



SAFARI INDUSTRIES (INDIA) LIMITED

CODE OF CONDUCT FOR BUSINESS PARTNERS

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1. Preamble:

This Code of Conduct for Business Partners (“Code”) has been framed by Safari Industries (India) Limited (“Safari” or “the Company”) to ensure that all business activities are conducted in an ethical, lawful and responsible manner.

This Code outlines Safari’s expectations regarding the standards of integrity, transparency and accountability that its Business Partners are required to uphold while conducting business with the Company.

2. Scope and Applicability:

This Code applies to all ‘Business Partner(s)’ who currently have or intended to establish, a business relationship with the Company and/or its subsidiaries.

Business Partners include all entities or individuals across the Company’s value chain that contribute to its upstream and downstream activities. It includes entities with which the organization has a direct or indirect business relationship and which either:

- (a) supply products or services contributing to Safari’s products or services, or
- (b) receive products or services from Safari.

“**Business Partner(s)**” includes suppliers, vendors, dealers, service providers, traders, distributors, agents, consultants, contractors, sub-contractors, joint venture partners, and third parties, acting directly or through their employees, agents and representatives, in the normal course of business with the Company.

3. Policy Statements:

All Business Partners are required to read, understand and comply with the principles of this Code in their day-to-day business conduct. They must ensure that their own contractors, representatives, consultants, and third parties acting on their behalf are also aware of and adhere to these requirements.

Safari and its subsidiaries will strive to integrate the principles of this Code into the selection, engagement and ongoing evaluation of all Business Partners across its value chain.

Compliance and Obligations:

- Business Partners shall comply with all applicable local, national, and international laws and regulations, including those related to labour, environmental, health and safety, trade, data protection and corporate governance;
- Business Partners must maintain valid licenses, permits, and approvals for their operations and provide copies to Safari upon request;
- Business Partners shall immediately notify Safari of any legal notices, penalties, or sanctions related to non-compliance with statutory obligations;
- Business Partners must ensure that all goods and services must meet relevant industry standards, regulatory requirements, and contractual quality criteria;

- Business Partners must adhere to contract terms, purchase orders and all applicable Company policies, guidelines and standard operating procedures while operating at Company-owned, controlled or managed sites and offices.
- Business Partners shall ensure that the Code must be communicated to their employees, subsidiaries, business partners and subcontractors involved in providing services to the Company in the language known to them and that they abide by the same. Compliance with this Code is in addition to any other contractual obligations.

Anti-bribery and Anti-Corruption:

- Business Partners shall strictly prohibit bribery, fraud or corrupt practices and must not, offer or accept any undue payment or other acknowledgement with the intent of persuading any individual or entity to act contrary to their specified duties;
- Business Partners shall not engage in any unethical conduct (implicit or explicit) or offer/promise personal or inappropriate advantages to gain or maintain business or other benefits from any third party, whether governmental or non-governmental, including employees of Safari whether directly or through intermediaries.

Conflict of Interest:

Business Partners shall promptly disclose any actual or potential conflicts of interest that may affect their relationship with Safari and/or its subsidiaries, including any personal or financial interests that could compromise or appear to compromise their objectivity, fairness or ability to act in Safari's and/or its subsidiaries' best interests.

International Trade:

Business Partners engaged in international trade must comply with all applicable export, import, and re-export control laws and regulations on any controlled technology, product and/or services. Without limitation, Business Partners shall:

- adhere to laws governing transactions with sanctioned or embargoed countries, individuals, or entities.
- disclose any past violations of export control or sanctions laws.
- notify Safari on any ongoing investigations or inquiries or investigation that may impact their engagement with the Company and/or its subsidiaries;
- ensure that Safari's products or services are not supplied to any sanctioned or embargoed country or individual or entity.

Gifts and Entertainment:

Business Partners must refrain from offering or accepting gifts, hospitality, entertainment, or other benefits that could be perceived as influencing business decisions. Safari seeks to conduct business based on merit and commercial value, not personal favours.

Business Continuity:

Business Partners shall maintain and periodically review business continuity risks and disaster recovery plans to ensure the uninterrupted supply of goods and services to the Company and/or

its subsidiaries during emergencies, crises, natural disasters or terrorist/security-related incident. The copies shall be provided upon request.

Brands and Trademarks:

Business Partners shall not use Safari's name, brand or trademarks without prior written permission.

Ethical Competition:

Business Partners must comply with applicable competition laws and engage in fair and ethical business practices avoiding price-fixing, bid-rigging or market allocation activities.

Unpublished Price Sensitive Information ("UPSI"):

Business Partners shall protect all non-public information that may impact the price of Safari's securities. They must not trade in such securities or disclose UPSI to others. All UPSI and confidential information must be safeguarded using appropriate technical, administrative and operational controls.

Company Resources:

Business Partners must protect Safari's assets, including physical properties, intellectual property and confidential information. Such resources must only be used for legitimate business purposes and safeguarded against unauthorized, unauthorized use, disclosure, or infringement of patents, copyrights, trademarks, and trade secrets.

