



Baldor Technologies Private Limited

Supplier Code of Conduct
And
Assessment and Audit Programme
V 1.3

Document Name	Supplier Code of Conduct
Created By	Ashok Hariharan
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Last Updated by	Wriju Ray
Description	<p>This document sets forth the policies that a Supplier would need to abide by to work with Baldor Technologies. Baldor Technologies abides by the regulations set forth in EICC</p> <p>The document also includes the assessment and audit programme that ensure compliance to our stated policy</p>

General Application

IDfy is committed to the highest standards of environmental, social, and ethical responsibility and conduct. IDfy requires each of its Suppliers (as defined below) to comply with all of the principles in this Supplier Code of Conduct (“**Code**”). In addition, Suppliers are required to comply with all applicable laws and regulations. Where local laws conflict with this Code, Supplier shall always comply with the more restrictive one.

This Code outlines IDfy’s expectations, standards and requirements for Supplier conduct pertaining to the protection of human rights, the promotion of health, safety and safe working conditions, and responsible management practices pertaining to environmental protection issues and high ethical standards.

Compliance by a Supplier with this Code is a condition of doing business with IDfy. For purposes of this Code, “**Supplier**” shall mean a Vendor or supplier, and all of its subsidiaries and affiliates, including all Workers employed or engaged by any of the foregoing, who provide products to, and/or services for use by Baldor.

For purposes of this Code, “**Worker**” shall mean any employee, agent, contractor, subcontractor, and other personnel of Supplier.

Human Rights

IDfy believes all Workers deserve a fair and ethical workplace environment and must be treated with the utmost dignity and respect. Accordingly, Supplier must treat its Workers with dignity and respect at all times and Supplier shall (a) uphold the highest standards of human rights and (b) provide a mechanism for reporting human rights violations.

Anti-Discrimination: Legal Right to work

Supplier shall not discriminate against any Worker on the basis of race, age, disability, ethnicity, gender, pregnancy, marital status, parental status, social status, national origin, political or union affiliation, religion, sexual orientation in hiring and other employment practices or any other characteristic protected by local law, as

applicable. Supplier's hiring practices must include verification of Workers' legal right to work in the country and ensure that all mandatory documents, including work permits, are timely obtained and available for inspection.

Anti-harassment and Abuse

Supplier shall commit to providing a workplace free of physical, psychological, sexual or verbal abuse or other unlawful harassment. Threats or other forms of intimidation are prohibited.

Compensation and working hours

Suppliers shall comply with applicable wage and labour laws and regulations governing Worker compensation and working hours. Workers with the same qualifications, skills, experience, and performance shall receive equal pay for equal work in accordance with applicable labour laws.

Forced Labour and Child Labour

Supplier may not employ persons who are below the age of 18. Supplier will ensure that they have the required checks before on-boarding any Worker.

Supplier shall ensure that all work is voluntary. There shall be no trafficking of persons or use of any form of slave, forced or indentured labour. Involuntary labour includes the transportation, harbouring, recruitment, transfer, receipt or employment of persons by means of threat, force, coercion, abduction, fraud or payments to any person having control over another person for the purpose of exploitation. Supplier shall not withhold Workers' original government-issued identification and travel documents. Supplier shall ensure that any Workers' contracts clearly convey the conditions of employment in a language understood by the Workers.

Health and Safety

Worker well-being is essential and Supplier shall provide a healthy and safe work environment for its Workers, including tolerable temperatures, noise levels, adequate ventilation, sufficient lighting, clean toilet facilities and drinkable water. Supplier shall take proactive measures that support accident prevention and minimise health risk

exposure. Workers shall have the right to refuse unsafe work environments. Supplier shall provide Workers with appropriate workplace health and safety training and such information shall be posted in its facilities for view by Workers.

Supplier shall have a system for Workers to report health and safety incidents and unsafe working conditions without fear of retaliation. Such system shall be used to document, investigate, track, and manage all incidents reported. Supplier shall implement corrective action plans to mitigate risks, provide necessary solutions and facilitate the health and safety of its Workers through any such incident.

Supplier shall identify and assess potential emergency situations affecting the health, safety and welfare of its Workers. For each situation, Supplier shall develop and implement emergency plans and response procedures that minimise harm to life, environment, and property.

Environment

Baldor Technologies is committed to protecting the environment and running environmentally sound operations. Supplier is expected to conduct its operations in a way that minimises the impact on the environment, its customers, and Workers.

Reducing Environmental Impact

As and to the extent applicable to its operations, Supplier shall (a) make efforts to reduce energy, water, and natural resource consumption by implementing methods to conserve them and (b) develop, implement, and maintain environmentally responsible business practices. Supplier shall minimise use of hazardous substances through implementation of substitution or reduction methods.

Adoption of Standards, Compliance with Laws, Permits

As and to the extent applicable to its operations, Supplier shall have a systematic approach to hazardous (and non-hazardous) substance management within its premises.

Ethics

IDfy expects the highest standards of ethical conduct in its endeavours. Supplier shall always be ethical in every aspect of its business, including business practices, sourcing, operations and business relationships.

