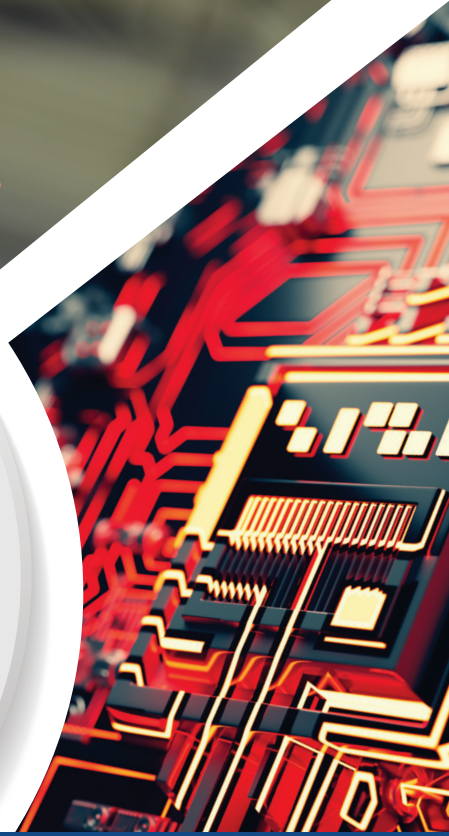




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Supplier Code Of Conduct

○ Connecting Possibilities ○



Purpose

Expectations and standards for suppliers, ensuring that they align with the company's values, protect its interests and contribute to ethical and sustainable business practices throughout the supply chain.



Scope

This policy applies to all suppliers and traders who supply their raw materials, products and services as well as components.

Principles

1. Ethical Business Practices

- Compliance with ethical standards, honesty, integrity, and transparency in all dealings and hiring practices and maintaining financial records accurately.
- No use of Counterfeit parts in supply chain
- Honouring and complying with Governing laws relating to Intellectual Property.
- Fair competition is the cornerstone of our supplier code of conduct, fostering an environment where all participants have equal opportunities to thrive. We are committed to anti-trust principles, ensuring a level playing field that promotes innovation, diversity, and ethical business practices within our supply chain.
- Adherence to our supplier code of conduct, we strictly enforce export controls and economic sanctions to uphold international laws and regulations. This commitment ensures that our supply chain operates responsibly, preventing the unintended contribution to activities that pose risks to global security and stability.

2. Legal Compliance

- Adherence to all applicable laws and regulations in the jurisdictions where the supplier operates.

3. Labor Practices

- Respect for fundamental labor rights, such as freedom of association, elimination of forced labor and child labor and non-discrimination.
- Provision of safe and healthy working conditions.
- Compliance with fair wages and working hours in accordance with local labor laws

4. Environmental Responsibility

- Commitment to minimizing the environmental impact of operations, including waste reduction, resource conservation and greenhouse gas emissions reduction.
- Compliance with relevant environmental laws and regulations. Supplier partners should strive towards achieving excellence in below green and sustainable practices.
- Responsible Use of Natural Resources
- Using Equipment which are less power consuming and energy efficient
- Sourcing entire or portion of energy requirements through renewable energy sources
- Use minimum possible Reuse Water, Air, Chemical that it uses in its operations and treat it before discharging it externally in water bodies, land or recycling agencies to avoid contamination.
- Suppress or reduce noise generation through its operations and protect employees and surroundings
- Protect Flora and fauna in and around of operational premises and take active steps towards ensuring no harm

5. Product Quality and Safety

- Assurance of providing products or services that meet agreed-upon quality and safety standards.
- Implementation of quality control processes and safety certifications, if applicable.

6. Confidentiality and Data Security

- Protection of company information and data confidentiality.
- Implementation of security measures to prevent unauthorized access or data breaches.

7. Anti-Corruption and Bribery

- Prohibition of bribery, corruption and unethical practices.
- Adherence to anti-corruption laws and regulations.

8. Social Responsibility

- Encouragement for suppliers to engage in social responsibility initiatives within their communities.
- Respect for human rights and promotion of inclusivity in operations.

9. Conflict of Interest

- Avoidance of conflicts of interest and disclosure of any potential conflicts.

10. Monitoring and Compliance

- Subject to periodic audits and assessments to ensure compliance with the code of conduct.
- Requirement for suppliers to cooperate fully with the company in conducting assessments.

11. Reporting Violations

- Establishment of a reporting mechanism for employees and other stakeholders to report code of conduct violations.
- Encouragement for the reporting of violations, with a commitment to investigate and address concerns promptly.

12. Consequences of Non-Compliance

- Clarification of the potential consequences for non-compliance, which may include the termination of the supplier relationship.

13. Diversity And Gender Equality

- All recruitment and hiring should be conducted in accordance with gender equality and women's rights should be strictly followed as prescribe to law where operations
- Minorities and Indigenous peoples have the right to maintain, control, protect and develop their cultural heritage, traditional knowledge and traditional cultural expressions organisation should be impartial for race, gender, origin, class.

14. Respecting Land and Forest Rights

- Organisation shall ensure hat operations will not lead to land use which is not approved/sanctioned/deemed fit by local authorities for other than its sanctioned use which also includes acquisition via legal framework and with consent of existing legal custodians.

15. Security Services

- Provides legitimate security for its employees, information and assets without adversely affecting the human rights of either its employees or people living in communities close to company operations.
- Whilst the principles contained herein are subject to national laws, ethical best practice and internationally accepted human rights are to be always adhered to as a minimum