

Code of conduct for Voltamp Transformers Limited's Supply Chain Partner

This Code of Conduct defines the basic requirements placed on the suppliers and third-party intermediaries of the Voltamp Transformers Limited concerning their responsibilities towards their stakeholders and the environment.

Purpose of this document

The Purpose of this document is to define the minimum standards that all of Voltamp's supply chain partners are required to follow. The supply chain partners (hereinafter collectively called Vendors) include, but are not limited to:

1. Vendors, suppliers
2. Sub-contractors,
3. Labour contractors,
4. Site contractors
5. Engineering sub-contractors

Each vendor is required to act responsibly and with integrity and honesty, and to comply with this code and its underlying principles, policies and instructions. By signing on a copy of this Code of Conduct, the respective Vendor commits itself to total compliance with this Code of Conduct in letter & spirit.

Legal Compliance

Comply with the laws and regulations of the applicable legal systems.

Human Rights and Labour Practices

Suppliers shall support and respect the protection of internationally proclaimed human rights and must not be complicit in any form of human rights abuse.

Prohibition of Forced Labour

- Neither use nor contribute to slavery, servitude, forced or compulsory labour and human trafficking.

Prohibition of Child Labour

- Not tolerate or use child labour in any stage of your activities other than in accordance with all applicable laws and regulations. No persons may be employed or engaged in any work if they are below the legal working age. Furthermore, no child be engaged in any form of work that could be harmful to his/her health, moral or social development, even if the applicable legal working age is below 18.

Non-Discrimination and Respect for Employees

- Promote equal opportunities and treatment of employees, irrespective of skin colour, race, nationality, ethnicity, political affiliation, social background, disabilities, gender, sexual identity and orientation, marital status, religious conviction, or age.
- Refuse to tolerate any unacceptable treatment of individuals such as mental cruelty, sexual harassment or discrimination including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

Working Hours, Wages & Benefits for Employees

- Adhere to all applicable working-hours regulations.
- Pay fair wages for labour and adhere to all applicable wage and compensation laws.
- Provide rest days and ensure that any overtime is properly documented and compensated.
- Compensate workers in a way that meets or exceeds minimum local standards and in an amount that is sufficient to meet basic human needs in the applicable community.
- Legally permit allow workers to freely associate with others, form, and join organisations of their choice, and bargain collectively.

Health & Safety of Employees

- Act in accordance with the applicable statutory and international standards regarding occupational health and safety and provide safe working conditions.
- Provide training to ensure employees are educated in health & safety issues.
- Establish a reasonable occupational health & safety management system.
- No persons may be employed or engaged in any work if they are below the legal working age. Furthermore, Voltamp requires that no child be engaged in any form of work that could be harmful to his/her health, moral or social development, even if the applicable legal working age is below 18.

Grievance Mechanism

- Provide access to a protected mechanism for their employees to report possible violations of the principles of this Code of Conduct.

Environmental Protection

Act in accordance with the applicable statutory standards regarding the environment. Minimize environmental pollution and make continuous improvements in environmental protection.

Fair Operating Practices

Anti-Corruption and Bribery

Tolerate no form of and do not engage directly or indirectly in any form of corruption or bribery and do not grant, offer or promise anything of value to a government official or to a counterparty in the private sector to influence official action or obtain an improper advantage. This includes to renounce from giving or accepting improper facilitation payments.

Fair Competition, Anti-Trust Laws and Intellectual Property Rights

Act in accordance with national and international competition laws and do not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors. Respect the intellectual property rights of others.

Conflicts of Interest

Avoid and/or disclose internally and to Voltamp all conflicts of interest that may influence business relationships, and to avoid already the appearance thereof.

Anti-Money Laundering, Terrorism Financing

Not directly or indirectly facilitate money laundering.

Data Privacy

Process personal data confidentially and responsibly, respect everyone's privacy and ensure that personal data is effectively protected and used only for legitimate purposes.

Responsible Minerals Sourcing

Take reasonable efforts to avoid in its products the use of raw materials which originate from Conflict-Affected and High-Risk Areas and contribute to human rights abuses, corruption, the financing of armed groups or similar negative effects.

Right to audit and termination

Voltamp reserves the right to verify that Suppliers are in compliance with this Supplier Code through assessments and/or audits, where third parties may be used.

Voltamp reserves the right to immediately terminate any and all agreements with a Supplier found to be in violation of any applicable law, or in material breach of any of the requirements of the Supplier Code, without incurring any liability towards the Supplier.

Confidentiality

Reporting and/or inspections shall be done in such a manner as to avoid unrestricted disclosure of Supplier's confidential information, including where Voltamp uses third parties.

Obligations

The obligations under this Supplier Code are in addition to the Suppliers' other obligations pursuant to any purchase or other agreement in place between Voltamp and the Supplier. These obligations shall continue in force in respect of any deliveries from the Supplier to Voltamp, regardless of the termination or expiry of any purchase or other agreement between the parties.