

SUPPLY CHAIN CODE OF CONDUCTS STANDARDS

VRF SUPPLIERS have understood the importance of maintaining responsible supply chain code

Of conducts & to accomplish this following standard is made:-

1. **Legal and Compliance:** VRF SUPPLIERS operate in compliance with all applicable environmental, labour and anti-corruption laws and regulations of the countries in which they operate, manufacture or conduct business.
2. **Environment:** VRF SUPPLIERS shall maintain an effective environmental policy and / or environmental management system that support environmental protection, prevention of pollution and prudent management of natural resources. VRF shall reduce the environmental impact of their products and services.
3. **Freely Chosen Employment:** VRF SUPPLIERS shall not use any form of forced, imprisoned, indentured, bonded or involuntary labour.
4. **Child Labour Avoidance:** VRF SUPPLIERS shall not employ children under the age as defined
By the International Labour Organization conventions or by national law whichever is highest.
5. **Non-Discrimination:** VRF SUPPLIERS shall provide equal opportunity and advancement opportunities for all employees regardless of race / ethnicity, gender, national origin, age, disability, sexual orientation or religion.

6. **Compensation and Benefits:** VRF SUPPLIERS shall provide wages and benefits that comply with any applicable law and which match prevailing local practices.
7. **Hours of Work:** VRF SUPPLIERS shall ensure that their employees are not required to work more than the local legal limits on regular and overtime hours.
8. **Freedom of Association:** VRF SUPPLIERS shall recognize and respect the right of their employees to freely associate and collectively bargain within the boundaries of the applicable law.
9. **Human Treatment:** VRF SUPPLIERS shall treat their employees with respect and dignity and provide a work environment free of harassment, intimidation and bullying.
10. **Health and Safety:** VRF SUPPLIERS shall provide a safe and healthy working environment in order to prevent workplace accidents and injuries. This shall also apply to our employees' residential facilities, if provided by us.
11. **Anti-Corruption:** VRF SUPPLIERS shall not engage in bribery, collusive practices or any other form of corruption to obtain or retain business.

VRF SUPPLIERS aims to fulfil its supply chain code of conduct by setting up various policies

1. Environmental Policy
2. Health & Safety Policy
3. Human Right & Social Policy
4. Anti-Corruption Policy