



Somany Ceramics Limited

Supplier Code of Conduct

Philosophy

Somany is committed to conducting its business in an ethical, environmentally, and socially responsible manner. This code sets forth the company's expectations from its suppliers. Through this code, the company aims to foster responsible business relationships with its partners and promote sustainable practices in the value chain.

Applicability

The provisions of this code are applicable to the company's suppliers, service providers, dealers, distributors, and all entities who work directly with the company.

Code:

- 1. Business Ethics:** Suppliers are expected to conduct all business activities in an ethical manner with the utmost integrity. Suppliers are prohibited from offering gifts, donations, hospitality and/or entertainment to Somany's employees. Similarly, Somany's employees are prohibited from offering gifts, donations, hospitality and/or entertainment to any supplier.
- 2. Environmental Standards:** Suppliers are expected to comply with all environmental standards and regulations. Suppliers are expected to utilize resources efficiently and reduce any negative impact in terms of energy, water, waste, while disposing waste in accordance with all regulations. Suppliers are expected to continuously improve their environmental performance by adopting cleaner and resource efficient technologies.
- 3. Labour and Human Rights:** Suppliers are expected to comply with all local labour and human right regulations. Suppliers are prohibited from using child labour and any form of forced or compulsory labour. Suppliers are expected to provide employers with safe and healthy working conditions, fair compensation in accordance with minimum wages, working hours and legally mandated benefits and the right to freedom of association and collective bargaining. Suppliers are expected to adopt fair employment practices and not discriminate based on age, gender, ethnicity, or disability.
- 4. Conflict Minerals:** Somany is committed to responsibly sourcing raw materials for its manufacturing processes, including gold, tin, tungsten, and tantalum ("conflict minerals"). Accordingly, Suppliers are expected to supply materials to Somany that are "conflict free," which means either: 1) any conflict minerals supplied to Somany or any of its contract manufacturers must not directly or indirectly fund armed conflict in the Democratic Republic of Congo (DRC) or adjoining countries; or 2) any conflict minerals must be from recycled or scrap sources. Suppliers are expected to survey their suppliers to determine whether the applicable conflict mineral originates from the DRC or an adjoining country and, if so, whether the conflict mineral is conflict free.

Suppliers are expected to timely respond to any surveys or requests for information from Somany that are related to conflict minerals that are supplied to Somany or any of its contract manufacturers.

Accountability

Somany expects its suppliers to comply with the provisions of this code and translate its requirements to their suppliers. The company values cooperation with its suppliers and looks to work towards addressing any gaps vis-a-vi this code. The company reserves the right to terminate any contract if non-compliance to this code is not addressed.

GM-Purchase shall be responsible for the implementation of this code.

Suppliers may submit any concerns or complaints with respect to non-compliance with this code to GM-Purchase.