



Environment, Health and Safety

Business Responsibility Sustainability Reporting (BRSR) requires Companies to report their environment, Social and Governance (ESG) practices and its impact on the society. BRSR Reporting is a mandatory compliance for all listed companies (Top 1000) in India as per SEBI's regulation.

The Value Chain Partners (VCP) shall comply with all relevant environmental laws and regulations.

The VCP shall develop and implement sustainable practices for protecting the environment like reduction of greenhouse gas emissions and non usage of toxic substances.

The VCP shall be in strict compliance with occupational health and safety, sanitation, food, emergency preparedness, machinery safety and mock fire drills

The VCP shall comply with Plastic Waste Management Rules.

The Value Chain Partners shall use environmentally compatible products which can be reused and recycled.

The employees of the VCP shall be provided with safe and healthy workplace.

Safety information, personal protective equipments and access to first aid shall be provided to all employees/ visitors. The employees shall be educated and trained in all safety aspects.

Periodical Medical Examinations has to be conducted for the employees.

Hazardous Chemicals, Hazardous wastes shall be handled, transported, stored, recycled and disposed of safely as per the statues.





Labour and Human Rights

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CUMI does not tolerate any form of Modern Slavery or Forced Labour and consequently, the Value Chain Partners (VCP), including their recruitment agencies, shall not engage in any form of Modern Slavery or Forced Labour.

CUMI does not tolerate any form Child labour. The VCP shall not employ, engage, or otherwise use any form of child labour in their work place.

The workplace shall be free of harassment and abuse, including but not limited to harsh or inhumane treatment, psychological harassment, mental and physical coercion, sexual harassment, verbal abuse or any other form of intimidation.

The VCP shall be in strict compliance with all applicable laws relating to working hours, wages, overtime and other benefits as enumerated by the statutes.

The employees shall be provided with all legally mandated benefits viz insurance, social security, maternity benefits, labour welfare funds and shall be paid at least the minimum wages. Deductions from wages shall be according to the applicable laws.

The VCP shall not interfere with a worker/ employee's right to bargain collectively. To join or to refrain from joining any trade associations or employee councils of their choice.

The VCP shall treat everyone with dignity, without any discrimination and provide equal employment opportunities.



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Ethical Business Practice and Transparency

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The Value Chain Partners (VCP) shall be Ethical in all Business Practices and shall be in line with the 5 lights of Murugappa Group: Integrity, Passion, Quality, Respect and responsibility.

The VCP shall not misuse any intellectual property rights of CUMI or any third party.

The VCP shall refrain from advertising without CUMI's written consent. Comply with all data privacy and information security laws.

Relevant licenses to run the business shall be procured.

The VCP must comply with competition laws and anti-trust laws and all other applicable laws

The VCP shall use the confidential information obtained during the course of business only for the intended purpose

The VCP must comply with the anti-corruption and anti-bribery laws

All business dealings shall be performed transparently

The business shall be conducted in accordance with applicable trade control laws and sanctions.



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