

Supplier Screening and Human Rights Policy		
Title: Supplier Screening and Human Rights Policy		Chapter No.: GT/ Supplier Policy
Approved by:	Issued by:	Effective Date: 04-Jul-2023
Chairman/MD/Director	Corporate Office/ HR	Revision No.:01
		Revision Date: 04-Jul-2024
		Page No. 1 to 7
		Copy No.01
Supersedes: All previous policies and circulars related to Supplier Screening and Human Rights Policy		

1. Purpose

As part of our commitment to ethical business practices, Glosmos Technomerates LLP is dedicated to ensuring that human rights are respected and upheld across all areas of our operations and supply chains. This policy outlines our approach to screening prospective suppliers, OEMs, business partners, and other stakeholders to assess risks related to modern slavery, forced labor, child labor, or any other human rights violations. We also require suppliers to provide certifications affirming their compliance with these principles.

2. Scope

This policy applies to all suppliers, OEMs, contractors, service providers, and business partners (collectively referred to as "suppliers") who engage with Glosmos Technomerates LLP. It covers the supply, installation, and maintenance of security and safety systems and any other goods or services provided to our company.

3. Commitment to Human Rights

Glosmos Technomerates LLP is committed to upholding the highest standards of human rights, aligned with both national and international laws, including:

- **The Universal Declaration of Human Rights (UDHR)**
- **The United Nations Guiding Principles on Business and Human Rights**
- **The International Labour Organization (ILO) Standards**
- **India's Bonded Labour System (Abolition) Act, 1976 and Child Labour (Prohibition and Regulation) Act, 1986**
- **The Modern Slavery Act (where applicable)**



We expect all suppliers and business partners to share our commitment to respecting and protecting human rights in all aspects of their operations.

4. Supplier Screening Process

To ensure that our supply chain operates with integrity and transparency, Glosmos Technomerates LLP will conduct thorough screening of all prospective suppliers. The screening process includes the following steps:

4.1 Initial Risk Assessment

- Suppliers will undergo an initial risk assessment to identify any potential risks related to human rights violations, including modern slavery, forced labor, and child labor.
- Risk factors such as the supplier's location, industry, and previous compliance records will be taken into consideration during this assessment.

4.2 Due Diligence

- All suppliers must provide information and documentation about their labor practices, including policies and procedures related to human rights, workplace safety, and employee treatment.
- Suppliers must disclose details about their own supply chains and confirm that all subcontractors and secondary suppliers also comply with human rights standards.

4.3 Supplier Certifications

- As a mandatory requirement, all suppliers must provide a **certificate of compliance** confirming that their operations are free from any form of modern slavery, forced labor, child labor, or human rights abuses.
- Suppliers must further certify that they will continue to adhere to these standards throughout the duration of their engagement with Glosmos Technomerates LLP.
- OEMs and other business partners must also provide assurances and certifications that their products and services are produced ethically, without violating human rights or engaging in exploitative practices.

4.4 Ongoing Monitoring and Audits

- Glosmos Technomerates LLP reserves the right to conduct regular audits and inspections of supplier operations to ensure compliance with human rights standards.
 - Any identified non-compliance will lead to immediate remediation measures, including corrective actions, or termination of the business relationship, if necessary.
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5. Responsibilities of Suppliers

Suppliers are required to:

- Ensure compliance with all applicable labor laws, both at the national and international levels.
- Maintain robust systems to prevent any form of modern slavery, forced labor, human trafficking, child labor, or exploitation within their operations and supply chains.
- Provide full cooperation during any audits or assessments conducted by Glosmos Technomerates LLP.
- Report any known or suspected violations of human rights immediately to Glosmos Technomerates LLP.
- Continuously train and inform their employees and subcontractors about ethical labor practices and compliance with human rights regulations.

6. Consequences of Non-Compliance

Non-compliance with this policy will be taken seriously and may result in:

- Immediate suspension or termination of business relationships with the supplier.
- Legal action or penalties as required under national or international laws.
- Reporting the violation to relevant authorities if necessary.

7. Alignment with National and International Standards

Glosmos Technomerates LLP's Supplier Screening and Human Rights Policy is aligned with:

- **The Modern Slavery Act (UK and other applicable regions)**
- **The UN Global Compact**
- **India's Child Labour and Bonded Labour Acts**
- **The ILO Declaration on Fundamental Principles and Rights at Work**
- **The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises**

8. Continuous Improvement

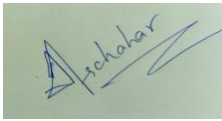
We are committed to continuously improving our approach to human rights protection in our supply chains. We will review this policy on a regular basis to ensure it remains current and aligned with evolving best practices and legal standards.

