



Supplier Code of Conduct

Document History

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1. Definitions

LTTS: L&T Technology Services Limited

Code: Code refers to this Supplier Code of Conduct

Suppliers: Suppliers include vendors, service providers, agents, subcontractors, consultants, business partners, business associates, intermediaries and advisors that work for or supply goods and services to LTTS.

2. Introduction

L&T Technology Services Limited (“LTTS”) which includes individually or collectively its subsidiaries, joint ventures, believes in fair and transparent governance and disclosure practices as essential elements of LTTS business; derived from the rich legacy of L&T Group. Besides upholding the core values of integrity, honesty, responsibility which are fundamental to L&T Group; attaining its vision of being global leader in engineering services domain, business excellence and ensuring sustainable success for LTTS and its customers are the continued focus of LTTS. The compliance requirements under this Code may vary depending on the jurisdictions where the Suppliers operate or carry on their business. The Suppliers thus undertake to abide by all such regional variations and requirements under applicable laws and LTTS takes no such responsibility to ensure compliance on behalf of the Suppliers or notify the Suppliers of such requirements under the applicable laws.

LTTS reserves the right to review and revise this Supplier COC on need basis to reflect changes in best practice or in accordance with the policies of LTTS.

3. Philosophy

LTTS embraces values such as transparency, integrity, professionalism, and accountability across the value chain. It is important for our Suppliers to uphold these values. The Code acts as a guidance for Suppliers to conduct with integrity and honesty in all professional commitments and interactions. To ensure alignment with LTTS core values and business strategy this Code sets forth basic requirements that LTTS seeks from Suppliers to respect and adhere to when conducting business with LTTS.

4. Purpose

LTTS operates in several global geographies and needs to abide by the applicable laws in their respective jurisdictions pertaining but not limited to anti-bribery, trade controls, antitrust, labour practices and human rights, health, environment, safety and governance, personal data protection etc., along with meeting customer specific requirements pertaining to sustainable value chains, data confidentiality, intellectual property protection, conflict of interest etc. In line with the L&T Group’s governance philosophy, LTTS has adopted this Supplier COC which will ensure that we adhere to these regulatory requirements as well as exceed our customer expectations. LTTS expects its Suppliers to comply with applicable regulatory requirements and this Supplier COC. Furthermore, LTTS expects its Suppliers to introduce suitable governance processes within their organizations that support compliance to the requirements included in this Supplier COC.

5. Scope

This Code is applicable to all Suppliers globally conducting business with LTTS. It is also extended to the Supplier's employees, directors, officers, agents, subcontractors, and representatives.

6. Business Ethics

LTTS believes in conducting all business transactions with integrity and transparency. We encourage and expect our Suppliers to uphold and demonstrate values of integrity and ethics in all business transactions as per the business ethics covenants elaborated below:

1) Business Integrity

The Suppliers must act in accordance with the highest standards of personal and professional integrity, honesty, and ethical conduct, while providing services to LTTS. Supplier shall:

- Not take any action which places or is likely to place LTTS in violation of laws or which could be detrimental to reputation and / or the business interests of LTTS.
- Not make false statements or provide any misleading information regarding its products/services.
- Not give the impression of representing or being the spokesperson of LTTS while getting associated with any religious/political party or for activities in their personal capacity.

2) Regulatory Compliance

The Suppliers shall comply with all national and international applicable laws and regulations, both in letter and in spirit, in all the territories in which they operate. The Suppliers shall:

- Abide by the provisions of this Supplier COC and the provisions of all applicable domestic and international laws, have valid authorizations, licenses and permits to carry out business. Supplier represents and warrants to LTTS that they have in place adequate policies, systems, controls, and procedures designed to comply with all applicable domestic and international laws, tax laws and generally accepted standards of business ethics and conduct.
- Establish appropriate policies and procedures (may include a statement of management's commitment to compliance, periodic training for relevant personnel, and procedures for screening business partners) to ensure compliance with applicable economic sanctions laws and International Trade Control (ITC) regulations of all countries of operations regarding the export or re-export of goods, software, services and technology to certain destinations, as well as prohibitions on transactions involving certain restricted countries, regions, entities and individuals of all relevant countries.
- Comply with all applicable laws and regulations that prohibit money laundering, support, and financing of terrorism and that require the reporting of cash and suspicious transactions. Supplier will only conduct business with customers involved in legitimate business activities, with funds derived from legitimate sources. Supplier shall comply with OFAC regulations and warrants that it has not and shall not in the future do any business with countries and entities on whom global economic and trade sanctions have been imposed.

