

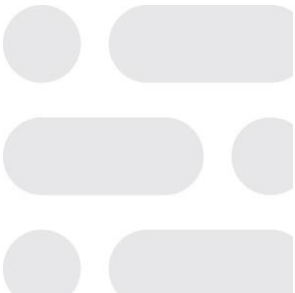


Supplier Code of Conduct (SCOC)

March 2025

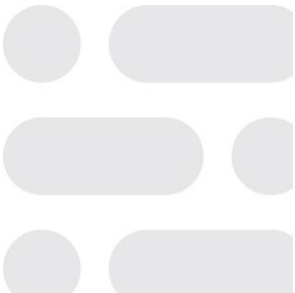
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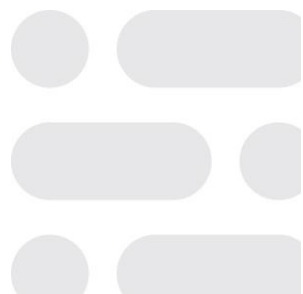


1. Introduction

At Evalueserve, we prioritize integrity, ethics, and sustainability while fostering innovation. We are committed to transparency, fairness, and accountability with all stakeholders, including shareholders, clients, suppliers, partners, employees, and local communities. Our policies align with the United Nations Global Compact (UNGC) and its Ten Principles in human rights, labor, environment, and anti-corruption to support responsible and sustainable decision-making.

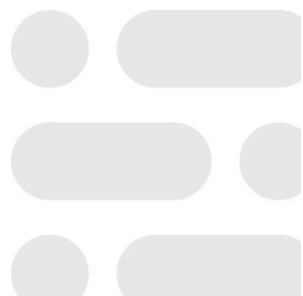
Our Supplier Code of Conduct (SCOC) outlines the minimum standards we expect our suppliers to follow when conducting business with us. It details our expectations, including compliance with internationally accepted environmental, social, and corporate governance (ESG) standards and regulations. For the purpose of the SCOC, 'suppliers' include service providers, vendors, traders, agents, consultants, contractors, subcontractors, joint venture partners, third parties (including their employees), and other representatives who have a business relationship with and provide, sell, or seek to sell any goods or services to Evalueserve or its subsidiaries and affiliates.

Our suppliers are crucial partners in our success. We believe in working together to address supply chain challenges and ensure ethical and sustainable business practices.



2. Scope

The SCOC applies to all suppliers working with Evalueserve. We reserve the right to evaluate our suppliers' compliance with the SCOC. Therefore, suppliers must integrate these standards into their operations and ensure compliance across their suppliers and employees, regardless of contract type, workplace location, or third-party contractual employees. Additionally, when providing services to Evalueserve, suppliers must adhere to relevant Evalueserve policies (visit [Corporate Governance - Evalueserve](#)), which are updated periodically to reflect changes in laws, regulations, and Evalueserve's standards. Suppliers should review these policies regularly to stay aligned with the latest updates and procedures.



3. Focus areas

Evalueserve's suppliers are required to adhere to the SCOC when conducting business with or on behalf of Evalueserve. They must fully understand and follow its principles and guidelines, both in spirit and letter. Additionally, suppliers must ensure compliance with the SCOC throughout their supply chains.

The key focus areas for suppliers are listed below:

3.1 Ethics and compliance

Suppliers must act responsibly, honestly, fairly, transparently, and with integrity.

3.1.1 Compliance with regulations and standards

Suppliers comply with local, national, and international regulations and standards.

3.1.2 Anti-bribery / anti-corruption practices

Suppliers must not offer, give, promise, or authorize any bribe, gift, favor, loan, fee, reward, or other advantage to any government official, Evalueserve employee, customer, or any other person to obtain business or improperly influence any action or decision. They must comply with all local and national laws and regulations related to bribery, corruption, and prohibited business practices.

