



## VENDOR MANAGEMENT POLICY

### 1. Purpose and Objective

The purpose of this Vendor Management Policy is to define clear principles, responsibilities, and procedures for the selection, evaluation, on boarding, and monitoring of vendors associated with Anusham Automotive India Pvt Ltd. This policy ensures compliance with legal, ethical, and ESG (Environmental, Social, and Governance) standards.

### 2. Scope

This policy applies to all suppliers, contractors, service providers, and third parties who provide goods or services to Anusham Automotive India Pvt Ltd.

### 3. Policy Statement

Anusham Automotive India Pvt Ltd is committed to transparent, ethical, and sustainable vendor relationships. Vendor selection is based on merit, quality, and compliance with Company standards.

### 4. Legal and Regulatory Framework

This policy adheres to The Companies Act, 2013; The Competition Act, 2002; The Prevention of Corruption Act, 1988; The Environment (Protection) Act, 1986; and international standards such as ISO 9001, ISO 14001, and ISO 27001.

### 5. Vendor Selection and Evaluation

All vendors are evaluated on parameters such as financial stability, operational capability, ethical practices, and ESG compliance using a standardized Supplier Evaluation Form.

### 6. Vendor On boarding

Vendors must submit registration details, compliance declarations, and quality certifications before inclusion in the Approved Supplier List (ASL).

### 7. Vendor Performance Monitoring

Vendor performance shall be periodically evaluated on quality, delivery, compliance, and ESG criteria. Non-performing vendors may be delisted.

### 8. Vendor Code of Conduct

All vendors must adhere to Anusham Automotive India Pvt Ltd' Code of Conduct, which includes compliance with human rights, labour laws, and environmental standards.



## 9. Conflict of Interest

Any potential or actual conflict of interest must be declared by employees and vendors. Failure to disclose such conflicts will result in disciplinary action.

## 10. Vendor Audits and Compliance Monitoring

Anusham Automotive India Pvt Ltd reserves the right to audit vendor facilities and review compliance with quality, environmental, and safety standards.

## 11. Sustainability and ESG Requirements

Vendors are expected to minimize waste, reduce emissions, and adopt sustainable sourcing practices that align with Anusham Automotive India Pvt Ltd' ESG goals.

## 12. Termination and Blacklisting

Vendors found violating laws, ethical standards, or contract terms may be terminated and blacklisted after management review.

## 13. Intellectual Property Rights and Confidentiality

1. All intellectual property rights (IPR), including but not limited to product designs, drawings, tooling specifications, data, and technical documentation provided by Anusham Automotive India Pvt Ltd to vendors, shall remain the exclusive property of the Company.

2. Vendors are prohibited from reproducing, modifying, or using any proprietary information or material for any purpose other than that authorized in writing by the Company.

3. Vendors must maintain confidentiality of all shared data, designs, and technical information and shall not disclose such information to third parties without prior written consent.

4. All Company-provided documents, moulds, dies, or tools must be returned or securely destroyed upon project completion or contract termination.

5. Vendors shall ensure their supplied materials or services do not infringe upon any third-party IPR. The vendor agrees to indemnify and hold Anusham Automotive India Pvt Ltd harmless from any claims of infringement.

6. Vendors must comply with applicable Indian IPR laws, including:

- The Patents Act, 1970
- The Copyright Act, 1957
- The Trade Marks Act, 1999
- The Designs Act, 2000



- The Information Technology Act, 2000 (Sections 43A and 72)

7. Anusham Automotive India Pvt Ltd reserves the right to audit vendor practices to ensure IP protection. Violation of this clause may result in immediate termination and legal proceedings.

#### 14. Policy Review and Amendment

This policy shall be reviewed annually or when significant changes occur in business, legal, or ESG requirements. Amendments must be approved by senior management.

**Reviewed By**  
**S.Kowsalya**  
**AGM-HR**

**Approved By**  
**D.Prabhu**  
**Managing Director**