3) Disclosure of Information

All business dealings should be transparently performed and reflected on the Supplier's business books and records. Suppliers shall:

- Disclose financial and non-financial information in accordance with applicable regulations and prevailing industry practices, and when applicable, disclose information regarding their labor force, health and safety practices, environmental practices, business activities, financial situation and performance, including signing of important contracts and dissolution of strategic partnerships and legal proceedings.
- Accurately record, maintain, and report business documentation including, but not limited to, financial accounts, quality reports, time records, expense reports and submissions to customers or regulatory authorities, when appropriate. Books and records should be maintained in accordance with applicable law and generally accepted accounting principles.
- Disclose any history of violations of export control laws or sanctions and ongoing investigation/enquiry available in public domain or that could impact the engagement with LTTS. Misrepresentation of information or falsification of records and any such practices shall not be acceptable.

4) Conflict of Interest

Suppliers shall avoid any contracts that might lead to a conflict of interest resulting from personal relationships, investments, or any kind of economic ties with LTTS. Supplier confirms and undertake that it does not have and will not have in the future, in real or potential any conflict of interest (business, professional, personal, or other interest) directly or indirectly with LTTS and/or any of its employees, key managerial personnel and related parties that would conflict in any manner or degree performance of its obligations with LTTS. In an event of any conflict at the time of prior/post/during the engagement, Suppliers are expected to promptly report such situations to LTTS.

5) Insider Trading

During the course of the engagement, if the Suppliers become aware of any Unpublished Price Sensitive Information (UPSI) relating to LTTS, then the Suppliers shall ensure:

- Not to disclose UPSI to anyone inside and/or outside LTTS including family and friends
- Not to trade in the securities of LTTS either through self or investment service provider till such UPSI is available in the public domain.
- Necessary measures to detect and prevent any illicit or suspicious forms of payment and inform and/or report through established channels if it has any suspicion or concern in this regard.
- Not to buy, sell or otherwise deal in securities/shares of LTTS if Supplier has any information relating to security/shares that may constitute as insider information of LTTS and which materially affects the price of listed shares of LTTS.
- Not to disclose or make available any such insider information to any third parties as it is not only a breach of confidentiality but also an offence.

6) Gifts and Donations

Suppliers shall neither receive nor offer, directly or indirectly any illegal payments, remunerations, gifts, donations, or comparable benefits that are intended, or perceived, to

obtain/retain business or secure unfair advantage including any funds, services, gifts or entertainment, directly or indirectly to any person holding position or otherwise, to or in favour of any third party, employees of LTTS, its customers or any government official or agency, in connection with the performance of this agreement/ work order / contract or in connection with any other business transactions involving LTTS.

7) Prohibition of Bribery and Corruption

LTTS expressly prohibits financial or other advantages directly or indirectly including payment of bribes or any facilitation money or grease payments in connection with its business operations by any Suppliers engaged to provide goods and / or services to LTTS and / or its clients. Suppliers shall abide by the provisions of all applicable domestic and international laws including but not limited to US Foreign Corrupt Practices Act, 1977, UK Bribery Act, the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the United Nations Convention Against Corruption and similar anti-bribery and anticorruption laws (wherever applicable).

LTTS has a zero-tolerance policy for all forms of bribery, corruption, extortion, embezzlement, and money laundering. LTTS does not give, promise to give, bribe, make any payment, gift, hospitality, kickbacks, or other benefits with the expectation of gaining a business advantage nor it allows its third parties to do so. Suppliers shall seek clarification on any questions or concerns regarding activities under consideration or the interpretation of any law. In an event of any form of bribery or corruption, Supplier shall report it immediately to LTTS.

Suppliers are expected to have a written whistleblower policy and internal whistleblowing system aimed at receiving and handling reports about any occurrence of suspicious transactions. Establish a reporting channel by defining roles and responsibilities, define what constitutes bribery or suspicious transactions and protocol for raising concerns.