3.1.3 Fair competition

Suppliers must adhere to competition and antitrust laws and uphold the principles of fair competition. They should avoid activities that restrict or distort competition, such as price-fixing agreements with competitors and other unfair business practices. Additionally, they must deal fairly with customers, suppliers, competitors, and employees, and refrain from taking unfair advantage by manipulating, omitting, or misrepresenting facts.

3.1.4 Confidentiality and intellectual property

Suppliers must safeguard the confidential and personal information of their business partners, suppliers, clients, and employees. They should not misuse any intellectual property (such as trade secrets, copyrights, trademarks, etc.) or any confidential and personally identifiable information shared by Evalueserve. Additionally, they must not disclose Evalueserve's confidential information for their financial gain or that of their friends, relatives, or others.

3.1.5 Privacy and data protection

Suppliers must follow all relevant data protection laws when handling the personal data of individuals, including employees, customers, suppliers, and business partners. They must keep the information provided by Evalueserve confidential and intact unless disclosure is required by law or Evalueserve. Any actual or suspected data breaches must be reported to Evalueserve immediately upon detection.

3.1.6 Conflict of interest

Suppliers must avoid any real, potential, or perceived conflicts of interest in their dealings with Evalueserve. They must disclose any personal, financial, or other relationships with Evalueserve employees, customers, or business partners that could improperly influence or appear to influence business decisions. Suppliers should not offer gifts, favors, or incentives that could create an obligation or affect the impartiality of Evalueserve representatives. Any conflicts of interest or related concerns must be promptly reported to Evalueserve.

3.1.7 Insider trading

Suppliers must not use or disclose material non-public information about Evalueserve or its customers, or business partners for securities trading or any other financial gain. They must comply with all applicable insider trading laws and regulations and take necessary precautions to prevent unauthorized access to such information. Any suspected misuse of insider information must be promptly reported to Evalueserve.

3.1.8 Information security

Suppliers must implement security measures to protect confidential, proprietary, and personal information received from Evalueserve, its customers, and business partners. They must prevent unauthorized access, disclosure, alteration, or destruction of this information and comply with all data protection and cybersecurity laws. Any actual or suspected security breaches must be promptly reported to Evalueserve.

3.2 Labor and human rights

Suppliers should maintain the following basic standards related to people's fundamental dignity and rights:

3.2.1 Anti-discrimination / harassment measures

Suppliers must treat their employees and business associates with dignity and respect. They should not discriminate based on race, color, religion, gender, sexual orientation, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, or marital status when hiring, training, promoting, or rewarding employees.

3.2.2 Working hours and wages

Suppliers must comply with and inform employees about laws related to working hours, minimum wages, overtime pay, rest periods, leave policies, and other essential benefits (e.g., social security). They must provide fair compensation to all employees, including full-time, temporary, freelance, migrant, contractual workers, and apprentices, as required by regional regulations.

3.2.3 Health and safety

Suppliers must comply with all health and safety laws, establish methods, and document results to reduce workplace accidents, deaths, and illnesses. They must ensure a safe and healthy work environment by maintaining clean facilities, well-maintained equipment, adequate lighting, and ventilation. Suppliers must also take necessary precautions to prevent accidents and injuries and provide employees with adequate safety equipment and training.

3.2.4 Child and forced labor

Suppliers associated with Evalueserve must not use child labor, meaning they cannot employ anyone below the age of compulsory education or the minimum age of employment, whichever is higher. They must also avoid any form of forced labor, including slavery, forced prison labor, and bonded labor. All employees must confirm that their employment is voluntary and free from physical or mental coercion.

3.2.5 Freedom of association and right to collective bargaining

Suppliers must respect employees' rights to freedom of association, collective bargaining, and peaceful assembly, including the right to refrain from such activities, in line with local laws and international standards like those set by the International Labor Organization. Employees exercising these rights should not face intimidation, harassment, or retaliation. If local laws or circumstances restrict these rights, suppliers must find other ways to meaningfully discuss employment-related issues and workplace concerns with their workers.

3.2.6 Modern slavery

Suppliers must proactively identify, address, and report risks of modern slavery practices, including human trafficking, forced labor, and slavery-like practices, in their operations and supply chain, in accordance with relevant laws.

