

Supplier Code of Conduct

Preamble:

Nesco is committed to operate sustainably and integrate Environmental, Social, and Governance (ESG) considerations in every aspect of its businesses across their respective value chains. Nesco believes, that it is in the mutual interest of both Nesco and its suppliers/contractors, to meet the present and future requirements of the business and society including demonstrating ethical business practices, responsibility towards the environment and people. The Supplier Code of Conduct has to be used in conjunction with the contractual agreements that are signed.

Applicability:

This Supplier Code of Conduct provides guidance on the compliance requirements on business ethics, environmental and social responsibility for all existing and new suppliers, vendors, contractors and business partners of Nesco. Our intention is in the spirit of a constructive dialogue and collaborative partnership approach for the benefit of both parties. This document is applicable for all Tier I suppliers and we encourage them to promote these guidelines among their sub tier suppliers.

Guidelines for Conduct:

- 1. Compliance:** All existing and new suppliers engaging with Nesco must review our Supplier Code of Conduct and all contractual agreements with Nesco are understood to be a confirmation that the supplier has read, understood and confirms compliance. Suppliers are expected to carry out self-assessment for their compliance with this Code of Conduct. Failure to comply with the Supplier Code of Conduct may result into such actions as Nesco may deem fit and proper.
- 2. Prohibition of Child and Forced Labour:** Use of forced, bonded, or involuntary labour shall be prohibited and suppliers shall take appropriate measures to ensure that no child labour occurs at their own workplace or that of their sub-contractors.
- 3. Human Rights:** Wages and social benefits (including sick leave, annual leave, breaks and working hours) shall be in line with the applicable legal compliance/labour laws. In addition, the supplier shall maintain a grievance system accessible to their workforce. Any form of discrimination, physical or mental abuse, sexual or other harassment shall be prohibited.
- 4. Working Conditions:** The working environment of the Supplier shall be safe, hygienic and adequate measures shall be taken to prevent accidents, fires, property damages, environmental incidents and injuries. The supplier shall comply with all applicable occupational health and safety related laws and regulations.
- 5. Safety:** Suppliers/vendors are expected to align with our safety practices and management systems for effective and collective governance and action on safety when providing services on our premises.
- 6. Environment Protection-** Adequate measures shall be implemented to protect the environment and to manage natural resources (water, energy, materials) in a

responsible manner for services/material being supplied. The supplier shall comply with all applicable environmental laws and regulations.

- 7. Ethics and Governance:** The supplier shall comply with all applicable laws concerning bribery, corruption, fraud, and any other prohibited business practices. The supplier shall not offer or give any inappropriate/improper benefit or favour or incentive to any Nesco official, regulatory bodies, government official, third party or engage with parties that may have conflict of interest.
- 8. Conflict of Interest:** A conflict of interest exists any time there is a choice between a personal interest (financial or otherwise) and the interests of Nesco. Suppliers, their employees or their families cannot receive improper benefits through the relationship with Nesco or allow other activities to conflict with acting in the best interests of Nesco.
 - a. A conflict may arise with Suppliers that employ or are partially or fully controlled by a Nesco employee or family member. Any and all conflicts of interest in any business dealing with Nesco, of which the Supplier is aware, must be declared to Nesco to provide the opportunity to take informed and appropriate action prior to entering into any business transaction.
- 9. Business Continuity:** Suppliers shall ensure that there are plans and procedures to resume business in the event of any physical disaster (e.g., Such as fire, flood, wind, earthquake, explosion, etc.) or work stoppage of any kind (e.g., Labour strike, economic/social structure breakdown, etc.). Subject to mutual agreement on business continuity plan terms by both parties, the Supplier shall resume services within committed timelines following a disaster or work stoppage event.
- 10. Confidentiality:** Supplier shall ensure that confidential or proprietary information about Nesco its clients, employees or other parties, which has been gained through association/affiliation with Nesco is not used for personal or professional advantage or for the advantage of a third party.
- 11. Protecting Company's' Assets:** Suppliers shall ensure that the assets of Nesco are not misused and shall be used in a reasonable manner as Suppliers use its own assets. Suppliers shall use assets for the purpose of conducting business for which they are duly authorized and shall not cause damage to the assets of Nesco.
- 12. Audit Obligations:** Nesco may periodically require suppliers to provide access to Nesco/ any authorized independent party conducting audit on behalf of Nesco to visit/audit the supplier premises/operations. Based on the observations/findings raised during such audits, suppliers are required to provide corrective and preventive action plans within agreed timelines.

Implementation

This document is available on the website of the Company at www.nesco.in

This Supplier Code of Conduct will be reviewed by the Board of Directors at regular intervals as it may deem fit.

1st version of this Supplier Code of conduct was approved by the Board of Directors on 13th February 2024.