For more information, please read our anti-bribery and anti-corruption policy: <https://www.ltts.com/sites/default/files/investors/corporate-gov/pdf/Global-ABAC-Statement.pdf>

8) Fair Competition

The Suppliers should not indulge in action that may constitute an illegal practice of unfair competition and ensure compliance with applicable anti-trust and competition laws. Suppliers shall not participate in price-fixing, collusive bidding, price discrimination and market or customer allocation or market sharing with competitors.

9) Intellectual Property

Suppliers shall ensure the protection of intellectual property, confidential information and not misuse or improperly use LTTS's assets/ property. Supplier shall:

- Respect and protect all confidential information and intellectual property (e.g., copyright, trademark, design, patent) of LTTS and/or its customers.
- Not misuse assets of LTTS and employ them only for the purpose of conducting the business for which they are duly authorized by LTTS. These include tangible assets such as equipment and machinery, systems, facilities, materials, and resources and intangible assets such as intellectual property rights, processes, know-how and technology, proprietary information, etc.

- Safeguard, secure, and protect LTTS's assets and information technology from theft, destruction, and misappropriation.
- Promptly report any loss, theft or destruction of any intellectual property and data of LTTS or that of any Supplier.
- Not disclose any confidential information of LTTS and its customer(s) which Supplier have learnt or will learn during the term of the engagement and following termination hereof. No attempt should be made to divulge to LTTS any information about any other entity in violation of any law or agreement.

10) Quality of Products and Services

Suppliers shall ensure that the quality of product/service delivered shall be of high quality that meet all standards related to specifications, quality, safety, and environmental criteria specified in the relevant contract documents and required by applicable laws. LTTS prohibits the use of specific substances, sub-standard products, pirated software and counterfeit items that compromise the quality of the products and services. Suppliers should develop, implement, and maintain methods and processes appropriate to their products and by devising effective mechanisms for detection and reporting of counterfeit parts and materials to minimize the risk of introducing counterfeit parts and materials into deliverable products. The products and services offered by the Suppliers to non-OEM customers should be compliant with local and international laws (with provision of appropriate royalties wherever applicable).

11) Information Security

LTTS expects its Suppliers to comply with the applicable cybersecurity laws and regulations and security requirements as communicated from time to time and included under the agreement. Suppliers are expected to comply with the following requirements:

- Ensure that adequate security controls and practices are implemented and maintained frequently to ensure sufficient protection of confidentiality, integrity and availability of i) services provided to LTTS and ii) LTTS' client data processed or stored by the service provider.
- Ensure applications, IT Systems and IT infrastructure provided for execution of this agreement/ work order / contract or in connection with any other business transactions involving LTTS/or its clients, follow Information Security guidelines shared by LTTS and avoid being victim of phishing, or risking LTTS and / or its clients systems getting hacked and \ or sensitive data getting compromised.
- In an event of any security incident or breach involving LTTS or LTTS' client data, notify LTTS within 48 hours on dpo@lts.com

12) Data Privacy

LTTS ensures it complies with all requirements mandated by applicable data protection laws and contractual requirements. We commit to upholding highest data protection and privacy standards with respect to all data and personal information of Suppliers. We expect our Suppliers to

- Protect LTTS and its customers' proprietary information, confidentiality and not disclose or use such information in any manner.
- Comply with all applicable laws and regulations governing the use of personal and sensitive information.

- Promptly return or destroy all confidential information of LTTS upon termination of business relationship with LTTS.
- Adhere to and maintain the same standard for collection of personal data, processing, retention, disclosure, transfer, and protection personal data as listed in this policy: <https://www.ltts.com/data-privacy-policy>
- Report incidents immediately to dpo@ltts.com in an event of data breach.

