

**DR. BHIM RAO AMBEDKAR COLLEGE  
UNIVERSITY OF DELHI**

**CODE OF CONDUCT**

Vendors/Suppliers/Contractors/Service Providers and their Agents/Representative & Staff

Vendors/Suppliers/ as above must operate in full compliance with the laws, rules and regulations framed by Centre & State Governments and their Ministries, Depts and agencies including Delhi Police, MCD, Local Bodies, University of Delhi and so on.

1. Respect for Labour and Human Dignity Rights: Vendors/suppliers must protect rights of workers, and treat them with dignity and respect while creating workplace free from any kind of harassment, discrimination based on colour, gender, caste, sexual orientations, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status in hiring and employment practices. The Employment Child labour is strictly prohibited. Compensation paid to workers shall comply with all applicable wage laws, overtime hours and legally mandated benefits. Work weeks are to be followed as per the applicable laws. The health and safety standards are to be in place to prevent, manage, track and report occupational injury and illness. Emergency situations and events are to be identified and assessed, and their impact is minimized by proper implementation & emergency plans and response procedures. Preventive maintenance, safe work procedures and safety training have to be in place workers are to be provided with ready access to basic life facilities.
2. Environmental Issues: Vendors must adhere to applicable laws and regulations regarding prohibition or restriction of specific substances, recycling and disposal, Air Emissions, Wastewater and Solid Waste. All required environmental license permits and registrations are to be obtained, maintained and kept updated and their reporting & operational requirements are to be strictly followed.
3. Ethical values and frameworks; Vendors must be committed to the highest standards of ethical conduct when dealing with workers, agents and customers. Corruption, extortion, and embezzlement etc. in any form, are strictly prohibited. Government Norms required for Disclosure of Information, Fair Business, Advertising and Competition, Business Integrity, Community Engagement, Protection of Intellectual Property to be followed.
4. Management Systems: Vendors/suppliers will ensure (a) compliance with applicable laws, regulations and customer requirements. Their management system should contain required feature & company Commitment, Accountability and Responsibility, Legal Requirements, Risk Assessment and management, Performance, Objectives, Training, Communication, Worker Feedback and Participation, Audits and Assessments, Corrective Action Process, Documentation and Records – Creation of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.
5. The vendor will solely be responsible for compliance to human dignity & rights, environmental standards, ethical frameworks and management codes. In case of any violation(s) whatsoever the nature may be the contract/services will be terminated by the College without assigning any explanation, and the concerned Vendor will solely be responsible.

The concerned College Committee(s) through their Convenor(s) will monitor all such statutory compliances and recommend in writing in detail to the College the required action as per rules, if any.

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PRINCIPAL