

YOUR ULTIMATE ART DESTINATION!

ARTSTY

Supplier code of conduct Policy

EFF. 1st August 2023

Artsty's Code of Conduct outlines standards for conducting business in an ethical, lawful and responsible way. In accordance with these standards, Artsty has outlined this Supplier Code of Conduct to ensure that its suppliers are committed to the same set of principles and guidelines.

Suppliers including Artists/Craft Suppliers, their employees, agents, and subcontractors (collectively referred to as "Sellers") may enter into agreements with Artsty to conduct business with Artsty or on its behalf. All Suppliers are required to comply with this Supplier Code of Conduct as well as all applicable laws and regulations. In rare circumstances, such agreements can still move forward if Artsty identifies sufficient compensating controls in place to reasonably ensure legal compliance. Artsty expects Suppliers to have strong corporate governance in place to support their compliance with this Code of Conduct. Artsty may audit a Supplier upon reasonable notice to help confirm compliance with this Code of Conduct. Artsty reserves the right to discontinue a Supplier relationship in the event they are found to be acting unlawfully or in violation of this Code of Conduct or any applicable Artsty policy.

Legal and Regulatory Compliance

Anti-Corruption: No seller shall give or offer anything of value to gain an improper or unfair advantage for their own and shall not involve in any dealings with government

officials or the private sector. Suppliers are required to comply with applicable laws and regulations.

Antitrust: No seller shall participate in any anti-competitive conduct such as discussing or exchanging competitively sensitive information or agreeing to choose geographic markets, customers or pricing with competitors. Suppliers are required to comply with applicable antitrust and fair competition laws. **Obtaining all license, permissions and registration from statutory authorities:** Users are required to obtain any permits or licenses that is required by the users under the law. All sellers are also required to obtain registration under GST laws for the purpose of selling on the website of Artsty.

Business Practices and Ethics

Conflicts of Interest: Sellers shall not take part in any kind of conflicts of interest at any cost. The sellers, at even the slightest hint of appearance of conflict of interest, shall take all possible means to eradicate such conflict of interest. Sellers must not deal directly with any Artsty employee whose spouse, domestic partner or other relative has an interest in the Supplier as an employee, partner, owner, investor, or similar roles, including negotiating the Supplier contract.

Gifts and Hospitality: Seller shall avoid in offering gifts or providing lavish hospitality to Artsty employees. When offering a gift or hospitality to an Artsty employee, seller should use good judgment and ensure it complies with applicable laws, and is consistent with local customs.

External Communications: No seller shall speak publicly on behalf of Artsty unless authorized to do so by Artsty Legal.

Risk Management: Seller shall implement internal policies, procedures, and controls to identify, address, and remediate risks addressed in this Code of Conduct as well as applicable legal requirements.

Training and Communication: Sellers shall communicate this Code of Conduct to all employees or contractors who are and willing to conduct business with Artsty and also conduct training for employees, as and when necessary.

Record Management: All records are accurately record, maintained & reporting of financial & business information are done in a fair and transparent manner. Artsty ensures compliance with all applicable laws & regulations regarding such information.

Labor Practices

Anti-harassment and Unlawful Discrimination: Seller shall provide equal opportunity of employment for all and maintain a respectful work environment that is free of discrimination, violence, harassment and intimidation.

Human Rights: Sellers shall respect human rights, provide fair working conditions and prohibit forced, compulsory or child labor.

Compensation: Sellers shall provide compensation (including overtime and benefits) that at minimum complies with local laws. Sellers must pay their employees in a timely manner and provide documentation detailing the basis of their pay.

Parental Leave: Sellers shall abide by all applicable laws pertaining to parental leave, and offer paid benefits that are gender inclusive.

Freedom of Association: Sellers shall abide by all applicable laws pertaining to freedom of association and collective bargaining. Sellers shall not retaliate against employees who choose to organize in a manner which is permitted by law.

Environmental Protection

Compliance with Environmental Laws and Regulations: Sellers shall abide by all applicable laws for discharge of any hazardous materials, air emissions, waste and wastewater.

Ecological Footprint: Sellers shall conduct their business in an environmentally friendly and in a sustainable manner, including resource-efficient consumption of energy, water and other natural resources, minimizing waste and diversion from landfills, and reducing harmful chemical use.

Protection of Data, Intellectual Property, and Assets

Data Protection: Sellers shall protect confidential and proprietary information of Artsty, Artsty employees, members, and others with whom Artsty does business. Sellers shall not disclose information without proper authorization and should only be use the information for a legitimate business purpose. All information uses must comply with all applicable laws, regulations, and governing contracts.

Protect Artsty's Intellectual Property and Assets: Sellers shall protect and use Artsty's intellectual property and tangible assets responsibly. Artsty's intellectual property (including name, logo, trademarks, etc.) and tangible assets should be used for legitimate business purposes and only when authorized to do so by Artsty.

Reporting Concerns

If a seller is in violation of this Code of Conduct Artsty should be notified immediately at help@artsty.com

This policy is a part of our Terms of Use. By participating you're agreeing to this policy and our Terms of Use.

In case of any kind of disputes, all disputes shall be subjected to courts of West Bengal only.

All policies are subject to change from time to time.

If Artsty is sued, fined, or otherwise incurs expenses because of something that an artist or seller did in their capacity to the buyer or vis-e-verse, the seller or the buyer agrees to indemnify Artsty for the expenses.