 3R (Reduce, Recycle, Reuse) principle and eliminate / minimize / control the environmental aspects. We shall strive hard to conserve natural resources by effective utilization. We are also committed to the protection of the environment by preventing pollution.

We are committed to provide a safe and healthy working environment by effectively identify, analyze the OH&S risks and take actions to eliminate / reduce the potential occupational hazards. We also encourage the consultation and participation of workers to improve decision making.

We are committed to comply with the applicable Environmental, Health & Safety and other statutory & regulatory requirements. We are also committed to improve our QEHS management system by effective training of employees and continually improving our processes.



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General Provisions

Precicut is a company with strong values, high ethical standards and a reputation built on honesty and integrity. The supplier code of conduct reflects Precicut's code of conduct in extending our standards of good business ethics to our supply chain.

We always expect suppliers to comply with applicable national and international laws and regulations, as well as internationally recognized human rights.

We expect Precicut's suppliers to comply with the Precicut's supplier code of conduct. We expect Precicut's suppliers to have the necessary procedures and systems in place to comply with this code of conduct, including preventing and mitigating modern slavery and human trafficking in their own supply chain.

Working Hours

The supplier shall ensure that working hours-including regular working hours, overtime, days of rest and breaks are in compliance with applicable laws and regulations in the relevant country. Where legislation does not specify a limit for regular working hours, that limit shall be set to 48 hours per week.

Overtime hours shall be within the limits of applicable laws and regulations or a total of 60 hours per week including both regular and overtime hours, whichever is the lesser. All persons shall be entitled to an uninterrupted weekly rest period of no less than 24 hours in the course of each period of seven days.

Child Labour and Employment of Minors

Suppliers shall not recruit or employ child labour. The minimum age of workers shall be 15 years or the minimum age set by the national laws in the country of manufacturing, whichever is higher. Young workers, meaning those above the minimum age and below the age of 18, may only be employed for non-hazardous work and shall not be employed during night hours.



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Forced Labour

Any form of forced labour is strictly prohibited. The supplier shall not use or benefit from any form of forced labour and/or human trafficking, including but not limited to:

- ➔ Any form of bonded, indentured and or prison labour
- ➔ Restriction on freedom of movement
- ➔ Retaining of important original personal identification documentation and
- ➔ Any other excessive means to prevent employees from terminating employment at will.

Health and Safety

We expect our suppliers, in line with Precicut's ambitions, work systematically on providing workers with safe and healthy work conditions. This includes, as a minimum, that safety incidents are recorded and that suppliers pro-actively work on reducing hazards beyond the legal obligation, if relevant, to protect the health and safety of employees. Hazard include, but are not limited to: occupational health and safety, emergency readiness, and access to clean water, sanitation and hygiene facilities.

Environment

We expect that our suppliers proactively manage their major environmental risks and most relevant aspects. (E.g. materials/packaging, energy, water, emissions/effluents). Environmental risk management should as a minimum include mapping of the major risks and implementation of risk mitigation actions. Management of the most relevant environmental aspects should as a minimum include problem identification and implementation of actions to reduce negative environmental impacts.

Integrity

Precicut operates across cultures, traditions, local laws and regulations and has a strong commitment to developing and maintaining good business ethics. We also expect this commitment from our suppliers.



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Material Compliance and Conflict Minerals

Supplier shall

Ensure that all goods delivered to Precicut comply with all applicable laws and regulations regarding the prohibition and restriction of substances, including hazardous substances and conflict minerals; and

Upon request and in any time manner provide to Precicut relevant and reasonable information about the substances in the delivered goods.

In case of Non-Compliance with the Code

Precicut can terminate the agreement with the supplier due to the seriousness of an issue or repeated non-compliance with the Precicut's supplier code of conduct.