



Supplier Sustainability Policy

1. Purpose

This policy defines the sustainability and ethical standards expected of all suppliers and business partners of RMSI Private Limited. We are committed to conducting business responsibly, and we expect the same from our suppliers to ensure environmental, social, and economic well-being across our value chain.

2. Purpose

This policy applies to all vendors, contractors, outsourcing partners, and service providers especially those providing software, IT services, cloud hosting, consulting, and tech infrastructure.

3. Core Principles

3.1. Human and Labor Rights

Suppliers must:

- **Child Labour and Young Workers:** Prohibit child labor in accordance with ILO standards and ensure protections for legally employed young workers.
- **Wages and Benefits:** Provide wages, overtime, and benefits that meet or exceed legal minimums and industry standards.
- **Working Hours:** Ensure working hours comply with applicable laws and avoid excessive overtime.
- **Modern Slavery:** Eliminate all forms of forced labor, slavery, servitude, and human trafficking.
- **Ethical Recruiting:** Recruit ethically without charging recruitment fees or holding identity documents.
- **Freedom of Association:** Respect workers' rights to unionize, form associations, and bargain collectively.
- **Women's Rights:** Promote gender equity, equal pay, and protection from harassment.
- **Diversity, Equity, and Inclusion:** Foster diverse and inclusive workplaces free from discrimination.
- **Minority and Indigenous Rights:** Respect rights, traditions, and lands of minority and indigenous communities.
- **No Forced Eviction:** Avoid forced evictions and respect land, water, and forest rights.
- **Use of Security Forces:** Ensure private/public security forces do not violate human rights.

3.2. Ethics and Integrity

Suppliers must:

- **Financial Responsibility:** Maintain accurate books and records in accordance with accepted accounting practices.
- **Disclosure of Information:** Disclose business activities, financial condition, and performance transparently.
- **Fair Competition:** Comply with competition and anti-trust laws.
- **Conflicts of Interest:** Disclose and manage any conflicts of interest.
- **Counterfeit Parts:** Avoid use and distribution of counterfeit or unauthorized products.
- **Intellectual Property:** Respect and protect IP and trade secrets.
- **Export Controls:** Comply with international trade laws, sanctions, and embargoes.
- **Whistleblower Protection:** Implement secure channels for reporting misconduct without retaliation.
- **Labour and Young Workers:** Prohibit child labor in accordance with ILO standards and ensure protections for legally employed young workers.
- **Wages and Benefits:** Provide wages, overtime, and benefits that meet or exceed legal minimums and industry standards.

3.3. Environmental Stewardship

Suppliers must:

- GHG Emissions: Monitor, report, and reduce greenhouse gas emissions.
- Energy Efficiency: Improve energy efficiency across operations, including software and hardware infrastructure.
- Renewable Energy: Transition toward renewable energy sources where feasible.
- Decarbonization: Set targets and timelines to achieve net-zero emissions.
- Water Management: Use water responsibly; monitor quality, consumption, and discharge.
- Air Quality: Minimize air emissions harmful to human and environmental health.
- Chemical Management: Handle, store, and dispose of chemicals responsibly.
- Sustainable Resource Management: Optimize the use of raw materials and energy.
- Waste Reduction & Recycling: Implement programs to reduce, reuse, and recycle waste.
- Biodiversity & Land Use: Avoid operations contributing to deforestation, habitat loss, or biodiversity decline.
- Soil & Noise Pollution: Prevent degradation of soil and manage noise emissions responsibly.
- Animal Welfare: Where applicable, ensure humane treatment and welfare of animals.

3.4. Supply Chain Responsibility

Suppliers must:

- Tier-1 Supplier Requirements: Suppliers must define and implement equivalent standards for their own tier-1 suppliers.
- Binding Obligations: Suppliers are contractually required to pass on these sustainability expectations throughout their supply chain.

4. Monitoring and Compliance

RMSI Private Limited may conduct audits, request documentation, or use third-party assessments to evaluate compliance. Failure to adhere to this policy may result in corrective action, suspension, or termination of the business relationship.

5. Continuous Improvement

Suppliers are encouraged to innovate and continuously improve their ESG performance and share initiatives that enhance mutual sustainability goals.

6. Acknowledgement and Commitment

All suppliers must review, understand, and formally acknowledge this policy. Commitment to these principles is required as part of ongoing vendor qualification and onboarding processes.

Supplier code of conduct

We have implemented a Supplier code of conduct here at RMSI and we expect similar practices to be implemented/adopted by all our vendors/suppliers/service providers.

The key points of our Supplier Code of Conduct are as under: -

- Strictly follow environmental standards including all the RBA Code Environmental elements e.g. Environmental Permits & Reporting; Pollution Prevention and Resource Reduction; Hazardous Substances; Solid Waste; Air Emissions; Materials Restrictions, Water Management, Energy Consumption, Greenhouse Gas Emissions.
- Encourage usage of Renewable Energy
- Ensure there is no Land contamination through our business activities
- Adopt measures and take action to control GHG emissions, decarbonization and improve energy efficiency
- Adopt measures and take action to improve flora and fauna, deforestation, Soil Quality,
- Adopt measures and take action for Responsible chemical management
- Implement Sustainable resources management, Waste reduction, Reuse and recycling,
- Adopt measures and encourage Animal welfare, Biodiversity
- Adopt measures and implement process and practices to improve Air quality and controlled Noise emissions
- Water rights and forced eviction
- Counterfeit parts, Export controls and economic sanction
- use of private or public security forces
- Anti-corruption and anti-money laundering
- Data Protection and data security
- Financial responsibility (Accurate Records)
- Discloser of information
- Fair competition and anti-trust
- Conflicts of interest
- Counterfeit parts
- Intellectual property
- Export Controls and economic sanctions
- Whistleblowing and protection against retaliation