

Supplier Code of Conduct

This Supplier Code of Conduct is applicable to all 'Suppliers' globally. 'Supplier' here refers to suppliers/ service providers/ vendors/ traders/ agents/ consultants/ contractors/ joint venture partners/ third parties including their employees, agents, and other representatives, who have a business relationship with and provide, sell, seek to sell, any kinds of goods or services to Arvind Resources Plc or any of its subsidiaries, affiliates, divisions ("Arvind"). This Code sets forth the basic requirements that we ask our Suppliers to respect and adhere to when conducting business with Arvind. This Code embodies Arvind's commitment to internationally recognized standards, including the Core Conventions of the International Labour Organization, United Nations' Universal Declaration of Human Rights as well as prevalent industry standards, Science-based Target Initiative and all other relevant and applicable statutory requirements concerning Environment Protection, Minimum Wages, Child Labour, Forced Labour, Anti-Bribery, Anti-Corruption, Health, and Safety, whichever requirements impose the highest standards of conduct.

LABOUR & HUMAN RIGHTS

Suppliers are required to adhere to labor and human rights laws, ensuring no forced or child labor, providing equal opportunities, and preventing discrimination. They must also comply with minimum wage regulations, prevent slavery and human trafficking, refrain from charging recruitment fees, and avoid withholding worker identity documents,.

Furthermore the suppliers shall:

- Comply with all applicable local, state, and national laws regarding human rights.
- Comply with the Arvind's Human Rights Statement and Human Rights Policy. Ensure that all their employees are hired of their own free will and guarantee that all their operations are free from forced, bonded, compulsory, indentured, prison labour, or any other form of compulsory labour and child labour.
- Ensure that all its employees are provided equal employment opportunities, equal remuneration for equal work, environment conducive to their growth, and freedom of association, and free from any form of discrimination and harassment.
- Ensure compliance with minimum working hours and minimum wages prescribed by applicable laws and regulations.
- Comply with all slavery and human trafficking laws. Suppliers must ensure they have taken steps to ensure their business operations are free from slavery and human trafficking practices both internally and within their supply chains and other external business relationships.
- Ensure that employees are not charged any fees or costs for recruitment, directly or indirectly;
- Not confiscating or withholding worker identity documents or other valuable items, including work permits and travel documentation of any of its workers/ employees.
- Uphold the principles of freedom of association, allowing employees the right to join or form trade unions and engage in collective bargaining without fear of discrimination or retaliation.
- Ensure that there is no discrimination in its employment practices based on factors such as race, color, religion, gender, sexual orientation, age, disability, or any other protected status under applicable laws and regulations.

HEALTH, SAFETY & ENVIRONMENTAL SUSTAINABILITY

The Supplier shall provide its employees with a safe and healthy working environment and comply with all applicable laws and regulations regarding working conditions. The Supplier shall follow all laws of the land, including laws on environmental sustainability, protection, greenhouse gas emissions, energy consumption, pollution prevention, and waste management.

Furthermore, the Supplier shall actively pursue efforts to:

- Reduce greenhouse gas emissions associated with its operations, products, and services.

- Promote energy efficiency and minimize energy consumption through the adoption of sustainable practices and technologies.
- Implement pollution prevention measures and efficient waste management systems to reduce environmental impacts and minimize waste generation.
- Strive for resource efficiency by optimizing the use of raw materials and minimizing resource wastage.
- Protect and promote biodiversity, with a commitment to no deforestation or land conversion especially in sensitive ecological areas

BUSINESS INTEGRITY

The section outlines the ethical standards expected from the supplier, emphasizing anti-bribery, transparency, and fair trade practices. They prohibit bribery, the use of personal connections for business advantage, and conflicts of interest with Arvind employees. Additionally, they require the supplier to report any potential conflicts and discourage the offering of gifts, hospitality, or entertainment for undue favors while promoting fair competition and ethical behavior in business interactions with Arvind.

The Supplier shall not, directly or through intermediaries, take any recourse to any unethical behaviour (implicit or explicit), or offer or promise any personal or improper advantage in order to obtain or retain a business or other advantage from a third party, whether public or private, including with any employee of Arvind. More specifically:

- Shall not offer or accept bribes or use other means of obtaining undue or improper advantage, offer or accept any kickbacks, and shall not take any actions to violate or cause its business partners to violate any applicable anti-bribery laws and regulations including the Foreign Corrupt Practices Act of the USA (FCPA), Bribery Act of the United Kingdom, and Prevention of Corruption Act of India. - Shall not take any advantage of any family/ social/ political connections to obtain favorable treatment or for the advancement of business or obtaining any favours. Merit shall be the sole attribute of association with Arvind.
- Shall not enter into a financial or any other relationship with an Arvind employee that creates any actual or potential conflict of interest for Arvind. The Supplier is expected to report to Arvind any situation where an employee or professional under contract with Arvind may have an interest of any kind in the Supplier's business or any kind of economic ties with the Supplier.
- Shall not offer any gift, hospitality, or entertainment for the purpose of obtaining any advantage, order, or undue favour.
- Unfair Trade Practices: Supplier shall desist from any unfair or anti-competitive trade practices.

REPORTING OF UNETHICAL PRACTICES AND GRIEVANCE ADDRESSAL MECHANISM

The Supplier shall ensure that an effective grievance procedure has been established to ensure that any worker/ employee, acting individually or with other workers, can submit a grievance without suffering any prejudice or retaliation of any kind. Suppliers shall also forthwith report any unethical activity or discrimination if practiced by any Arvind employee / other Suppliers as per Arvind whistle-blower policy (uploaded on the company website).

INTELLECTUAL PROPERTY

The Supplier shall take appropriate steps to safeguard and not infringe any Arvind confidential and proprietary information/intellectual property/ technology that comes to its knowledge during the course of its business relationship/ dealings with Arvind. In the case of sub-contracting, the sharing of confidential information should be made with the consent of Arvind.

THIRD-PARTY REPRESENTATION

The Suppliers shall not be authorized to represent Arvind or to use Arvind's brands without the written permission of Arvind. Third parties and their employees who are authorized to represent Arvind are expected to abide by Arvind's Code of Conduct & Business Ethics Policy in their interaction with, and on behalf of Arvind including the confidentiality of information shared with

them and to sign a non-disclosure agreement to support confidentiality of information.

PROHIBITION ON INSIDER TRADING

If the Supplier becomes aware of material, non-public information relating to Arvind or its business, it may not buy or sell Arvind securities or engage in any other action to take advantage of that information, including passing that information on to others. In addition, if the Supplier becomes aware of material, non-public information about any other company, including Arvind customers, suppliers, vendors, or other business partners, that is obtained by virtue of the Supplier's interaction with Arvind, then the Supplier shall not buy or sell that company's securities or engage in any other action to take advantage of that information, including passing that information on to others.

SUPPLIER'S COMPLIANCE COMMITMENT

Arvind expects the Supplier to adhere to all applicable laws and regulations and in particular comply with this Code in letter and spirit. It is the Supplier's responsibility to read and understand the contents of this Code and Arvind's Code of Conduct & Business Ethics Policy. As a condition of doing business with Arvind, the Supplier must comply with this Code and agree to uphold such values during its business association with Arvind. The Supplier shall maintain adequate documentation to demonstrate compliance with the principles of this Code, and allow access to Arvind to check compliance upon request with reasonable notice. The Supplier shall notify Arvind regarding any known or suspected improper behaviour by the Supplier relating to its dealings with Arvind, or any known or suspected improper behaviour by Arvind employees. Please contact the concerned Head commercial/ Company Secretary if you have any questions about this Code.