



1. Policy Statement

Plant Lipids is committed to ensuring that all workers in our supply chain are treated with dignity, fairness, and respect. We expect all suppliers to uphold fundamental human rights, safe working conditions, fair employment practices, and transparent labour management. We will prioritise social risk management, select suppliers based on best social practices, and work collaboratively on corrective actions and capability building. We set a specific ambition to enable living wages in our upstream supply chain. Plant Lipids and its suppliers shall comply with all applicable labour, social security, and occupational health and safety laws in the countries where they operate.

2. Scope

This policy applies to:

- All direct and indirect suppliers of raw materials, packaging, services, and logistics.
- All supplier workers, contractors, labour agents, and on farm/Agri workers involved in Plant Lipids supply chains.
- This policy forms part of the Plant Lipids Group Procurement Policy and must be read together with the Plant Lipids Supplier Code of Conduct and Plant Lipids Policy on Environmental Issues in Supply Chain
- It complements and will be embedded into the Supplier Code of Conduct, Responsible Sourcing requirements, contracts/POs, and field-level programs, including community and indigenous engagement where relevant.

3. Objectives

- Human Rights Protection: Ensure suppliers provide safe, fair, ethical, and non-discriminatory working environments.
- Social Risk Management: Identify, prevent, and mitigate social risks such as excessive working hours, unsafe workplaces, unfair pay, forced labour, and child labour- aligned with Human Rights Due Diligence (HRDD) expectations under international standards.
- Supplier Selection Based on Good Social Practices: Prefer suppliers with established social systems, audits, grievance mechanisms, and transparent workforce practices.
- Living Wage Commitment: Support suppliers to achieve living wages for 100 supplier employees by 2040, aligned with national and international standards on living wage reporting.

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4. Responsibility

- **Chief Procurement Officer (CPO):** Policy owner, ensures integration into sourcing strategy, category plans, and contracts.
- **Procurement Team:** Ensure all new and existing suppliers comply with this policy and complete social assessments.
- **Sustainability Team:** Lead risk mapping, evaluation, and progress tracking.
- **Suppliers:** Implement fair labour practices, maintain documentation, and mitigate issues promptly.
- **Leadership:** Oversee compliance and provide resources for improvement.

5. Procedure

5.1 Supplier Requirements

Suppliers must:

- Prohibit forced, bonded, or child labour.
- Ensure safe working conditions, PPE use (where applicable), and accident reporting.
- Provide fair wages, legally compliant working hours, rest periods, and freedom of movement.
- Ensure no discrimination or harassment.
- Allow workers to raise concerns without retaliation.
- Shall provide accessible grievance channels and ensure workers are protected from retaliation when using them.

5.2 Supplier Screening & Social Risk Management

- All suppliers undergo risk screening (labour risk, country/sector risk).
- High risk suppliers must complete social assessments (SAQ/audits).
- Where risks are found, suppliers must implement Corrective Action Plans.
- Severe or repeated non-compliance, or failure to implement agreed Corrective Action Plans, may lead to reduced business or termination of the supplier relationship.

5.3 Supplier Selection

Plant Lipids will prioritize suppliers who demonstrate:

- Strong human rights standards.

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- Transparent labour records.
- Functioning grievance mechanisms.
- Good practices recognised under global responsible sourcing policies

5.4 Responsible wage practices

- Identify suppliers with wage gaps.
- Collaborate on improvement plans.
- Encourage suppliers to adopt responsible wage practices for their workforce

6. Monitoring, Reporting & Targets

- Annual Monitoring: Supplier assessments, audits, corrective actions, and worker grievance trends reviewed annually.
- KPIs Tracked:
 - % high risk suppliers assessed for social practices.
 - % corrective actions closed.
 - suppliers participating in grievance and worker feedback mechanisms.
 - workers progressing toward living wage benchmarks.
- Targets:
 - 100% suppliers acknowledge this policy.
 - All high-risk suppliers assessed within 12–18 months.
 - 100 supplier employees earning a living wage by 2040.

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Place: Cochin
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