

SUPPLIER CODE OF CONDUCT

CIN: L17291TN2010PLC077303

Objective

The policy on 'Supplier code of conduct' outlines the approach code of conduct applicable to the suppliers of Go Fashion (India) Limited ("The company").

The company expects all its suppliers to operate in accordance with the responsible business principles detailed in this policy and in compliance with all applicable laws and regulations. The company expects its suppliers to implement code similar to this with their own business partners.

Scope

This Supplier code of conduct is applicable to the suppliers of Go Fashion (India) Limited. It is also applicable to contractors, sub-contractors (through the relevant contractors), logistics partners, service providers, business partners, or any other entity entrusted that provides goods and services to us, across geographies within the legal boundaries.

Implementation

Go Fashion suppliers are required to acknowledge and implement this code of conduct. If there are any gaps in implementation, suppliers are expected to plan and implement time bound improvement plan. In the incidence of severe violation of this code, the company reserves the right to take actions including termination of contract.

Grievance Redressal

The company expects their suppliers to have the grievance redressal mechanism under which the employees can voice their concerns without fear of any retribution. All grievances are to be investigated fairly within a reasonable timeline. The company also encourages its suppliers voice their opinion about the potential and actual violation of this code as per whistle-blower policy of the company.

Supplier Code of Conduct:

- Governance:
 - > Suppliers should adhere to the anti-bribery & anti-corruption clauses as defined by the company
 - > Disclose actual or potential conflict of interest to the company
 - Adhere to data privacy laws and be compliant with the contractual requirement of confidentiality
 - Exercise quality and sustainability due diligence for the design, manufacture, testing and production of products.

The suppliers are also expected to adhere to the following:

- Stakeholder Engagement: We have a stakeholder engagement policy in place and expect our suppliers to practice transparent and effective communication with their stakeholders on a periodic basis.
- Regulatory Compliance: We expect our suppliers to follow the applicable laws of the land in which
 it operates. Suppliers shall identify the risks connected with their operations including but not
 limited to environmental, health and safety, labor practices and ethics.
- Transparency and anti-corruption: We expect our suppliers to comply with all the relevant antibribery and anti-corruption.
- Grievance Mechanism: We expect our suppliers to enable their employees' voice their concerns freely through robust grievance redressal mechanisms.

Environment

- Suppliers should proactively incorporate environmental considerations into their operations and strive to minimize the negative impacts on the environment.
- Comply with all local/national environmental laws/ regulations





- Plan and implement an environmental monitoring system to identify, measure and monitor performance to minimize the environmental impact of its operations.
- Plan to promote environment management in their operations such as:
 - ➤ Energy Conservation: We expect our suppliers to monitor their energy use and take necessary steps to improve energy efficiency.
 - ➤ Water management: We expect our suppliers to develop water management strategies to track water consumption and wastewater disposal.
 - Waste Management: Our suppliers embrace the principles of circular economy by reducing, recycling, and recovering waste materials generated in operations.
 - Responsible Sourcing: We expect our suppliers to integrate sustainability into their supply chain through sustainable procurement practices, use of sustainable raw materials and continuous engagement.
 - ➤ Hazardous Substances: We require our suppliers to handle, store, and dispose of chemicals and hazardous materials in an environmentally responsible manner and train workers on these procedures.

Social

Working conditions and Employment practices:

- Ensure fair treatment and refrain from discrimination of any form as prohibited by national laws
- Commit to a workplace free of abuse and free of harassment of any kind
- Establish fair processes for grievance redressal, disciplinary action and employment termination
- Respect rights of freedom of association of employees
- Comply with local/national work hour requirements for workers
- Comply to national laws of paid sick leave, paid annual leave & paid paternal leave
- The following conditions also need to be adhered to:
- Prohibition of Forced or Compulsory Labour: We expect our suppliers to refrain from using or supporting forced, bonded, indentured labour or involuntary prison labour.
- Prohibition of Child Labour: Suppliers must not, under any circumstances, use child labour as defined by national and local laws and / or ILO Convention, whichever is more stringent.
- Non-Discrimination: We expect our suppliers to strictly adhere to all applicable laws and regulations and prohibit workplace discrimination based on religion, age, nationality, colour, gender, sexual orientation, ethnicity, physical ability, health condition, marital or maternity status, political opinion, creed etc.
- Working Hours, Wages and Leave Benefits: We expect our suppliers to comply with all applicable laws and regulations on working hours, weekly rest day and public holidays. Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families.
- Safe Workplace: We expect our suppliers to provide a work environment that is compliant with all applicable safety laws and standards such as electrical and fire safety laws.

Health & Safety

- Suppliers should provide a safe, secure and healthy workplace to all its workforce
- Ensure that hazard identification, measurement and mitigation process is in place
- Ensure compliance with all local/state/national laws and regulations
- Conduct periodic safety training for all its workforce
- Enable the workforce to report unsafe/ unhealthy workplace conditions without any fear of retribution. Such complaints should be investigated and remedied within a reasonable time frame.

Review of the Policy

This policy would be reviewed periodically and the updated policy would be available on the website.