

SUZLON ENERGY LIMITED SUPPLIER CODE OF CONDUCT

1. POLICY HISTORY

Date of Board approval	Particulars	Effective Date
22 nd July 2024	Introduction and implementation of Supplier Code of Conduct	22 nd July 2024

2. INTRODUCTION

- Suzlon is committed to sustainable development and expects the same commitment from our suppliers. This Supplier Code of Conduct outlines our expectations and standards.
- The Supplier Code of Conduct (SCOC) mentioned in this document is applicable to all ‘Suppliers’ who have a business relationship with and / or intend to have business relationship with Suzlon Energy Limited or any of its subsidiaries by means of providing any kinds of goods or services to Suzlon Group. “Supplier” here refers to material and commodity suppliers / service providers/ consultants/ business partners including their employees, and other representatives. This Code briefly provides the basic requirements that we expect our Suppliers to adhere, monitor and demonstrate continuous improvement while conducting business with Suzlon.
- This Supplier Code of Conduct outlines our expectations for suppliers in areas of ethics, human rights, environmental responsibility, legal compliance, and commitment for ensuring ESG Compliance throughout the supply chain.

3. ADHERENCE REQUIREMENTS

- The suppliers must comply with this SCOC in addition to all prevailing laws and applicable legislations and Suzlon’s contractual agreement procedures along with Sustainable Sourcing Policy.
- We expect suppliers to be aligned to UN Global Compact principles, OECD Guidelines, and UN Guiding Principles on Business and Human Rights to uphold human rights, labor, environment, and anti-corruption standards, ensuring responsible business conduct, and as well as preventing and addressing human rights risks in their operations, emphasizing corporate responsibility to respect human rights.
- The suppliers must demonstrate continuous improvement in ESG performance and must disclose their progress and be aligned with Suzlon’s expectations and should be able to reflect continuous improvement.
- As a part of commitment towards SCOC, we expect suppliers to maintain records and continuously monitor performance for implementation. We reserve right to take up ESG assessment of suppliers as well during onboarding and assessment on periodic basis for verifying compliance assessment and performance monitoring. We will also conduct Due Diligence for Suppliers including Human Rights Risk Assessment as and when required.
- The transparent cooperation and demonstration of compliance and verification of compliance through dialogue, assessments, or audits shall be carried out. The monitoring of suppliers shall be carried out for implementation of Corrective Action Plan (CAP).
- The violation or non-adherence of Supplier Code of Conduct or non-implementation of corrective actions specified in a Corrective Action Plan within

stipulated timeline can lead to suspension or termination of business relations with Suzlon.

4. HEALTH AND SAFETY

- All suppliers must have in place effective health and safety management systems, certification for ISO 9001, ISO 14001 and ISO 45001 appropriate for the nature and scale of their business and the goods, works or services they provide, ensuring compliance with health and safety law generally, as well as standards and codes specific to their industry.
- The suppliers must comply with our health and safety standards, and where applicable, audit might be undertaken for assessing compliance and verification for continuous improvement.
- Provision of safe working environments considering health and safety hazards shall be undertaken by supplier. The supplier must provide relevant training and maintain safety standards and ensure regular checks and monitoring to ensure that all safety standards are met.

5. HUMAN AND LABOR RIGHTS

5.1 Human Rights Due Diligence

- The suppliers must ensure conformance to human rights and should have established protocols to address human rights impacts linked to operations.
- All our Suppliers shall adhere to all applicable local, state and national Labour Laws and Human Rights Laws and Legislations at all times.
- We expect all suppliers and business partners to respect their people and to treat all people equally, with respect and dignity, ensure non-discrimination discrimination on the grounds of age, colour, disability, ethnicity, gender, and religion.

5.2 Child Labor

- All suppliers should ensure non-hiring of child labour under any circumstances. Prohibition of child labour, and remediation, if identified along with implementation of policies and procedures to prevent and address instances of child labour needs to be carried out.
- We will adopt verification, monitoring and reporting mechanisms for addressing instances of child labour and forced labour if any.

5.3 Modern Slavery

- Suppliers must not engage in or tolerate any form of modern slavery, including forced labor, bonded labor, or human trafficking. Modern Slavery covers harassment through forced and compulsory labor and human trafficking in the supply chains of businesses.
- The supplier must ensure that all work is voluntary, without coercion or deception, and that workers have freedom of movement.
- We will take up regular audits and assessments to detect and address any signs of modern slavery within the supply chain.

5.4 Discrimination, Harassment, and Harsh or Inhumane Treatment

- Prohibition of discrimination, harassment, and abuse needs to be ensured by supplier.
- The supplier must create inclusive workplaces and address misconduct.
- Monitoring of workplace behaviour and response to complaints shall be ensured

5.5 Working Hours and Compensation

- Compliance with legal requirements and fair compensation, wages and overtime benefits need to be carried out.
- Monitoring and review mechanism for ensuring verification of adequate compensation needs to be in place.

5.6 Freedom of Association and Collective Bargaining

- The suppliers must determine 'Respect for employees' rights to organize and bargain collectively.
- Practices for encouraging open communication and engagement with employees can be determined for employee representation and dialogue.

6. ENVIRONMENT

- The suppliers must determine conformance with environmental compliance requirements of Suzlon in order to minimize environmental impact from their operations.
- Procurement and use of resources sustainably, mitigation of carbon footprint, and adaption to climate change, preventing pollution and protection and enhancement of biodiversity shall be carried out.
- The focus on areas such as carbon reduction, energy consumption, optimization of water footprint, waste management shall be carried out.

7. BUSINESS ETHICS

All our Suppliers are required to comply with applicable legal and regulatory requirements along with Suzlon's Code of Governance. The Supplier shall not, directly or through intermediaries, take any recourse to any unethical behavior (implicit or explicit), or offer any advantage in order to obtain or retain a business or other advantage from a third party, including with any employee of Suzlon. The following stipulations need to be adhered by suppliers:

7.1 Anti-Corruption

- Compliance with anti-corruption laws and ethical practices needs to be demonstrated by supplier at all times.
- Undertaking transparent transactions thereby avoiding conflicts of interest and participation in Suzlon's supplier due diligence process.

7.2 Competition Law

- The suppliers and/or business partners must negotiate agreements in a fair, transparent manner and avoid contracts restricting competition.
- Ensuring compliance with competition laws and promote fair trade.
- Establishing review and verification of contract terms and competition compliance measures.

7.3 Personal Data Protection

- Adherence to principles of personal data protection and handling personal data lawfully and transparently.
- Establishing procedures for non-disclosure of confidential information and stringent protocols for handling insider trading
- Documentation of data protection policies and practices needs to be in place.

SUPPLIER ACCEPTANCE

I / We, the undersigned authorized representative/s of the Supplier, hereby certify that the Supplier accepts and complies with the Suzlon Energy Limited's Supplier Code of Conduct and modifications as and when required.
