

Seller Code of Conduct

Seller business Integrity and Anti Bribery Policy

Seller Must follow the govt. anti-bribery code of conduct for the business operation with MARS. As a MARS business partners & suppliers, Seller must maintain right business integrity as per govt. labor law which is strictly prohibited in terms of bribe offering, paying, soliciting or accepting of bribes.

Labor Law Policy

Seller & in relation of its supplier, contractor, manufacturer shall comply with govt. labor law on worker recruitment process, worker age policy, work shifting policy, wages policy, working hour policy, overtime policy, terminal benefits, no compulsory overtime, no restriction on voluntarily end worker employment by himself, should not impose any restriction on worker employment to voluntarily end in the form of penalty / fine / excessive notice period / employment / contract etc.

Worker Security

Comply and maintain the worker rights, worker should get proper respect, ensure good environment to protect worker law from any form of physical or sexual harassment, any form of verbal abuse, any form of discrimination in terms of gender, race, trade union formation, pregnancy, marital status, nationality, political opinion, age, caste, religion, sexual orientation, or in any other status.

Employment Right, freedom, benefits, working hours, Safety

Worker are permissible by law to engage in any collective bargaining / with any groups, permissible for 60 hours working hours in a week, permissible for voluntary overtimes with compensated as per legal requirements. 24 consecutive hours of rest per employees should be provided at every 7 days periods. Benefits should be paid in timely manner at hiring contract rate and statutory compensations on ending employment time, no disciplinary deduction on payment would not be practiced. Safety ensure on working place like first aid, fire safety, emergency evacuation and other basic requirement like sanitation, drinking water, canteen facility/ dinning etc. Health safety should be maintaining as per govt. declared law.

Compliance with International & Local Law

Seller & in relation of its supplier, contractor, manufacturer shall comply with all local and national laws and regulations of the jurisdictions in which our business is running in any form of official / industrial practices abide by all department or section law to meet the quality & standards.

Inspection / Audit Rights

MARS or third-party audit / inspection team assigned by MARS will be allowed to take few positive actions like audit of official or product facilities of its seller & in relation of its contractor, agent, producer etc. which could be announced or unannounced for monitoring above declared standards abide by govt. law. Audit all information from seller premise will be treated highly confidential to MARS or it's appointed audit firm in this regard.