Conflict of interest

Conflict of interest situations may arise in many ways and typically involves a situation that casts doubt on the Supplier's ability to act with total objectivity regarding IDfy's interests. Supplier will not enter into a contract or agreement or assume an obligation that will, in any manner, interfere or represent a conflict of interest with Supplier's duties to IDfy. If Supplier has a concern about a potential conflict of interest, such potential conflict of interest shall be disclosed to IDfy.

Anti-Corruption

No form of extortion or bribery, including improper offers for payments to or from Workers or organisations or kickbacks, is tolerated. This ban applies even if local laws permit such activity. Supplier shall not engage in corruption, extortion, embezzlement or bribery to obtain an unfair advantage and Supplier shall not provide business courtesies, meals, entertainment, and gifts unless the item (a) is of nominal value, (b) is not paid in cash, (c) is consistent with customary business practices, (d) is not susceptible to being construed as a bribe or kickback and (e) is permissible under applicable law. Supplier shall abide by all applicable anti-corruption regulations and laws of the countries in which it operates, including the Foreign Corrupt Practices Act (FCPA) and applicable international anti-corruption laws, rules and conventions.

Anti-Trust and Corruption Laws

Supplier shall comply with all applicable laws that prohibit unlawful restraint of trade at all times designed to protect against unfair business practices and to promote competition including laws that prohibit agreements or activities that reduce competition, such as price fixing, bid rigging, boycott of specified suppliers or customers, market allocation or the limit of product lines, sales or production for anticompetitive purposes. Supplier should restrain from discussions with competitors

about prices, costs, profit margins, production volumes, bids, quotes or specific customers. Deceptive practices are also prohibited such as making false or misleading statements and representations about products or services including IDfy products or services, as well as IDfy competitors and their products or services.

Confidentiality

Supplier shall use customary industry practices to manage confidential information it receives from, by, from, or about IDfy and its contractors, suppliers, and business partners (collectively “**IDfy Entities**”). All such information, including information in electronic format, intellectual property, software, or other technologies, must be protected with appropriate safeguards. Any transfer of confidential information to a third party without the consent of IDfy must be done in a way that secures and protects the property rights of IDfy Entities. Supplier may only receive proprietary and confidential information from IDfy Entities subject to execution of a confidentiality or non-disclosure agreement and must comply with the obligations included within such agreement at all times. Supplier may not use the trademarks, images, or other copyrighted materials of IDfy Entities, unless explicitly authorised to do so.

Financial Integrity

Disbursement of funds related to Supplier’s business with IDfy is contingent upon a written contract with IDfy signed by duly authorised representatives of both parties. All transactions related to Supplier’s contract with IDfy and other relevant forms, orders and reports provided to IDfy must be accurately documented. Supplier shall maintain accurate and timely financial books, records, and statements pertaining to its own business in accordance with applicable rules, laws, and regulations.

Supplier Responsibility and Accountability

As outlined above, Supplier is required to provide safe working conditions of its Workers, treat Workers with dignity and respect, act fairly and ethically, and use environmentally responsible practices in its operations.

Supplier shall assist IDfy in enforcing this Code and shall have its own process for communicating clear and accurate Code requirements to its Workers.

Supplier shall develop and maintain processes (a) to identify risks associated with its business operations including labour and human rights, environmental, health, safety, ethics, and legal compliance, (b) to determine the significance and impact of each risk and (c) to implement processes and controls to manage the risks identified.

Supplier shall identify personnel in charge of performing periodic evaluations of its operations (and facilities of its subcontractors and suppliers) to ensure compliance with this Code and applicable laws and regulations. IDfy will contact such designated personnel to assess Supplier compliance on a routine basis. Supplier shall provide information and allow access to their premises in furtherance of any such assessment performed by IDfy or its designee.

Any violations of this Code may cause IDfy to cease doing business with Supplier, especially in the event that a continuous and measurable improvement over time is not assessed.

Supplier Assessment and Audit Programme

There are four main measures that are implemented to ensure compliance to the stated Supplier Code of Conduct.

Contractual Obligations

Each Supplier is required to sign up to contractual agreements which specifically require adherence to aspects related to Human Rights, Health and Safety, Environment, Ethics, and associated areas.

Vendor Self Assessment

Supplier shall perform periodic evaluations of its facilities and operations, and the facilities and operations of its subcontractors and next-tier suppliers to ensure compliance with this Code of Conduct

Supplier is also required to maintain records that demonstrate their compliance to the Supplier Code.

Early Life Assessment of Vendor

Baldor Technology follows a specific on-boarding process that includes meetings, discussions, and inspections to ensure that the vendor complies with the Supplier code of conduct. This is followed by a 3-month period of close monitoring of the Supplier to ensure adherence.

Periodic Audits

IDfy periodically audits Suppliers. These are carried out as part of routine checks or on the basis of any complaints received with regards to their service. Typically these involve requesting for evidence that Suppliers are required to contractually maintain and then investigating these records to determine compliance / non-compliance. Depending on severity of non-compliance, vendors are either terminated or reprimanded and asked to improve.