

## Supplier Code of Conduct

### Purpose

At Snowtech Equipments Private Limited (SEPL), we aim to implement our core ideologies of trust, innovation, integrity, and sustainability through all our business dealings. We are committed to establishing long and prosperous working relationships with our suppliers and partners. SEPL is dedicated to conducting business in a way that protects the interests of our customers, enhances the quality of life for employees, and maintains quality throughout our value chain. We work with suppliers with similar standards of integrity and values.

### Scope

This policy outlines our company's commitment to establishing and nurturing mutually beneficial supplier relationships. We rigorously adhere to relevant laws and regulations and expect all stakeholders, including suppliers, partners, and business associates, to uphold these same standards. This policy signifies an enduring, long-term dedication to improving the quality of sustainable business practices employed by SEPL and its supplier network.

### Objectives

SEPL promotes sustainable growth and development by building strong business relationships with our supply chain partners that inculcate a good environment, health, safety, social and governance standards and practices. We implement our core values in day to-day business operations through these objectives:

- Comply with the applicable national and international labour practice standards relevant to
  1. Child labour
  2. Forced/compulsory labour
  3. Discrimination
  4. Freedom of association
- Abiding with all applicable legal compliance and other codes of conduct such as Import/Export control and regulations, Anti-money laundering laws, data protection and privacy laws, etc. to conduct business in an ethical manner.
- Expecting compliance to all applicable conflict minerals regulations by stakeholders
- Disclose/report if any material supplied to SEPL is restricted by or requires disclosure to governmental bodies, customers, recyclers and/or other interested parties
- Respect all interested parties in the supply chain for their human & labour rights.
- Thoughtfully selecting third-party suppliers that share our fundamental principles.
- Offering guidance to suppliers on providing a safe, healthy, and conducive working environment and preventing incidents and injuries.
- Ensure supply chain partners have a sustainable procurement strategy that is efficient, process-driven, and developed with due consideration of technical, social, and ecological factors such as human rights, labour conditions, anti-corruption concerns and environmental protection.



- Ensuring all stakeholders have prior knowledge of this policy and conducting training and awareness programme for varied topics such as energy efficiency and renewable energy applications, climate change, conflict minerals, data collecting for the environment and energy, and risk identification
- Facilitating suppliers to go above and beyond the minimum legal compliances in order to advance in business ethics and social and environmental responsibility.

### Process For Implementation

SEPL Directors are responsible for reviewing and endorsing the content and implementation of this policy. They also support SEPL's employees and business partners by providing the necessary procedures, guidance, and oversight. This policy will be distributed both internally and externally, and will be communicated to our employees, contractors, and suppliers.

Any supplier who becomes aware of a violation of this policy, whether by an SEPL employee or someone working on behalf of SEPL, should promptly report it to the company. We are strongly committed to fostering a culture in which individuals reporting actual or suspected violations can do so without fear of retaliation.

Suppliers, their employees, contractors, or workers can report any violations of this policy, whether actual or suspected, by formally raising the issue with the relevant department head.

### Policy Review

Once every three years, or as frequently as necessary, the policy will be reviewed and modified so as to be continuously updated to changing times. This policy will be effective from 30<sup>th</sup> Oct. 2023

Date: 30<sup>th</sup> Oct. 2023

  
Mr. Nitin Naik  
General Manager

