

## 1. Purpose and scope of sourcing policy

The purpose of the policy is to document and express Jayanti's intent towards ethical sourcing of raw materials. This document helps define Jayanti's sustainability goals and the parameters within which we source sustainably. The policy will act as a guiding principle for our employees and field managers and as a reference document for our customers and suppliers. The policy will also be made available on the website for viewing by the general public.

## 2. Sustainable sourcing goals

We are committed to sourcing our raw materials through sustainable channels while maintaining food safety and quality. Jayanti's work towards sustainability is focused on reducing our environmental impact and working toward the long-term growth and wellbeing of all our stakeholders. We strive to build partnerships with organizations that share our values and support our commitment towards the United Nations Sustainable Development Goals. Through these UNSDG's 2030, we recognise our role in the supply chain and work towards creating positive social impact.

## 3. Legal and regulatory requirements

We ensure that all our suppliers comply with all applicable national laws and regulations, industry minimum standards, any statutory requirement of the country within which we are operating, external certification standards and our own internal standards.

## 4. Traceability

At Jayanti, we believe that one of the key criteria towards sustainable sourcing is the ability to trace the product back to its origin. While sourcing through our Direct Farmer Sourcing Program, we are careful to monitor our cultivation practices and sourcing functions through a cloud-based software. Our suppliers and vendors are required to complete a list of questionnaires and acknowledge our supplier's code of conduct to ensure that our supply chain is not only food safe and of high quality but also ethical.

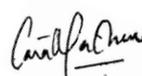
Our code of conduct lays down a set of standards by which our suppliers must conduct their activities on the field. It includes, a healthy and safe workplace, decent working hours, fair wages, no child labor, employee rights and equal opportunity.

## 5. Quality control

Food safety and quality is at the heart of our sourcing policy. Our quality approach has remained one of the most stringent in the Spice industry, swiftly adapting to the changes in food safety laws, challenging redundancy and complacency in all forms to stay ahead of times. We have our in-house NABL Certified lab that conducts quality checks for aflatoxin, pesticide residue levels and heavy metal content – right from sourcing to delivery points. A capability study is undertaken before acceptance of every order. Once an order is accepted rigorous IPQC (In-Process Quality Control) tests are conducted till product is validated as fit for shipment. Quality Analysis report besides all other product-specific certificates accompany the shipments. This allows us to keep in line with our quality parameters and mitigate risk.



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