

<b>SUSTAINABLE PROCUREMENT POLICY</b>			
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To achieve our goals and ensure ethical conduct, it is empirical that our stakeholders share our values and vision; and raise the sustainability standards in our supply chain. We aim to achieve sustainable growth by emphasizing corporate ethics and transparency and to prevent corruption in relationships with various stakeholders. This Policy outlines our expectations from suppliers with regards to Sustainable Procurement who shares commitment to:

### **1. Environmental Management**

- Comply and adhere to all the applicable environmental laws in country/jurisdiction.
- Undertake initiatives to promote greater environmental responsibility such as:
  - Responsible waste management and disposal
  - Reduction of greenhouse gases, hazardous and toxic materials and substances and other emissions harmful to the environment
  - Conservation of nonrenewable natural resources
  - Preventing Pollution
  - Promote use of renewable sources of energy.
  - Promote Electric Vehicle at office level.

### **2. Human Rights Management**

- Comply with all applicable Indian laws and principles of the International Labor Organization including minimum wages, working hours, disciplinary practices. Freedom of association.
- To ensure health and safety of employees and other stakeholders.
- Avoid employment of Child labor.
- Prohibit use of forced, bonded, or child labor across the supply chain
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.
- Promote and contribute to the sustainable development of the communities in which they operate.

### **3. Ethical Management**

- Comply with all relevant domestic and international laws regarding ethical business practices.
- Demonstrate and develop procedures to prevent:
  - Money laundering

- Fraud, bribery, corruption
  - Conflicts of interest
  - Data security issues, information protection
- Adopt Fair Trade Practices.
  - Protection of Intellectual Property and Personal Information

## **Implementation of Policy**

### **Applicability and Implementation**

We understand that our suppliers fall under different categories in terms of their scale, the services they supply. Keeping these factors in mind, we have designed the Policy in a manner that it works for the whole supplier base, although the level and type of compliance will vary depending on the type of the supplier and the principles applicable to them.

We expect our suppliers to set in place internal policies, governance structures, systems, processes and take any other relevant measures to ensure adherence with this Policy. The suppliers are expected to disclose to us the goals set by them and the measures undertaken by them for each of the various principles underlined in this Policy. We will work with our suppliers to identify issues that do not meet our expectations and help them in addressing the gaps identified, if any. Specifics related to applicability of principles and their implementation is provided in the Sustainable Procurement Guide for Suppliers.

### **Monitoring and Reporting**

We recommend our suppliers to place monitoring and reporting mechanisms and management systems, wherever required to effectively implement and manage such initiatives. The suppliers should focus on continuously improving their performance with regards to compliance with this Policy.

### **Reporting on Breaches**

We support and encourage those who report actual or suspected breaches without any fear of retaliation. Any failure to comply with this Policy (including any failure by a team member of Company or anyone acting on behalf of Company to so comply), of which the supplier is aware, should be immediately reported through our anonymous whistle-blower process, details of which can be found on the CJ Darcl website. The failure to do so will be a breach of this Policy.

For **CJ DARCL LOGISTICS LIMITED**

\* Sustainable Procurement policy version 1.0 dated 09-07-2019