

Supplier Code of Conduct and Compliance Policy		
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Supersedes: All previous policies and circulars related to 'Supplier Code of Conduct and Compliance Policy' for Glosmos Technomerates LLP		

1. Introduction

At **Glosmos Technomerates LLP**, we hold our suppliers and partners to the highest ethical, legal, and social responsibility standards. This **Supplier Code of Conduct and Compliance Policy** outlines the company's expectations from all suppliers, vendors, contractors, and service providers. Suppliers are required to comply with national and international standards, as well as environmental, social, and governance (ESG) principles. This policy ensures that all products and services procured by the company are produced and delivered in a manner that upholds ethical labor practices, environmental sustainability, and fair business operations.

2. Objectives

- To ensure that suppliers align with Glosmos Technomerates LLP's commitment to ethical, sustainable, and legal business practices.
- To define clear expectations regarding compliance with national and international laws, human rights, labor standards, and environmental policies.
- To promote the integration of environmental, social, and governance (ESG) principles within the supplier's operations and supply chain.
- To encourage continuous improvement in supplier practices to ensure long-term sustainability and responsible business behavior.



3. Compliance with National and International Standards

3.1 National Standards (India)

- **The Companies Act, 2013:** Ensures transparency, accountability, and ethical business practices in dealings with suppliers.
- **The Environmental Protection Act, 1986:** Requires suppliers to minimize environmental impact through responsible manufacturing and supply chain practices.
- **Labour Codes (2020):** Ensures that all suppliers follow Indian labor laws, including fair wages, working conditions, and non-discrimination.
- **The Factories Act, 1948:** Mandates suppliers in manufacturing to ensure safe and hygienic working conditions for their workers.

3.2 International Standards

- **United Nations Global Compact:** Suppliers are encouraged to align with the Ten Principles of the UN Global Compact, covering human rights, labor standards, environmental protection, and anti-corruption.
- **ILO (International Labour Organization) Core Conventions:** Compliance with ILO standards ensures no child labor, forced labor, discrimination, or unsafe working conditions in the supplier's operations.
- **OECD Guidelines for Multinational Enterprises:** Suppliers must adhere to these guidelines to promote responsible business conduct and transparency in international trade and operations.
- **ISO 14001:** Environmental Management Systems certification encourages suppliers to adopt sustainable and eco-friendly practices.
- **ISO 45001:** Health and Safety Management standards that suppliers must follow to ensure a safe working environment.
- **Global Reporting Initiative (GRI):** Suppliers are encouraged to adopt transparent reporting on ESG matters.

4. Core Principles of Supplier Code of Conduct

4.1 Ethical Business Conduct

- **Anti-Bribery and Corruption:** Suppliers must adhere to anti-corruption laws, including the **Prevention of Corruption Act, 1988** in India, and international standards such as the **UK Bribery Act** and **Foreign Corrupt Practices Act (FCPA)**. Bribes, kickbacks, and any unethical means of obtaining business are strictly prohibited.
- **Fair Competition:** Suppliers must conduct business with integrity, ensuring fair competition and refraining from practices that would distort market fairness, as guided by **The Competition Act, 2002**.



- **Anti-Money Laundering:** Suppliers must comply with all applicable anti-money laundering laws and immediately report any suspicious activities.

4.2 Human Rights and Labor Standards

- **No Forced or Child Labor:** Suppliers must comply with the **ILO's Minimum Age Convention (No. 138)** and **Worst Forms of Child Labour Convention (No. 182)**, ensuring no use of child labor or forced labor in their supply chain.
- **Fair Wages and Working Hours:** Suppliers must comply with local labor laws and international standards to provide fair wages, reasonable working hours, and overtime compensation.
- **Non-Discrimination and Inclusion:** Suppliers must not discriminate on the basis of race, color, religion, gender, sexual orientation, disability, or any other protected status. Inclusivity and respect for **LGBTQIA+** individuals must be upheld in alignment with **UN Human Rights Guidelines**.
- **Health and Safety:** Suppliers are required to provide a safe and healthy workplace, adhering to national laws such as **The Occupational Safety, Health, and Working Conditions Code, 2020**, and international standards like **ISO 45001**.