13) Responsible Sourcing

Suppliers shall comply with Conflict Minerals and Materials rules and regulations if applicable, and undertake appropriate due diligence while sourcing such minerals in accordance with frameworks such as OECD (<https://www.oecd.org/daf/inv/mne/OECD-Due-Diligence-Guidance-Minerals-Edition3.pdf>). LTTS encourages Suppliers to:

- Assess ESG risks in their supply chain, build a plan to manage the risks of non-compliance of their Suppliers with the Guiding Principles and, where possible, make efforts to ensure the risks are mitigated.
- Monitor and track Supplier performance in dealing with identified risks, e.g., country of origin for focus materials and emissions reduction targets.
- Suppliers shall have policies and procedures to ensure responsible use of land, forest and water resources.
- Develop a process to prioritize the materials/minerals in use to have a plan to cover due diligence for all the impacted materials/minerals.
- Refrain from sourcing raw materials that contribute to human rights abuses, bribery and ethics violations or negatively impact the environment.
- Use validated conflict free smelters and refiners for procurement of tin, tungsten, tantalum, and gold contained in the products produced.

Support the buying company (customer) in meeting legislative requirements such as completion of the Conflict Minerals Reporting Template (CMRT).

14) Risk Management

Suppliers shall:

- Define and maintain a Business Continuity Plan (BCP), to minimize business impacts in the event of major disruption, which is integrated across business units.
- Have a robust and documented risk management framework which incorporates social, ethical, and environmental risks into their risk management processes.
- Define and maintain Emergency Response Plan (ERP), to minimize impact on employees, community, and environment in an event of any physical disaster (fire, flood, earthquake, etc.).
- Maintain a risk register which includes all risks that impact operations.

15) Corporate Citizenship and Preferential Procurement

LTTS fosters a culture of healthy Corporate Citizenship and expects commitment of Suppliers to be good corporate citizen, not only in compliance with all relevant laws and regulations, but also by assisting and supporting initiatives to improve the quality of life of local communities/regions in which it operates. These activities may be, but not limited to, community health and family welfare, vocational training, education and literacy and employment.

LTTS prefers to procure materials/services from local, small/MSME (Micro, Small and Medium Enterprises) producers, and women-led businesses. LTTS encourages its Suppliers to set up a preferential procurement mechanism that is fair, equitable, and transparent and grant preferences to Local Suppliers, MSMEs, Women which reflects Supplier's commitment to diversity.

16) Third Party engaged by Supplier

Supplier shall not either directly or indirectly take any action, make any offers or representations, enter into any agreements (oral or written) with any third party/subcontractor on behalf of LTTS without prior written approval from LTTS. In event Suppliers engage any third party/subcontractor (with written approval of LTTS) to provide services/goods to LTTS, Suppliers shall ensure that such third parties/subcontractors adhere to this Supplier Code of Conduct and not violate any terms of the Code. Suppliers shall be responsible to ensure third party's compliance to the Code and other applicable laws and regulations.

17) Confidentiality

Suppliers shall ensure that confidential, proprietary and sensitive information about LTTS, or our clients, employees or other parties involved, which as been gained through the engagement or affiliation with LTTS, is not used for personal or professional gain.

18) Protecting LTTS Assets

Suppliers shall ensure no misuse of assets of LTTS; they shall be employed for the authorized purpose. These include tangible assets such as equipment and machinery, systems, facilities, resources, as well as intangible assets such as information technology, proprietary information, intellectual property,

19) Audits

LTTS reserves the right to audit their Suppliers' records in a fair and accurate manner every year. Such audits include Environmental, Social, Governance (ESG) parameters, information security, business continuity, financial records customer specified requirements, and other regulatory and statutory compliances. Suppliers shall not influence or manipulate the auditors regarding financial and project-related records, processes, controls, or other matters relevant to the engagement.

7. Labour Practices and Human Rights

LTTS believes that addressing human rights and labour issues is critical to sustainability and long-term stability. We abide by national and international human rights standards within our operations, we expect our Suppliers to respect and comply with the following requirements:

1) Child Labour and Forced Labour

The term 'child' refers to any person under the age of 18, under the age of completing compulsory education, or under the minimum age of employment in the country, whichever is greatest. LTTS has zero-tolerance with respect to any form of child labor, forced labor, bonded labor, modern slavery, indentured labor, and trafficking of labor and expects Suppliers strict abidance in these aspects as well. All employment with Suppliers shall be voluntary in nature and employees shall be free to leave their employment in compliance with the contracts. Suppliers are expected to engage in practice that is consistent with the rights set forth in the Convention on the Rights of the Child and ILO Minimum Age Convention. Supplier will support

the use of legitimate workplace apprenticeship programs which comply with all laws and regulations applicable to such apprenticeship programs.

