

Supplier Code of Conduct

The objective of the Supplier Code of Conduct is to ensure that DLF Limited's (DLF's) suppliers, and other representatives, meet the basic expectations of doing business with respect to ensuring legal requirements and promoting sound practices for environmental, social, health and safety management. These standards are based on well-respected and recognized international standards, including the International Labor Organization, United Nations Universal Declaration of Human Rights, and other industry best practices.

For the purpose of this policy, suppliers refers to suppliers/ service providers/ vendors/ traders / agents/ consultants/ contractors/ joint venture partners/ third parties including their employees, agents and other representatives, who have a business relationship with and provide, sell, seek to sell, any kinds of goods or services to DLF Limited or any of its subsidiaries, affiliates and joint ventures.

Environmental standards for the supplier:

- All our suppliers should ensure compliance with all international, national and local environmental laws, regulations and permits as applicable to their business operations and should strive towards implementing an Environmental Management System based on international standards such as ISO 14001;
- Suppliers should work towards establishing procedures for environmental improvement such as minimizing emissions through their operations, increase the share of renewable energy, reduce the production of waste and treat waste produced through operations, reduce water consumption and adopt measures for water conservation etc.; and
- Suppliers should strive to have their own sustainable procurement policy in place and strive to ensure sustainable procurement of raw materials

Prohibition of Child labour:

- Our suppliers should not employ child labour. Employees engaged with our suppliers must be at least 15 years of age or where local legislation stipulates a higher minimum age, the higher limit shall apply; and
- Workers between the age of 16 and 18 years will be considered young workers and all our suppliers are required to comply with legal requirements for the work of authorized young workers in terms of ensuring working conditions, hours of work and wages paid.

Forced or compulsory labour:

- Our suppliers should ensure that their employees are hired on their own free will and must prohibit forced, bonded, or any other form of compulsory labor such as slavery, trafficking, harboring, recruiting, or transferring persons by means of threat, force, abduction or fraud for labor or services in all of their operations

Fundamental human rights:

- Our suppliers should ensure that their workplace is free from discrimination i.e. in terms of hiring, compensation, promotions, termination or retirement. Further, it is expected from all our suppliers to adhere to all provisions outlined in our Code of Conduct.
- Suppliers must comply with all applicable laws, rules and regulations relating to human rights including collective bargaining and right to freedom of association of employees in the states in which they operate

Remuneration:

- Suppliers must pay at least the minimum wage or the appropriate prevailing wages, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract

Working hours:

- Suppliers should ensure that its employees work in compliance with all applicable laws and mandatory industry standards pertaining to regular working hours, and overtime hours, including breaks, rest periods, holidays, and maternity and paternity leaves.

Occupational health and safety:

- Suppliers should ensure that employees are provided with a workplace that is free from recognized hazards that cause or are likely to cause physical injury or death, and to maintain working conditions that are safe for their employees. They must ensure that effective measures are implemented proactively to prevent any workplace injuries and ill health. Health and safety related trainings should be provided for all employees.

Business ethics:

- We expect our suppliers to maintain similar values of trust and transparency as DLF and they must strictly discourage corruption and bribery in their business operations.
- To identify situations and activities where acts of corruption or bribery are most likely to occur in its context, the suppliers should have an effective mechanism to monitor and track it.
- Our company related documents required by law should not be manipulated in any way.
- Suppliers must discourage any action that is anti-competitive or otherwise contrary to the laws that govern competitive practices as per the applicable laws in their states of operation.

Cooperation in assessments:

- Our suppliers are expected to provide their full cooperation in assessments or audits conducted by DLF from time to time, whether conducted by DLF itself or through a third party. They must produce all required evidence in such circumstances, operating in a transparent manner. If the supplier is found to be functioning against DLF's requirements, corrective action plans will be suggested, which are to be established within a specified time frame and the progress of the same shall be monitored.