

SUPPLIER CODE OF CONDUCT

SAFARI INDUSTRIES (INDIA) LTD.

1. Preamble

This Supplier Code of Conduct has been framed by Safari Industries (India) Ltd. (“Company”). The Supplier Code of Conduct referred in this document applies to all 'Suppliers' who have a business relationship with the Company and its subsidiaries and/or intend to have a business relationship with the Company and its subsidiaries by providing any type of products or services to the Company and its subsidiaries. This Code sets forth the fundamental principles the Company expects its Suppliers to follow when conducting business with it.

The Company and its subsidiaries shall strictly adhere to the Supplier Code of Conduct and function in accordance with the principles stated in this Code.

2. Scope

The Supplier Code of Conduct is applicable to all business operations of Safari Industries (India) Ltd. and its subsidiaries involved in sourcing and purchasing of products across all brands and product categories.

3. Definition

“Supplier” here refers to suppliers, service providers, contractors, traders, dealers, distributors, agents, consultants and joint venture partners.

4. Policy Statements

The Company and its subsidiaries shall strive to include the following in the selection criteria of its Suppliers/ during or after supply of goods or performance of services by its Suppliers:

Environment, Health and Safety

- All suppliers are expected to have an effective health and safety management policy in place, based on the size and scale of their business and the products or services they provide, ensure compliance legal, regulatory and contract specific requirements when performing their contractual obligations for the Company and its subsidiaries.;
- The Company may audit such compliance where appropriate and encourage continual improvement;
- Suppliers should prioritise using of materials that are not harmful to health in their manufacture, use or disposal;
- Suppliers are expected to make efforts towards sustainable development that mitigate and adapt to climate change, prevent pollution and protect and enhance biodiversity.

Ethics and Integrity

Compliance with laws and regulations

- Suppliers must adhere to all applicable local and national laws and regulatory requirements in the areas they operate;
- Suppliers must comply with all applicable international laws and regulations including those in relation to international trade and data protection.

Anti-bribery and Anti-Corruption

- Any Supplier shall never, directly or indirectly, offer or receive any inordinate payment or other acknowledgement with the intent of persuading any individual or entity to act contrary to their specified duties;
- Any Supplier shall not engage in any unethical (implicit or explicit) behaviour or offer or promise any personal or inappropriate advantage in order to gain or maintain a business or other leverage from a third party, whether governmental or non-governmental, including any employee of Safari Industries (India) Ltd, directly or through intermediaries.

Gifts and Entertainment

Gifts and entertainment may create an inappropriate obligation or expectation on the part of the recipient or provider. Suppliers shall refrain from providing personal gifts, fees, favors, other compensation or business courtesies, including entertainment activities, that are intended to influence, or might reasonably appear to influence, a business decision. Our goal is to obtain the best commercial terms for the Company instead of receiving gifts and entertainment.

Human Rights

- All Suppliers must comply with all local, state and national labour and human rights laws;
- Suppliers must respect their employees and provide a safe workplace free of harm, coercion, harassment or distress;
- The Company expects that its Suppliers should treat their employees with dignity, respect and equality;
- Suppliers must strictly prohibit child labour, forced labour, human trafficking and discrimination in any forms in their operations;
- The Company will not tolerate discrimination based on age, colour, disability, ethnicity, gender, religion, faith or any other unjustifiable or illegal basis;
- Where necessary, the Company may audit such compliance to encourage improvement and promote an inclusive culture.
- The Company shall encourage its Suppliers to support and give preference to employees and vendors belonging to vulnerable groups and marginalised communities in their operations.

Whistle Blowing Policy

Suppliers shall report the concerns relating to ethical or business conduct matters, including accounting, internal accounting controls or auditing matters, to the Company's attention. The Supplier shall abide by the Company's Whistle Blower Policy uploaded on <https://safaribags.com/pages/investor-relations#policies>

Business Continuity

Suppliers shall manage business continuity risk in terms of ensuring availability of critical services to the Company during a disaster event. Therefore, we expect our Suppliers to have plans in place for their business to continue with minimal interruption in the event of an emergency, crisis situation, natural disaster or terrorist/security related event. Suppliers are expected to share these plans as requested by the Company.

Brands and Trademarks

Suppliers may not use the Company's brand or trademarks without express written permission.

Unpublished Price Sensitive Information (“UPSI”)

UPSI is a form of Confidential Information and includes all non-public information that may have a significant impact on the price of a securities of the Company, or that a reasonable investor would likely consider important in making an investment decision. Buying or selling securities while in possession of UPSI that is acquired by virtue of the Supplier’s relationship with Company is strictly prohibited, as is the communication of that information to others. All UPSI and Confidential Information must be maintained in a secure manner with industry appropriate technical, administrative, and operational controls and safeguards.

Company Resources

Company resources include assets, intellectual property and confidential information. Suppliers are required to safeguard Company’s resources utilized in the course of performing contracted work. Company’s resources must only be used for legitimate business purposes.

Data Protection

In the event that a Supplier has access to, acquires or otherwise processes personal information, the Supplier will comply with applicable laws, regulations and guidance concerning Personal Information. If a Supplier is requested or required to disclose any of the Company’s Confidential Information under a court order, statute, law, rule, regulation, regulatory request or other similar requirement (a "Legal Requirement"), the Supplier must, to the extent not precluded by law, provide prompt notice of such Legal Requirement to the Company prior to the disclosure where possible.

5. Compliance

Company reserves the right to audit our Suppliers upon provision of reasonable notice to check the supplier’s compliance with the requirements of this Supplier Code of Conduct. Company encourages its Suppliers to implement their own binding guidelines for ethical behaviour. Any breach of the obligations contained in this Supplier Code of Conduct will be considered a material breach of contract by the Supplier. The Company may require reimbursement for any costs associated with a violation of this Supplier Code of Conduct.

6. Policy Review

This policy shall be reviewed annually for its appropriateness and amended as necessary.

Version	Drafted by	Approved by	Effective from
1.0			01-04-2023