2) Human Rights

Suppliers are expected to:

- Respect the protection of human rights and nurture a culture of care, wellbeing, trust and teamwork among their employees and workers.
- Not engage in any instance of inhumane and inappropriate treatment including but not limited to sexual harassment, sexual abuse, and mental or physical abuse.
- Have in place human rights management systems, disciplinary policies, procedures, human rights training, and grievance redressal mechanism to ensure compliance with local and international laws. In case Suppliers use private armed security forces, they should be given human rights training to mitigate issues emanating out of lack of training or control on the part of the Suppliers.
- Respect all the local regulatory and compliance requirements as well as internationally proclaimed human rights including, but not limited to:
 - The International Bill of Human Rights
 - The core conventions of the International Labour Organization: conventions numbers 29, 87, 98, 100, 105, 111, 138 and 182
 - International Labour Organization Declaration on Fundamental Principles and Rights at Work
 - Article 32 of the UN Convention on the Rights of the Child
 - OECD Guidelines for Multinational Enterprises

3) Non-Discrimination

Suppliers are expected to promote a culture of care, trust, and an environment free from sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse of workers. They shall not discriminate in hiring or employment practices based on colour, age, caste, gender, race, ethnicity, nationality, socio-economic background, disabilities, sexual orientation, political or religious conviction, marital status, pregnancy, ideology, union membership and personal or social circumstances etc. Under no circumstances, Suppliers shall tolerate unacceptable treatment of the employees, such as mental harassment, sexual harassment or any other forms of harassment.

4) Working Hours

Suppliers are expected to comply with applicable laws and regulations on working hours and minimum wages, overtime compensation and maximum hours. Suppliers shall carry out their business in a manner that ensures humane and productive working conditions.

5) Wages and Benefits

Suppliers shall provide their employees with a safe and healthy workplace and welfare facilities, ensure that the wages and benefits of employees and subcontractors are in compliance with all applicable national and local laws and regulations. Suppliers agree that all applicable regulations related to wages, overtime compensation and other legally mandated benefits of its employees and subcontractors are fair.

6) Freedom of Association and Collective Bargaining

Suppliers agree to recognize and respect the rights of workers to freedom of association and collective bargaining. Workers shall not be intimidated or harassed in the exercise of their right to join or refrain from joining any organization.

7) Ethical Hiring

Suppliers are expected to:

- Ensure that employees and workers are not required to pay recruitment fees or related fees of any type for employment.
- Ensure all employees and workers receive a written notification on the terms of employment in a language well understood by them.
- Not hold, destroy, conceal, confiscate or deny access to employee identity documents unless required by applicable law.

8. Occupational Health and Safety

LTTS conducts its operations with the highest regard for health and safety, targeting zero harm, incidents or accidents for its own employees, contractors and third parties. LTTS expects Suppliers to adhere to the following safety practices:

1) Occupational Safety

Suppliers shall:

- Identify, assess, and mitigate potential exposure to health and safety hazards of workers using necessary safety controls and measures.
- Ensure adequate engineering and administrative controls, preventative maintenance, occupational health risk assessment, records of measures and procedures, and occupational health and safety training.
- Ensure that all employees can communicate with the management regarding working conditions. Provide essential safety gears and personal protective equipment for all workers and employees.
- Acquire ISO 45001 certification to demonstrate compliance and excellence with regards to occupational health and safety (OHS) measures, or at least have a processes employee handbook that cover relevant issues including process flow, OHS SOP's, evidence of assessment and improvement, audit report and corrective action plan.

2) Injury and Illness

Suppliers are expected to:

- Follow appropriate procedures to track, report, manage and prevent occupational injury, near miss incidents and safety incidents.
- Strive to implement and aim for zero accident, harm in health and safety.
- Investigate safety incidents, implement corrective measures to prevent safety incidents at workplace.
- Provide on-site medical assistance and easily accessible first aid supplies.
- Post health and safety related information in the language well understood by employees and workers across the facility.