4.3 Environmental Responsibility

- **Sustainable Practices:** Suppliers must adopt environmentally sustainable practices that minimize their environmental impact in compliance with **ISO 14001** and **The Environmental Protection Act, 1986**.
- **Waste Management and Resource Efficiency:** Suppliers are expected to manage waste responsibly, optimize resource use, and promote recycling where possible.
- **Climate Change Commitment:** Suppliers are encouraged to adopt practices that reduce their carbon footprint and align with the **Paris Agreement** on climate change.

5. Environmental, Social, and Governance (ESG) Commitments

5.1 Environmental Stewardship

- Suppliers must reduce their environmental footprint by adopting energy-efficient processes, reducing emissions, conserving natural resources, and minimizing waste. They are encouraged to report their environmental performance according to **Global Reporting Initiative (GRI)** standards.

5.2 Social Responsibility

- Suppliers are expected to contribute to the well-being of their workers and the communities where they operate. This includes fair labor practices, respecting human rights, and community engagement, as outlined in **OECD Guidelines** and **ISO 26000** (Guidance on Social Responsibility).



5.3 Corporate Governance

- Suppliers must maintain transparent and accountable corporate governance structures. They should have policies in place to prevent fraud, corruption, and unethical behavior in their operations.

6. Supply Chain Management and Transparency

6.1 Responsible Sourcing

- Suppliers must ensure that their own supply chains comply with this policy. They are expected to vet their sub-suppliers and contractors, ensuring ethical practices across the entire supply chain.

6.2 Supply Chain Transparency

- Suppliers must maintain transparency in their sourcing practices, ensuring traceability of raw materials, especially those sourced from conflict zones or regions with high human rights risks. This includes compliance with **Dodd-Frank Act** provisions on conflict minerals.

6.3 Audits and Assessments

- Suppliers must allow **Glosmos Technomerates LLP** or authorized third parties to conduct audits or assessments of their facilities and practices to ensure compliance with this Code of Conduct. Non-compliance may result in termination of the business relationship.

7. Reporting, Monitoring, and Enforcement

7.1 Reporting Violations

- Suppliers are required to report any violations of this policy or ethical concerns through the company's **Whistleblower Protection Program**. All reports will be treated confidentially, and retaliation against whistleblowers is strictly prohibited.

7.2 Monitoring and Audits

- Glosmos Technomerates LLP reserves the right to periodically monitor and audit suppliers to ensure compliance with this policy. Suppliers must maintain proper records of their practices and make them available for review upon request.

7.3 Consequences for Non-Compliance

- Non-compliance with this policy may result in corrective actions, including but not limited to warnings, required action plans, suspension of business dealings, or termination of contracts.



8. Continuous Improvement and Collaboration

- Glosmos Technomerates LLP encourages suppliers to continuously improve their processes, working towards greater sustainability, better labor practices, and stronger governance.
- Suppliers are encouraged to collaborate with Glosmos Technomerates LLP in developing innovative, sustainable, and socially responsible solutions that benefit both businesses and communities.

9. Supplier Commitment to the Code

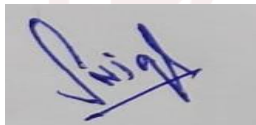
All suppliers are required to formally acknowledge this **Supplier Code of Conduct** and integrate its principles into their operations. By signing contracts with Glosmos Technomerates LLP, suppliers agree to adhere to this policy and ensure that their employees and subcontractors are equally committed to its principles.

10. Conclusion

Glosmos Technomerates LLP is committed to fostering ethical, sustainable, and responsible business practices throughout its supply chain. This **Supplier Code of Conduct** establishes clear expectations for all suppliers and business partners, ensuring compliance with both national and international standards, and promoting a shared responsibility for environmental sustainability, social well-being, and ethical governance.

For Glosmos Technomerates LLP

Director



Annexures

1. National Standards Referenced:

- The Companies Act, 2013
- The Prevention of Corruption Act, 1988
- The Environmental Protection Act, 1986
- Labour Codes, 2020



2. International Standards Referenced:

- United Nations Global Compact
- OECD Guidelines for Multinational Enterprises
- ISO 26000 (Social Responsibility)
- Paris Agreement on Climate Change
- ILO Core Labor Standards
- Global Reporting Initiative (GRI)



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