



DEE Development Engineers Limited

Supplier Code of Conduct

Issued By: Chief Operating Officer (COO)

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Introduction

DEE Development Engineers Ltd. (“Company”) is committed to conducting business ethically, responsibly, and sustainably. We aim to deliver business excellence while upholding the highest standards of ethics, in our internal operations, and in our engagement with our customers, partners, governments, communities, and suppliers.

We expect the companies with whom we do business to embrace this commitment by complying with the Company’s Supplier Code of Conduct (“SCoC”). Our suppliers are an integral part of our value chain and must share our commitment to integrity, respect for human rights, environmental sustainability, and compliance with all applicable laws and standards. This SCoC applies to all suppliers, vendors, contractors, and sub-tier suppliers (“Suppliers”) providing goods or services to the Company. The SCoC establishes expectations for companies with whom we do business on how they should operate. These expectations are derived from internationally recognised standards and frameworks, including the [UN Guiding Principles on Business and Human Rights](#).

1. Compliance with the Supplier Code of Conduct

Suppliers shall adhere to the SCoC while conducting business with or on behalf of the Company. Suppliers shall require their subcontractors, and sub-tier suppliers to comply with the SCoC in their operations and across their supply chain for work that is directly related to a DEE Piping contract. Suppliers are required to inform their DEE Piping contact, a member of DEE Piping management, or the contact provided at the end of this document when any situation develops that causes the Supplier to operate in violation of this SCoC.

All Suppliers shall conduct their business in full compliance with applicable laws and regulations and in compliance with this Supplier Code of Conduct. Elements of this SCoC may go beyond legal compliance to advance social and environmental responsibility and business ethics. Suppliers that behave in a manner that is unlawful or inconsistent with the SCoC, risk termination of their business relationship with the Company. By doing business with the Company, Suppliers agree to adhere to this SCoC.



2. ***Ethical Business Practices***

- **Compliance with Laws and Regulations:** Suppliers must comply with all applicable local, national, and international laws, including those related to anti-corruption, anti-bribery, competition, and trade.
 - **Integrity and Transparency:** Suppliers must not engage in corruption, extortion, embezzlement, or any form of fraudulent activity. Kickbacks, bribery, and other unethical practices are strictly prohibited.
 - **Conflict of Interest:** Suppliers must disclose any situation that may create a conflict of interest with the Company.
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3. ***Human Rights and Labor Standards***

- **Fair Labor Practices:** Suppliers must provide a workplace free from harassment, discrimination, and inhumane treatment. They must respect the rights to freedom of association and collective bargaining. Workers should be able to form or join a labour union in accord with local laws.
 - **No Child or Forced Labor:** Suppliers must not employ workers under the minimum legal working age or engage in forced, bonded, indentured or trafficked labour, or engage in practices that constitute modern slavery. Suppliers should implement an appropriate mechanism to verify the age of workers.
 - **Fair Compensation:** Wages and benefits must meet or exceed legal requirements, including compensation for overtime. Suppliers shall also ensure equal pay to all personnel for work of equal or comparable value. Deductions from wages should not be used as a disciplinary measure.
 - **Diversity and inclusion:** Suppliers should instil the principles of diversity, equity and inclusion throughout the workplace by developing relevant policies and practices that support such a culture.
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4. ***Health, Safety, and Working Conditions***

- **Safe Work Environment:** Suppliers must provide a safe and healthy workplace for all employees, in compliance with local laws and international standards. This includes adequate lighting, ventilation, and emergency preparedness.



- **Personal Protective Equipment (PPE):** Workers must be provided with appropriate PPE and training on its use.
 - **Incident Reporting:** Accidents, near-misses, and unsafe conditions must be promptly reported and addressed.
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5. *Environmental Responsibility*

- **Sustainable Practices:** Suppliers must strive to minimize their environmental footprint by reducing emissions, conserving energy, and managing waste responsibly.
 - **Regulatory Compliance:** Compliance with applicable environmental laws, including those governing water use, air emissions, and hazardous materials, is mandatory.
 - **Carbon Reduction Goals:** Suppliers are encouraged to adopt renewable energy and contribute to DEE Piping's sustainability targets.
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6. *Supply Chain and Product Responsibility*

- **Conflict-Free Sourcing:** Suppliers must ensure that raw materials, including metals and minerals, are sourced responsibly and are not linked to armed conflicts or human rights abuses.
 - **Traceability and Accountability:** Suppliers must maintain records of their supply chains to ensure transparency and compliance with the Company's standards.
 - **Quality Assurance:** Products and services must meet all agreed-upon quality and safety specifications.
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7. *Governance and Data Protection*

- **Confidentiality:** Suppliers must protect the Company's intellectual property and confidential information.
 - **Cybersecurity:** Suppliers must implement robust measures to prevent data breaches and ensure the security of the Company's data.
 - **Whistleblower Mechanism:** Suppliers must have a mechanism for employees to report concerns or violations anonymously, with protection against retaliation.
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8. *Monitoring and Compliance*

- **Audits and Assessments:** DEE Piping reserves the right to audit Suppliers to ensure compliance with this SCoC. Non-compliance may result in corrective actions or termination of the business relationship.
 - **Training and Awareness:** Suppliers must train their employees and sub-tier suppliers on ethical, environmental, and safety practices.
 - **Certifications:** Suppliers should use credible third-party certifications, including for materials, production processes, and products, where applicable. If the Company requests additional certifications, such as ISO 14001 or 45001, Suppliers will make all efforts to obtain them in a timely manner.
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Contact Information for Reporting Violations

- **Email:** secretarial@deepiping.com
- **Phone:** +91 99997 55796