- Ensure that all required permits, licenses, inspection, and testing reports are in place, up to date and available as required by law.

3) Emergency Preparedness

Suppliers are expected to:

- Have emergency preparedness and response plans that outline the responsibilities and actions to be undertaken by personnel in case of an emergency.
- Have sufficient number of exit doors that remain open and unblocked during working hours.
- Post evacuation plans and emergency signs across the workplace.
- Have shelter plans for events such as natural disasters.
- Train and conduct regular fire and evacuation drills involving awareness on fire detection, alarm systems and suppression systems.

4) Health and Safety Training

Suppliers shall provide workers with occupational health and safety training for all identified workplace hazards that workers and employees are exposed to, including chemical, fire, electrical, mechanical, and physical hazards, in the language the worker understands. All communications regarding the safety hazards shall be clearly posted across the facility. Training records containing information related to the type of training, attendance, and frequency are to be maintained and reviewed regularly.

9. Environment

LTTS embeds sustainability into business strategy by focusing on driving the decarbonization of its businesses and value chain; circular economy approach to reduce resource use and waste; and preserving and restoring the natural environment. We expect our Suppliers to demonstrate commitment against the following parameters:

1) Environmental Permits and Reporting

Suppliers are expected to acquire, maintain and update all required environmental permits, approvals, registrations whenever necessary. Suppliers are encouraged to report information related to pollution prevention, water, waste, energy, emissions in accordance with Global Reporting Initiative (GRI) Standards and Carbon Disclosure Project (CDP). Suppliers are advised to set up environmental management system (EMS) in accordance with ISO 14001 for following a structures approach to regulatory compliance as well as aim for environmental improvement.

2) Energy Consumption and Greenhouse Gas Emissions

Suppliers are expected to monitor and report energy consumption and greenhouse gas emissions (Scope 1, 2 and 3). They are encouraged to take measures to improve energy efficiency, use renewable sources of energy, use energy efficient equipment, devise a decarbonization strategy and commit to Science Based Target Initiative (SBTi) validated emission reduction targets. Additionally, they can also publicly report their energy consumption and emissions calculated as per GHG Protocol and using the GRI Reporting Standards. LTTS encourages its Suppliers to acquire certifications such as ISO 14064 which

specifies principles and requirements at the organizational level for quantification of GHG emissions, and ISO 50001 to strive for efficient Energy Management.

3) Pollution Prevention

Suppliers are expected to:

- Minimize or eliminate emissions and discharges of pollutants and generation of hazardous substances at the source by adopting appropriate measures such as pollution control equipment, modifying production and regular maintenance.
- Monitor air emissions (particulate matter (PM), ozone-depleting substances (use only very low or zero ODP chemicals and aerosols), volatile organic compounds (VOCs), corrosives), integrate air emissions controls into the business plan, establish an air emissions management plan that meets or exceeds regulatory requirements for each facility and apply needed corrective actions if air emissions are in violation of regulatory requirements.
- Monitor the precautions to be taken during operations and maintenance in case of emission of heat, vibrations, radioactive rays, noise or similar activities.

4) Water Management

Suppliers are expected to monitor and minimize water consumption. They are encouraged to implement a water reduction program that identifies and assesses opportunities to conserve water. Wastewater discharge must be monitored and treated as per applicable regulations.

5) Circularity and Waste Management

Suppliers are expected to:

- Identify, manage, reduce, recycle, and responsibly handle hazardous waste (e.g. batteries, e-waste containing lead or mercury, used oil, solvent-based paints, pesticides, fuels, etc.) and non-hazardous waste (e.g. paper, plastic, glass, other municipal solid waste etc.) generated at their workplaces.
- Encourage and support the use of sustainable, renewable natural resources in an efficient manner such that waste and residual products are minimized over the product's life cycle.
- Handle and dispose of all waste generated through safe and responsible methods that protect the environment and the health and safety of employees and local communities.
- Set targets for waste reduction and establish a waste management hierarchy that considers in priority order: prevention, reduction, reuse, recovery, recycling, removal and finally disposal of waste.
- Develop control measures, suppliers should ensure the safe transportation, handling, use, storage, disposal, and emergency disposal of hazardous emissions of chemicals and avoid adverse effects on employees, communities and the environment as per rules and regulations set up by Pollution Control Boards.
- Ensure that all the chemical and hazardous substances are accompanied by the manufacturer MSDS (Material Safety Data Sheet) during transport, storage, use and disposal, and that instructions mandated be strictly followed. No chemical and hazardous substance shall be received without a MSDS document. All the applicable regulatory guidelines shall be adhered strictly for the procurement, transport, storage, use and disposal of such harmful and hazardous chemicals.

