

Re Sustainability Ltd.



Supplier Code of Conduct (2023)

Sustainability

1 Introduction

Re Sustainability Ltd requires contractors, suppliers to conduct their business in an ethical, legal, and socially responsible manner with all applicable laws and regulations. All suppliers, service providers, representatives etc., are an integral part of business and sustainable supply chain is critical for an efficient organization. The Supplier Code of Conduct (“Code”) outlines Re Sustainability expectations for supplier conduct in relation to ethics, labor and human rights, environment, health and safety, and company policies.

2 Applicable

Re Sustainability requires its suppliers to comply with all applicable laws and regulations and operate in accordance with the principles and requirements outlined in this Code. This Code goes beyond compliance with applicable laws by drawing upon internationally recognized standards towards advance social and environmental responsibility. When differences arise between standards and legal requirements, the stricter standards or guidelines shall apply, in compliance with applicable laws.

This Code applies to all suppliers (including service providers and contractors) of Re Sustainability across the globe.

Suppliers shall read, understand, and abide the compliances as per this Code. Re Sustainability expressly reserves the right to unilaterally modify or amend this Code, at its sole discretion.

3 Overview

Re Sustainability is committed to operating its businesses conforming to the highest moral and ethical standards. This code outlines our commitment to each of our stakeholders, including the communities in which we operate, and it guides us approximately in the business scenarios.

4 General Disclaimer

The Supplier Code of Conduct is in no way intended to conflict with or modify the terms and conditions of an existing contract. Unless otherwise stated, in the event of any conflict, the suppliers shall adhere to the contract term

5 Ethics and Transparency

Supplier must uphold honesty, integrity, and fair dealing while doing business with Re Sustainability Supplier shall accurately record information regarding its business activities, labor, health and safety, environmental and management practices and shall disclose such information, without falsification or misrepresentation, to all the appropriate parties and as required by law.

6 Labor and Human Rights

Re Sustainability believes all workers in its supply chain deserve a fair and ethical workplace. Workers must be treated with the utmost dignity and respect, and ‘Re Sustainability’ suppliers shall uphold the highest standards of labor and human rights

7 Child Labor

Re Sustainability has a zero-tolerance approach to child labor and modern slavery. Supplier shall not employ, engage, or otherwise use any form of child labor and ensure that slavery does not occur in their work environment. The term “child” refers to any person under the minimum legal age for employment.

8 Prevention of Forced Labor and Human Trafficking

Supplier must adhere to regulations prohibiting human trafficking and comply with all applicable laws in the country or countries in which they operate. Supplier must refrain from allowing any kind of violation under human rights during their operation.

9 Anti-Discrimination

Supplier shall not discriminate against any worker based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, or any other status protected by applicable national or local law, in hiring and other employment practices.

10 Anti-Harassment and Workplace Abuse

Supplier shall commit to a workplace free of harassment and abuse. Supplier shall not threaten workers with or subject them to, harsh or inhumane treatment, including but not limited to verbal abuse and harassment, psychological harassment, mental and physical coercion, sexual harassment, and any other form of intimidation or threats.

11 General Conditions of Contract

Supplier shall comply with applicable laws and regulations on working hours, as per applicable laws

12 Wages and Benefits

Supplier shall pay the minimum wages and provide any benefits required by law and/or contract to its workers.

13 Freedom of Association and Collective Bargaining

Supplier shall respect the rights of workers to associate with others, form, and join (or refrain from joining) organizations of their choice, and bargain collectively, without interference, discrimination, retaliation, or harassment. Supplier must create employment conditions that foster mutual trust between their management and their employees.

14 Environment, Health and Safety

Re Sustainability is committed to conducting its business in an environmentally responsible manner and providing a safe and healthy environment for its employees, suppliers, business partners, and those who may be impacted by its operations

14.1 Environment

Re Sustainability Limited is committed to protecting the environment and enhancing resource efficiency in its operations. Suppliers shall strive to actively pursue environmental sustainability, with a specific emphasis on reducing greenhouse gas emissions, minimizing water usage, conserving energy, avoiding or limiting the use of toxic substances, implementing pollution prevention measures, promoting biodiversity conservation, abstaining from deforestation, and utilizing packaging that is minimal, environmentally friendly, and recyclable.

14.2 Health and Safety

Re Sustainability expects its suppliers to provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Supplier shall ensure that all legal requirements including but not limited to occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding, sanitation, food, and housing are addressed. Supplier shall take adequate steps to minimize the causes of hazards inherent in the working environment and provide adequate training to all its employees, workers, and contractors on health and safety matters

15 Policy & Compliances:

Supplier shall comply with companies Code of Business Ethics (<https://resustainability.com/wp-content/uploads/2024/01/Code-of-Business-Ethics.pdf>), Anti-bribery & Anti-Corruption Policy (<https://resustainability.com/wp-content/uploads/2022/12/ABAC-Policy.pdf>) and Whistle-blower Policies (<https://resustainability.com/wp-content/uploads/2022/12/Whistleblower-Policy.pdf>) while conducting business with and/or on behalf of the Re sustainability .

A. The Supplier has not taken and will not take any action that would constitute a violation, or implicate the Re sustainability in a violation, of any law of any jurisdiction in which it performs business, including without limitation the Anti-Corruption Laws (Prevention of Corruption Act, 1988 as amended (the "POCA"), the U.S. Foreign Corrupt Practices Act, 1977 as amended (the "FCPA"), the U.K. Anti-Bribery Act, 2010 as amended (the "UKBA");

B. Neither the Supplier nor any of its principals, owners, officers, directors, or agents has promised to make, will promise to make, or will cause to be made, in connection with the proposed agreement contemplated herein, any Payments to or for the use or benefit of any Government Official or any other person to obtain or keep business or to secure some other improper advantage, the payment of which would violate applicable Anti-Corruption Laws;

C. Any compensation provided by the Re Sustainability is for Supplier's sole benefit and will not be transferred or assigned to any other party and Supplier shall make no Payments to other third parties on behalf of the Re sustainability.

D. Re Sustainability is entitled to review the books and records of the Supplier in relation to the services to be provided under this code, and Supplier shall cooperate with any compliance audit or inquiry conducted by the Company in relation to the same;

E. The Supplier shall immediately notify the Company of any violation or potential violation of Anti- Corruption Laws and shall be responsible for any damages to the Company from Supplier's or its agents' violation or potential violation of Anti-Corruption Laws;

F. Supplier is not subject to any economic sanctions ("Sanctions") administered by the Government of India, the Office of Foreign Assets Control of the United States, Her Majesty's Treasury (UK), the European Union, or any other relevant Government Authority, and has not and will not conduct business with any party subject to Sanctions.

16 Maintenance of Records

Suppliers should maintain their books and records as per applicable laws and regulations.

17 Ensuring Product Quality

Supplier shall ensure their services/ products are in line with the Re Sustainability quality requirements.

18 Communications

Suppliers must periodically communicate the standards of this Code to their employees and encourage them to conduct periodic self-evaluations to ensure compliance.

19. Anti-Competitiveness: Suppliers shall not engage in anti-competitive practices that may adversely impact fair competition in the market.

20. Reporting of Violation:

The Supplier shall immediately notify the Company of any violation or potential violation of this Code through SpeakOpen Hotline or SpeakOpen Web intake facility, which can be accessed through the link <https://resustainability.ethicspoint.com/>

21. Violations of this code of conduct

Failure to comply with this Code or any other applicable law/regulations by Suppliers will result into termination of business relationship / association / contract with such Suppliers.