



SUPPLIER CODE OF CONDUCT

Sunteck Realty Limited

Approach and Commitment

The Supplier Code of Conduct (“SCoC” or “Code”) attempts to articulate Sunteck Realty Limited’s (“Sunteck”) expectations from its suppliers with respect to ethical, environmental and social compliance throughout the course of its business relationship with Sunteck Realty Limited (“Sunteck”).

This Code is applicable to all ‘Suppliers’. ‘Suppliers’ 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 or seek to sell, any kinds of goods or services to Sunteck or any of its subsidiaries, affiliates or divisions.

This Code sets forth the basic requirements that we encourage our Suppliers to adhere to while their conducting business association with Sunteck. It draws inspiration from internationally recognised standards such as the Universal Declaration of Human Rights as well as prevalent industry standards and all other relevant and applicable statutory requirements concerning environment protection, minimum wages, child labour, anti-bribery, anti-corruption, and health and safety.

Policy Elements

Labour and Human Rights

In their endeavour to adhere to all labour laws and human right laws, our suppliers shall reasonably attempt to:

1. Strive to facilitate operations without child labour, bonded labour, indentured servitude, forced or compulsory labour or human trafficking.
2. compliance with all applicable laws on wages and benefits, working hours, overtime, human rights, and payment of fair and reasonable remuneration.
3. Observe the “no discrimination” policy on the grounds of gender, age, race, disability, political opinions, religion and ethnicity.
4. Protect employees and workers from harassment and violence, of any type including physical, verbal or psychological.
5. Strive to make safety an integral part of work activities and strive for continuous improvement in their safety standards and performance, with the goal of zero injuries at all work locations.

Occupational Health and Safety

Aligning to Sundeck’s endeavor to achieve high standards of occupational health and safety, the supplier will endeavor to:

1. Strive to facilitate employees’ well-being by providing a safe, hygienic and healthy working environment, and provide access to proper sanitation facilities and potable water.
2. Seek to take reasonable steps to identify health and safety-related risks and establish appropriate measures to address them.
3. Seek to provide adequate training on health and safety measures, exposure to hazardous materials, and other relevant information.
4. Strive to provide a safe and healthy work environment for its employees by prohibiting alcohol and drugs at the workplace. Seek to encourage no tolerance for Supplier’s employees working under the influence of alcohol or any prohibited substance.

Business Integrity

While reasonably attempting towards ideal practices around business integrity, the suppliers' endeavors shall:

1. Discourage insider trading, and encourage transparency and high standards of business conduct.
2. Report unethical behavior by any Sunteck employee through the enquiries section on Sunteck's website and workplace without fear of any retaliation.

Environmental Responsibility

In order to achieve high adherence of responsibility towards environment, suppliers shall put reasonable efforts to:

1. Strive to comply with applicable laws and regulations on environment protection matters pertaining to water, waste, air and land, applicable in India, enacted by both the central and respective state government.
2. Strive to encourage activities which have a minimal impact on the environment.
3. Endeavour to monitor environmental performance with the aim of continuous improvement over time.
4. Endeavor to run business operations in an environmentally responsible manner, through aspects like optimization of energy consumption, carbon emissions, waste management and material consumption.
5. Seek to design effective systems to prevent or manage accidental spills and discharges into the environment.
6. Endeavour to comply with the relevant environmental, quality, and health and safety standards.

Commitment to Compliance

Sunteck expects its suppliers to reasonably adhere to all applicable laws and regulations, and comply with this Code in letter and spirit. Sunteck encourages the suppliers to read and understand the contents of this Code. Sunteck further encourages that its suppliers must comply with this Code and reasonably agree to uphold such values during their association with Sunteck.

For any queries concerning this Code, suppliers may reach out to
<https://www.sunteckindia.com/grievance.php>