- Provide written instructions about handling and/or disposal of equipment and product during the life cycle if special handling is required.

6) Biodiversity

Suppliers shall ensure that its operations are in harmony with the natural ecosystem and community stakeholders. They shall not infringe upon land, forest, and water rights of the community. Suppliers are expected to have a written environmental policy that covers all the above aspects and environmental risks associated with its operations. LTTS encourages Suppliers to undertake biodiversity risk assessments to measure the impact and dependencies of their business on the ecosystem and develop and implement a strategy and action plans to prevent, reduce and offset adverse impacts.

10. Representation

Suppliers shall not be authorized to represent LTTS or use the LTTS brand to further their interests without the consent of LTTS. Suppliers shall ensure that usage of LTTS logo must strictly adhere to LTTS brand guidelines and content for any media shall be shared with LTTS for its approval before publishing/furnishing any details of the engagement.

11. Obligations of Suppliers

Suppliers shall ensure that Code is communicated to their employees, subsidiaries, business partners, and subcontractors involved in providing services to LTTS in the language known to them and that they abide by the same.

12. Grievance Mechanism and Violation of Code of Conduct

Suppliers shall establish an operational-level grievance mechanism (OLGM) to address and resolve grievances or complaints at the operational level, which should be legitimate, accessible, predictable, and transparent based on dialogue and engagement. The OLGM should be easily accessible to all stakeholders, with clear information on how to submit a grievance and the expected process. OLGM should not preclude access to judicial or other state-based processes on undermine the role of legitimate trade unions.

Suppliers agree to promptly report any violations of the Code to LTTS. Unless prohibited by law or regulation, LTTS expects Suppliers to raise concerns related to the Code by making a protected and confidential disclosure through the reporting channels mentioned in LTTS's Whistle Blower Policy (https://www.ltts.com/sites/default/files/investors/corporate-gov/pdf/WhistleBlowerPolicy_LTTS_0.PDF)

Suppliers further agree that LTTS has a right to terminate the Agreement / Work Order / Contract in the event of any breach of the Code without liability for cost, expenses, or damages of any kind as a result of exercising its right as mentioned herein above. Supplier shall make sure that its employees and officers shall promptly give all assistance, information to LTTS or its employees and its professional advisors as they may reasonably request in cases of violation of this Supplier COC. Supplier hereby agrees to continue to comply with this Supplier COC to the extent any of Supplier's obligations continue to survive after expiry or termination of business transaction with LTTS. Supplier shall maintain documentation necessary to demonstrate conformance to this Supplier COC. Nothing contained in this Code shall be in prejudice to any other right or remedy.

13. Remediation

Suppliers shall:

- Agree to indemnify LTTS with regard to any government or third-party investigations related to or arising out of Supplier's violation of this Supplier COC.
- Restore the affected person or persons to the situation they would be in had the adverse impact not occurred (where possible) and enable remediation that is proportionate to the significance and scale of the adverse impact.
- Comply with the law and seek out international guidelines on remediation where available, and where such standards or guidelines are not available, consider a remedy that would be consistent with that provided in similar cases.
- Consult and engage with impacted rightsholders and their representatives in the determination of the remedy.
- Seek to assess the level of satisfaction of those who have raised complaints with the process provided and its outcome(s).

14. Supplier Declaration

I/We hereby confirm that I/ We have read and understood LTTS Supplier Code of Conduct and undertake to comply with same. Upon the occurrence of an actual or suspected breach, we shall promptly notify to LTTS take all remedial actions as reasonably suggested by LTTS.

Name of the Supplier:

Name of Authorized Signatory:

Designation:

Place/ Date:

Signature/stamp: