

Supplier Code of Conduct

Technoforce Solutions (I) Private Limited (“Technoforce”) is committed to the highest standards of social and environmental responsibility and ethical conduct. We expect our suppliers to embrace the following social, environmental and ethical responsibilities. Suppliers will cooperate with any information requests we may initiate to confirm their fulfilment of these responsibilities. Though we seek to work with suppliers to improve conditions, we may terminate our relationship with any supplier that fails to meet these responsibilities.

Labour and Human Rights

Suppliers of Technoforce shall respect all recognized human rights and treat all people with dignity. Suppliers should especially be aware of and respect the rights of indigenous people, vulnerable groups, including, but not limited to women, children, disabled people and migrant workers.

Harassment and Abuse:

Technoforce does not tolerate any forms of modern slavery or forced labour, including but not limited to forced, bonded or compulsory labour and human trafficking. Consequently, suppliers, including their recruitment agencies, shall not engage in or tolerate restrictions of movement, excessive recruitment fees, confiscation of identity documents and/or passports, withholding of wages, abusive working conditions, violence or any other kind of exploitation or abuse.

Child Labour:

Technoforce does not tolerate child labour, and suppliers shall prevent all forms of child labour. The minimum working age is the age of completion of compulsory school, but never less than 15 years. Young employees within the age of 15 – 18 years shall not be exposed to work that is likely to harm their physical or mental health, safety or morals.

Wages:

Suppliers shall always pay and provide their employees wages and benefits that, as a minimum, comply with applicable laws. Deduction from wages is permitted only if and to the extent prescribed by applicable laws and regulations.

Non-Discrimination and Fair Treatment:

Suppliers shall treat everyone with dignity and respect and provide equal employment opportunities and conditions based on the individual's ability to do the job, regardless of employee or job applicant characteristics. Supplier shall not tolerate humiliating or physical punishment or allow any employee to be subject to verbal, psychological, physical or sexual harassment or abuse.

Health and Safety

Suppliers will integrate the following health and safety management requirements into business processes to provide workers with a healthy and safe work environment:

Occupational Safety and Health:

Suppliers will comply with all applicable safety and health regulations. They shall identify and control worker exposure to safety and health hazards, including chemical, biological, physical, and ergonomic stressors. This may be done through proper engineering controls, maintenance, safe work procedures, and ongoing health & safety guidance. Where these means cannot adequately control hazards, suppliers will protect workers with appropriate personal protective equipment including access to first-aid supplies. Safety information shall be made available to everyone in order to educate, train, and protect the employees from safety hazards.

Emergency Preparedness:

Suppliers will identify potential emergencies and implement emergency plans. They must provide guidance to workers on emergency response procedures, including emergency reporting, worker notification, evacuation, drills, exit facilities, fire detection and suppression equipment.

Sanitation, Food and Housing:

Employees shall have ready access to clean drinking water, hygienic toilet facilities, hygienic food preparation, storage, eating facilities, adequate ventilation, light, temperature levels, and acceptable levels of noise & dust pollution, as applicable. If suppliers provide workers with residential facilities, those facilities should be clean and safe, with adequate personal space, entry and exit privileges.

Environmental Performance

Technoforce expects its suppliers to reduce their negative environmental impact by protecting the environment, conserving natural resources and continuously striving towards reducing the environmental footprint of their production, products and services throughout their entire product life cycle. The product life cycle stages include acquisition of raw materials, design, production, transportation/delivery, use, end-of-life treatment and final disposal.

Environmental Permits and Reporting:

Suppliers will obtain and keep current all required environmental permits, approvals, registrations, and follow their operational and reporting requirements.

Resource Efficiency and Clean Energy:

Throughout their operations, suppliers will work to reduce consumption of resources, including raw materials, energy, and water. Suppliers will seek to minimize energy consumption and greenhouse gas emissions and seek ways to improve energy efficiency and use cleaner sources of energy.

Hazardous and Restricted Substances:

Suppliers will identify and manage chemicals and other materials that pose a hazard to the environment, to ensure their safe handling, use, storage and disposal. Suppliers will identify, monitor, control, treat, and reduce hazardous air emissions, wastewater and waste generated from its operations.

Packaging:

Supplier shall monitor, track and document the composition of their packaging material which becomes waste at Technoforce in order to facilitate steps towards circular economy. e.g. utilizing eco-friendly materials for which there are locally established recycling markets available.

Waste Management:

Suppliers will work to reduce or eliminate waste of all types. Where waste cannot be eliminated, suppliers will manage and control all waste streams to comply with applicable laws and regulations, and in an environmentally responsible and secure way.

Ethics and Compliance

Suppliers will uphold the highest standards of ethics to promote honesty and integrity in business operations.

Business Integrity:

Suppliers will avoid even the appearance of conflicts of interest in their work with Technoforce and will immediately disclose any known family or other close personal relationships with our employees who have an influence over their engagements with Technoforce. Suppliers will not offer or accept any form of bribery, corruption, extortion, or embezzlement. Suppliers will not make illegal payments directly or indirectly. Suppliers shall comply with applicable anti-corruption laws.

Responsible Materials Sourcing:

Suppliers will take measures to ensure that any material they manufacture does not directly or indirectly benefit armed groups that commit human rights abuses. Suppliers will exercise, and will make available to us upon request, due diligence on the sources of such material.

Data Privacy:

Suppliers will protect the privacy of personal information of everyone with whom they do business, including suppliers, customers, employees and workers.

Management Systems and Continuous Improvement:

Technoforce believes that sound management systems and commitment are key to enriching the social and environmental well-being of our supply chain. Technoforce holds its suppliers accountable to this Supplier Code of Conduct. Supplier shall implement or maintain, as applicable, management systems that facilitate compliance with this Supplier Code of Conduct and applicable laws, identify and mitigate related operational risks, and facilitate continuous improvement.