SUPPLIER CODE OF CONDUCT POLICY

1. Purpose and Scope

This Policy sets the minimum ethical, labour, health and safety, environmental and business standards expected from all suppliers, vendors, contractors, subcontractors, manpower agencies and other business partners providing goods or services to Smart Roof Solar Solution Limited ("the Company"). Suppliers shall communicate these requirements to their workers and relevant sub-contractors.

2. Labour and Human Rights

- Legal employment age: Suppliers must comply with applicable Indian child and adolescent labour laws. The Company's policy is not to engage any person below 18 years of age in work for the Company, including solar installation, electrical work, work at height or other site activities. Age must be verified before deployment.
- No forced labour: No bonded, trafficked, prison, involuntary or forced labour; workers must be free to leave employment in accordance with law. No retention of original identity documents or unlawful recruitment fees.
- Fair treatment: No discrimination, harassment, bullying, abuse or retaliation. Respect workers' dignity, privacy and lawful freedom of association.
- Wages and working hours: Pay at least applicable minimum wages and statutory benefits on time; maintain accurate wage, attendance and employment records; follow applicable rules for working hours, overtime, weekly rest and leave.
- Employment and social security: Provide legally required appointment/employment records and comply, where applicable, with EPF, ESI, bonus, gratuity, contract labour, migrant worker and other statutory obligations.
- No unauthorised deductions: Make only lawful deductions and provide workers with clear wage details. Do not use child labour, forced labour or other unlawful labour practices in the supply chain.

3. Health, Safety and Environment

- Provide a safe workplace, competent supervision, appropriate PPE, safety training and emergency arrangements. Report accidents, near misses and unsafe conditions promptly.
- For solar/project work, follow site safety rules, electrical isolation and lock-out/tag-out procedures where applicable, work-at-height controls, safe lifting practices and permit-to-work requirements.
- Comply with applicable environmental requirements; manage waste responsibly, prevent spills and pollution, and conserve energy, water and materials where practicable.

4. Ethics and Business Integrity

- Prohibit bribery, kickbacks, fraud, extortion, conflicts of interest and falsification of records. Gifts or hospitality must not improperly influence business decisions.
- Protect Company/customer information, personal data, intellectual property and site/property assets. Use confidential information only for authorised business purposes.
- Maintain required licences, registrations, insurance and statutory records applicable to the supplied goods/services. Do not use counterfeit, unsafe or unlawfully sourced materials.

5. Compliance, Monitoring and Corrective Action

Suppliers shall comply with applicable central and state laws, rules, notifications and relevant contractual/site requirements. The Company may request supporting records, conduct reasonable compliance checks or site inspections, and require corrective action within a specified time. Serious or repeated violations may result in suspension of work, withholding of deployment approval or termination of the business relationship, subject to contract and law. Suppliers must promptly report suspected violations to the Company's authorised contact and must not retaliate against anyone raising a concern in good faith.

Smart Roof Solar Solutions Limited

Director