



Code of Conduct - Supplier

CleanMax Enviro Energy Solutions

DOC NO: CMES-HSE-MG-001a-02

The purpose of this Supplier Code of Conduct is to define the basic sustainability requirements placed on CleanMax's suppliers. The Supplier Code of Conduct is divided into three sections: Environmental, Social and Governance. CleanMax reports on the sustainability indicators material to the business as per the GRI guidelines.

The Supplier Code of Conduct is applicable to all CleanMax's operations in every part of the world and to any supplier that delivers goods, services, works and other business activities to CleanMax. All of CleanMax's suppliers are obligated to implement the principles of the Supplier Code of Conduct across their whole business. Suppliers are also responsible for ensuring and monitoring that their sub-suppliers and sub-contractors comply with this Supplier Code of Conduct. CleanMax's suppliers shall confirm compliance with this Supplier Code of Conduct by continuously documenting compliance, providing information to CleanMax upon request, and allowing audits at site by CleanMax or by an accredited auditor company representing CleanMax.

Environmental

CleanMax's suppliers shall support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility. At a minimum, suppliers shall comply with all applicable environmental laws and regulations. Suppliers are encouraged to implement their own management systems to meet these requirements. CleanMax encourages its suppliers to the development and diffusion of environmentally friendly technologies to follow the environmental principles listed in the code:

A. Energy Sustainability

CleanMax's supplier shall strive to improve its specific energy consumption and take initiative to improve output per unit energy consumed. Supplier are encouraged to adopt renewable source of energy to reduce the energy footprint of the supplier's product and services.

B. Water Sustainability

CleanMax's suppliers shall actively engage in water conservation and strive for water reuse, minimum waste water discharge to become a water sustainable business. Supplier shall ensure that no untreated or hazardous waste water is discharged.

C. Waste Management

CleanMax's suppliers shall adopt procedures and process to minimize wastage and improve output per unit input. Supplier shall promote innovation to reuse material for business in his organization to eliminate wastage of resources.

Social

CleanMax's suppliers shall ensure that it does not have negative social impact by its own operations or by works for CleanMax. Supplier shall strive to actively engage with the stakeholders to access and mitigate social impact.

A. Health and Safety

CMES's suppliers shall provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Suppliers shall ensure that appropriate health and safety information is provided to its employees, sub-suppliers and contractors and

that relevant training and equipment (PPE) is provided. At a minimum, suppliers shall provide employees and suppliers with drinking water, clean toilets, adequate ventilation, emergency exits, proper lighting and access to first aid supplies or other provisions for emergency care.

B. Human Rights

CMES's suppliers shall support and respect human rights as per applicable laws and regulations. CMES's suppliers shall identify and mitigate their human rights impacts whenever it is needed. Supplier shall report to CMES and provide remedial actions in case of human rights violations.

C. Non-discrimination

CMES's suppliers shall treat their employees with respect and dignity. All kinds of discrimination based on partiality or prejudice is prohibited such as discrimination based on race, colour, gender, sexual orientation, marital status, pregnancy, parental status, religion, etc. Threats of violence, corporal punishment, physical or verbal abuse or other unlawful harassment are strictly prohibited.

D. Forced Labour

CMES's suppliers shall not use forced labour and employees shall be free to leave their employment after reasonable notice as required by national law or contract. Employees shall not be required to lodge deposits of money or identity papers with their employer.

E. Child Labour and young workers

CMES's suppliers shall not, under any condition, employ children who are below the minimum legal age for employment. Minimum age is the age of completion of compulsory schooling, or not less than 15 years (or 14 years as per country law). Children over minimum age shall not be employed for any hazardous work or work that is inconsistent with the child's personal development. If suppliers are employing young people, above the minimum age but under 18 years, suppliers shall not jeopardise their health, safety or moral.

F. Freedom of association

CMES's suppliers shall recognize and respect employees' freedom of association, their right to freely choose their representatives and right to collective bargaining.

G. Harassment

CMES's suppliers shall follow a 'zero tolerance' policy for harassment which is behaviour that creates an offensive, intimidating, humiliating, or hostile work environment. The supplier's management shall encourage employees to report any harassment incident to them. Any harassment, sexual or otherwise which may be physical or verbal, and may be done in person or by other means (such as messages or emails) shall be taken very seriously and strict disciplinary action against any employee found guilty of any kind of harassment shall be taken.

H. Prevention of alcohol and drug use at work

CMES is an alcohol- and drug-free workplace. Suppliers' employees and their sub-suppliers are permitted to work at CMES's sites only if they are sober and drug-free. Suppliers shall have a policy or guideline to take precautionary action of alcohol and drug abuse. Occasional drug tests can be performed on suppliers' employees when they are working at CMES's sites if it is allowed in national (or local) legislation

I. Wages and working hours

The employees of CMES's suppliers understand their employment conditions. Salary and terms shall be fair and reasonable and comply at a minimum with national laws or industry standards, whichever are higher. Working hours shall comply with national laws. Employees should have at least one day off per seven-day week.

Governance / Business Principles

CleanMax's suppliers shall keep corporate governance as a key strategic guideline. Supplier shall foster strong business relationships and adopt latest business practices to remain competitive and add value to its customers.

A. Legal Compliance

CMES's suppliers shall comply with all the applicable laws and regulations in all locations where they conduct business. In addition to complying with all applicable legal and regulatory requirements, CMES's suppliers are expected to act in accordance with high standards of business ethics.

B. Anti-corruption and anti-bribery

The highest standards of integrity are to be expected from CMES's suppliers, including its sub-contractors, and other entities acting on behalf of the supplier, in all business interactions. Any form of extortion, bribery and corruption, including improper offers for payments to or from employees or organizations, is prohibited.

C. Protection of intellectual property and confidential information

CMES's suppliers shall agree to safeguard the confidentiality of confidential information concerning CMES's business partners and customers, issue accurate and relevant financial and other information on CMES's business operations and compete fairly and ethically in all other respects as well.

ACKNOWLEDGMENT:

M/s

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Name of the supplier Company

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Purchase order no:

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Name of the Authorized Person

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Signature with Stamp

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Date

Annexure: CleanMax ESG Policies