Environment:

- Business Partners shall comply with all applicable environmental laws and regulations and encouraged to implement environmental management systems and policies that promote long-term sustainability;
- Business Partners are expected to contribute to sustainable development by addressing climate change, optimising resource use, using renewable sources of energy, preventing pollution, emissions, mindful use of chemical and hazardous materials, proper discharge or disposal of wastewater and solid waste and protecting and enhancing biodiversity, reduce, reuse and recycle, set targets to reduce the quantity of disposal to landfills, reduce the environmental impact of packaging material, adopting green initiatives and practices, ensure efficient systems and processes in place.

Health and Safety:

- Business Partners shall comply with all applicable legal, regulatory and contractual obligation pertaining to health and safety. They are expected to establish and maintain an effective health and safety management system and policy, appropriate to the size and nature of their business. The Company and/or its subsidiaries reserves the right to audit such compliance and encourages continual improvement;

- Business Partners shall provide a safe, clean and healthy work environment, prevent accidents, injuries, and occupational illnesses by proactively identifying, assessing, and mitigating potential health and safety risks;
- Business Partners should prioritize the use of materials that are safe throughout their manufacture, use and disposal;
- Business Partners must ensure all employees, workers and contractors receive appropriate health and safety training relevant to their roles;
- Business Partners must provide and enforce the use of suitable personal protective equipment in line with the nature of work and associated risks.

Labour and Human Rights:

- Business Partners must comply with all applicable labour and human rights laws and guidelines;
- Business Partners shall provide a safe, respectful and inclusive workplace, free from harm, coercion, violence, abuse, exploitations, harassment or distress;
- The Company and/or its subsidiaries expects that its Business Partners' employees must be treated with dignity, equality, and respect, with fair wages, reasonable working hours and equal opportunities;
- Business Partners must respect employee's rights to freely associate, engage in collective bargaining, and support fair labour relations;
- Business Partners must strictly prohibit child labour, forced labour, bonded labour, human trafficking and discrimination of any kind;
- The Company and/or its subsidiaries will not tolerate discrimination based on age, colour, disability, ethnicity, gender, religion, faith or other unjustifiable or illegal ground;
- The Company and/or its subsidiaries may audit compliance where necessary to encourage continual improvement and promote an inclusive culture;
- Business Partners are encouraged to support and give preference to employees and vendors from vulnerable or marginalised communities.
- The Company and/or its subsidiaries will not tolerate any harassment in any form including sexual harassment and the Business Partners shall take appropriate initiative to ensure a harassment-free workplace by way of publication of policies, periodic trainings and requisite & timely support to affected parties.
- The Business Partners shall take initiatives to have a diverse and inclusive workforce in terms of age, gender, experience, ethnicity etc.
- The Business Partners shall ensure that all statutory dues including income tax, provident fund, professional tax and ESIC, in compliance with legal requirements have been deducted and deposited with the concerned authorities.

Whistle Blowing Policy:

Business Partners shall report any concerns related to ethical or business conduct, including accounting, internal controls or auditing matters, to the Company and/or its subsidiaries. They are also required to comply with the Company's Whistle Blower Policy available at <https://safaribags.com/pages/investor-relations#policies>.

Data Protection:

Business Partners handling personal or confidential information must comply with all applicable data protection and privacy laws. In the event of a disclosure required under a court

order, statute, law, rule, regulation, regulatory request or similar legal requirement (“Legal Requirement”), they must provide prior notice to Safari. Business Partners shall maintain strong cybersecurity controls by implementing appropriate safeguards; strictly adhering to on-site security protocols, preventing unauthorized access and promptly reporting any data breaches, cyber incidents, or other security violations.

4. Compliance:

Safari and its subsidiaries reserves the right to audit or assess Business Partners for compliance with this Code, with reasonable notice. Violation of this Code shall be treated as material breaches of contract, and the Company and/or its subsidiaries may seek remedial actions, including reimbursement of costs or termination of business relationship.

5. Reporting of Breaches:

Safari and/or its subsidiaries encourages prompt reporting of actual or suspected violations of this Code. Business Partner shall immediately report such matters to whistleblower@safari.in. All reports will be treated confidentially and reporters will be protected from retaliation.

6. Policy Review:

This Code shall be reviewed annually to ensure continuous relevance and may be amended from time to time.

Version	Drafted by	Approved by	Effective from
1.0			01-04-2023
2.0			10-11-2025

ANNEXURE A – CODE OF CONDUCT FOR BUSINESS PARTNERS DECLARATION

We, [**Business Partner Name**], acknowledge that we have read, understood, and accepted the Code of Conduct for Business Partners (“Code”) issued by Safari Industries (India) Limited and/or its subsidiaries.

We agree to comply with the principles set forth in the Code and ensure that all employees, contractors, representatives and third parties engaged by us are made aware of and adhere to this Code.

We understand that non-compliance with this Code may result in corrective action, review of our business relationship, or termination of contract with applicable laws and agreements.

We understand that this Code and related policies may be updated or revised by Safari Industries (India) Limited and/or its subsidiaries, in part or in full, from time to time. It is our responsibility to refer to and comply with the latest version, which may be communicated by Safari representatives or made available on the Company’s website.

In the event of any doubt or need for clarification, we will seek guidance from Safari representatives to ensure proper adherence to this Code.

Business Partner Name	
Authorized Signatory	
Designation	
Signature, Date & Company Seal	