3.2.7 Human rights

Suppliers must respect and uphold fundamental human rights as recognized by international standards, such as the Universal Declaration of Human Rights and the International Labour Organization conventions. They must ensure fair treatment, safe working conditions, and non-discriminatory practices for all workers. They must also prohibit forced labor, child labor, human trafficking, and any form of inhumane treatment, including harassment or abuse.

3.2.8 Diversity and inclusion

Suppliers must promote a diverse workforce and work to eliminate barriers to equality by incorporating diversity and inclusion strategies in their business practices and actively engaging with diverse suppliers.

3.3 Environmental sustainability

Evalueserve acknowledges its social responsibility to promote environmental sustainability and protection. Suppliers must align with our commitments to actively reduce waste, water consumption, and carbon emissions.

3.3.1 Energy consumption and greenhouse gas (GHG) emissions

Suppliers must take initiatives to improve energy efficiency and reduce GHG emissions. They also have to track and document their energy consumption and GHG emission data and provide it to Evalueserve upon request.

3.3.2 Pollution and resource reduction

Suppliers must minimize or eliminate pollution and waste. They should take steps at the source, install pollution control equipment, adjust production, maintenance, and facility processes, or use other effective methods. Additionally, they must conserve natural resources like water, fossil fuels, and minerals by substituting, reusing, or recycling them.

3.3.3 Waste management

Suppliers must adopt a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle non-hazardous waste. They must also identify, label, and manage chemicals and other hazardous substances to ensure their safe handling, movement, storage, use, recycling, reuse, and disposal.

3.3.4 Water management

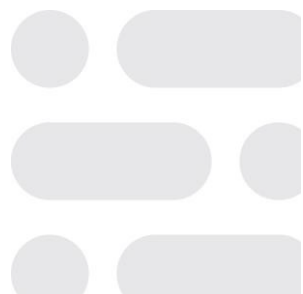
Suppliers must establish a water management program to document, describe, and monitor water sources, usage, and discharge in their facilities. They should look for opportunities to conserve water and ensure wastewater is characterized, monitored, controlled, and treated before discharge or disposal.

4. Notable points

Suppliers must consider the SCOC as part of the terms and conditions of their service and purchase agreements. Non-compliance with the SCOC may affect future business opportunities with Evalueserve.

They must have documented practices, guidelines, and policies that support sustainable business practices and ensure they serve their stakeholders effectively while minimizing risks.

All suppliers must self-monitor their compliance with our SCOC and inform Evalueserve of any non-compliance. Suppliers must also respond to Evalueserve's reasonable requests for information regarding compliance with our SCOC.



5. Reporting mechanism

Evalueserve fosters a culture of transparency within the organization and supply chain, encouraging all stakeholders to raise legal and ethical concerns. Suppliers must report any ethical violations or non-compliance with the SCOC by Evalueserve or its employees to wbccommittee@evaluateserve.com. For work-related queries, suppliers should contact Purchaseteam@evaluateserve.com.

Evalueserve's Whistleblower policy demonstrates our commitment to reviewing and addressing potential breaches of laws, regulations, the SCOC, and other relevant policies. Our whistleblower process ensures the confidentiality of the whistleblower to the extent possible and protects those who, in good faith, seek advice or report questionable behavior or possible violations of the SCOC, against any retribution or retaliation.



6. Supplier declaration

I / We, on behalf of _____, hereby acknowledge and agree to abide by the attached SCOC and will abide by such policies and principles. I / We have read and understood the SCOC and agree to the following standards:

- The SCOC provides the general guiding principles and policies at Evalueserve. As a supplier or representative of Evalueserve, I / we need to always abide by and comply with this SCOC.
- Complying with this SCOC is my / our responsibility.
- If I / we need to raise an issue or report any concern / incident, I / we will follow the procedure laid down in this document.

I / We hereby attest to the above standards of the SCOC.

Signed: _____

Supplier / Partner / Vendor Name: _____

Authorized representative: _____

Date: _____

