



SUPPLIER PRINCIPLES

In accordance with our Gradiant Group Code of Conduct (www.gradiant.com/business-integrity/#codeofconduct), we seek to work with contractors and suppliers who contribute to sustainable development and are economically, environmentally and socially responsible.

We will develop and strengthen relationships with contractors and suppliers who are committed to the principles set out below or to similar standards through their own activities and the management of their own suppliers and sub-contractors.

Contractors and suppliers should provide workers with a dedicated whistle-blowing mechanism where grievances related to below topics can be logged confidentially.

If you know or suspect someone is violating our Code of Conduct, please report your concern using Gradiant's whistle-blowing tool which can be found at: www.gradiant.ethicspoint.com

1. **Business Integrity**

Contractors and suppliers comply with all applicable laws and regulations. Contractors and suppliers should not tolerate, permit or engage in bribery, corruption or unethical practices. Contractors and suppliers support fair competition. Conflicts of interest are avoided.

2. **Gifts and Gratuities**

Gradiant does not allow improper influence in our decision-making with contractors and suppliers.

3. **Health, Safety, Security and Environment**

Contractors and suppliers have a systematic approach to HSSE management, designed to ensure compliance with all applicable laws and regulations and to achieve continuous performance improvement.

Contractors and suppliers:

- are committed to protect the environment in compliance with all applicable environmental laws and regulations.
- use energy and natural resources efficiently.
- continually look for ways to minimise waste, emissions and discharge of their operations, products and services.

4. **Social Performance**

Contractors and suppliers respect their neighbours and contribute to the societies in which they operate.

5. **Labour and Human Rights**

Contractors and suppliers conduct their activities in a manner that respects human rights as set out in the UN Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO) such as; Contractors and suppliers:

- should not use child labour.
- should not use forced, prison or compulsory labour.
- comply with all applicable laws and regulations on freedom of association and collective bargaining.
- should not tolerate discrimination, harassment or retaliation and should provide a safe, secure and healthy workplace.
- should provide wages and benefits that meet or exceed the national legal standards and should comply with all applicable laws and regulations on working hours.

Anurag BAJPAYEE

Chief Executive Officer