



SOUTH ASIA GATEWAY TERMINALS (PVT) LIMITED

SUPPLIER CODE OF CONDUCT

South Asia Gateway Terminals (PVT) Limited (SAGT) is fully committed to good governance and sustainable business practices in all its business operations. In broadening its governance and sustainability focus, SAGT will work with its suppliers to ensure the implementation and practice good governance and sustainability best practices across its value chain through ensuring that working conditions are safe, workers are treated with respect and dignity, and that operations are carried out in an environmentally responsible manner.

All preferred suppliers shall confirm that, at a minimum, they operate in full compliance with the laws, rules, and regulations which are in force of the countries in which they operate. The Company also reserves the right to carry out independent assessments at supplier sites, either through internal or externally arranged assurance providers.

All suppliers to SAGT:

- A. Shall at all times be in compliance with existing labour laws and regulations which are in force and treat their employees with equality, dignity and respect in areas such as:
- Wages, Working Hours and Other Conditions of Work
 - Recognising the right to Freedom of Association and Collective Bargaining
 - Health and Safety at the workplace
- B. Shall at all times be in compliance with existing laws and regulations with regards to human rights such as:
- Forced or Compulsory Labour
 - Child Labour
 - Discrimination on grounds of race, religion, gender, age, nationality, social origin, person's with disability, sexual orientation, gender identity, political affiliation, opinion or any other form of difference
 - Harassment, Harsh or Inhumane Treatment and protection from retaliation for complaining about harassment.
- C. Shall at all times conduct their operations in an ethical manner including but not limited to:
- Anti-Corruption
 - Conflict of Interest - disclose to SAGT, any situation that may appear as a conflict of interest and if any SAGT officials or professionals under contract with SAGT, may have an interest of any kind in the supplier's business or any kind of economic ties with the supplier

- Bribery, Gifts and Inducements - not to offer any benefit such as free goods or services, employment or sales opportunity to a SAGT staff member to facilitate the suppliers' business with SAGT
- D. Shall at all times be in compliance with environmental laws and regulations which are in force and support a precautionary approach to environmental matters such as:
- Chemical and Hazardous Materials
 - Effluents and Waste
 - Air Emissions
 - Noise Levels
 - Environmental Responsibility - reducing at source, waste of all types including water and energy, undertaking initiatives to promote greater environmental responsibility and promoting the use of environmentally friendly technologies.

Notes:

- *SAGT encourages its suppliers to improve their business practices in accordance with these principles. It also urges environmental conservation and protection of the environment, over and above the minimum regulatory standards. Further it expects its preferred suppliers to engage with its society and community to improve livelihoods and further disseminate the message of sustainability to their value chain partners*
- *The Supplier Code of Conduct will be updated periodically and will be shared with the suppliers in the event of any changes*
- *For any questions or feedback related to all areas covering a supplier's contractual obligations in terms of the provision of goods and/or services, please contact*

*The Chief Financial Officer
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