9. Conclusion

Glosmos Technomerates LLP remains dedicated to fostering a responsible and ethical supply chain that respects the rights of all individuals involved in the production and delivery of our products and services. We will continue to engage with our suppliers and business partners to promote and uphold human rights standards, ensuring that modern slavery and other human rights violations have no place in our operations.

For Glosmos Technomerates LLP

Head HR



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Annexure: Supplier Compliance Declaration Form

Supplier Compliance Declaration Form

Effective Date: [From.....Valid upto.....]

To be filled by the Supplier:

This form serves as a formal declaration by the supplier to confirm compliance with the ethical, human rights, and labor standards as outlined in the **Supplier Screening and Human Rights Policy** of **Glosmos Technomerates LLP**.

Please complete this form with accurate information and sign the declaration to confirm your commitment to the stated compliance requirements.

Supplier Information:

- **Company Name:** _____
- **Registered Business Address:** _____
- **Contact Person:** _____
- **Contact Email:** _____
- **Contact Phone Number:** _____
- **Type of Business:** _____
- **Country of Operation:** _____

Section 1: Compliance with Human Rights and Labor Laws

Please confirm your company's compliance with the following by marking the appropriate box:

1. Modern Slavery and Forced Labor

- We confirm that our operations and supply chains are free from any form of modern slavery or forced labor, in accordance with the **Modern Slavery Act** and other relevant regulations.
- We do not engage in, tolerate, or support any practices involving human trafficking or forced labor in any aspect of our business or supply chain.

2. Child Labor

- We comply with the **International Labour Organization (ILO) standards** and **national laws** prohibiting the use of child labor.



- We confirm that no child under the legal working age is employed directly or indirectly in our operations or supply chain.

3. Health, Safety, and Working Conditions

- We provide safe and healthy working conditions for all employees and comply with all relevant safety regulations and standards.
- We adhere to laws governing working hours, wages, and employee welfare, including the **Minimum Wages Act**, and ensure that no workers are subjected to exploitative conditions.

4. Non-Discrimination and Equal Opportunity

- We are committed to providing an inclusive workplace that promotes diversity and does not discriminate based on race, gender, religion, sexual orientation, or any other protected characteristic.

Section 2: Supplier Certifications and Policies

Please provide details of your company's certifications and policies that demonstrate compliance with human rights and labor laws:

1. Workmen Compensation Policy (WCP):

- Yes, we have an active WCP in place.
- Certificate Attached: Yes No

2. Gratuity and Employee Benefits:

- Yes, we provide gratuity and other benefits as per applicable laws.
- Certificate Attached: Yes No

3. ISO Standards (if applicable):

- Yes, we are ISO certified (Please specify the certification):

- Certificate Attached: Yes No

Section 3: Declaration of Compliance

By signing this form, we confirm that our organization:

1. **Complies** with all relevant national and international human rights, labor, and environmental standards, including:



- The **Universal Declaration of Human Rights (UDHR)**
 - The **ILO Conventions**
 - The **Modern Slavery Act** (where applicable)
 - The **Minimum Wages Act, 1948**
 - **India's Bonded Labour System (Abolition) Act, 1976, and Child Labour (Prohibition and Regulation) Act, 1986**
2. **Commits** to ensuring that our supply chain, including all subcontractors and suppliers, adheres to the same standards and will provide evidence of this compliance upon request.
 3. **Agrees** to provide periodic updates or information requested by Glosmos Technomerates LLP to verify compliance with the above standards.
 4. **Understands** that any non-compliance may result in the suspension or termination of the business relationship with Glosmos Technomerates LLP.

Declaration:

I, the undersigned, confirm that the information provided in this form is accurate and complete to the best of my knowledge. I further declare that our company complies with the ethical and legal standards as outlined by Glosmos Technomerates LLP's **Supplier Screening and Human Rights Policy**.

- **Authorized Representative Name:**

- **Position:**

- **Signature:**

- **Date:**

Please submit this completed form along with any necessary certificates to:

Glosmos Technomerates LLP

Head Compliance

Note: The completion and submission of this form are mandatory for all suppliers engaging in business with Glosmos Technomerates LLP. Failure to provide this form may result in the termination of the supplier agreement.

