

# SUPPLIER CODE OF CONDUCT

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At Acme, we are committed to complying with all applicable laws and regulations, to upholding human rights and labour standards and to protecting the environment – in which we operate as well as in relation to our partners and suppliers. We expect our suppliers to share this commitment. This Supplier Code of Conduct defines the basic requirements to meet our standards.

## HEALTH AND SAFETY

- Comply with all applicable laws and regulations on occupational health and working safety.
- Commit to continuous improvements of occupational health and safety.
- Use or set up a reasonable occupational health and safety management system.

## HUMAN RIGHTS AND LABOUR STANDARDS

- **Working Time:** Comply with the applicable law and regulations concerning working time, including overtime laws.
- **Wages And Benefits:** Provide wages and benefits as per applicable laws including minimum wage legislation, and in line with existing practice in the industry.
- **Non-Discrimination And Fairness:** Apply the principles of equal opportunity and fair treatment. Non-tolerance of any form of discrimination or verbal or physical harassment of employees.
- **Freedom Of Association And Collective Bargaining:** Recognise, as far as legally permitted, the right of free association and collective bargaining of employees.
- **No Forced Labour:** Non-tolerance of any form of forced labour, including forced prison labour, indentured labour, bonded labour, slave labour or any form of human trafficking
- **No Child Labour:** Comply with minimum working age requirements prescribed by national laws and international agreements.

## ENVIRONMENTAL PROTECTION

- Comply with all applicable laws and regulations and international standards relating to the protection and preservation of the environment.
- Commit to continuous improvements of environmental protection.
- Use or set up a reasonable environmental management system. Supply chain Undertake reasonable efforts to encourage your own suppliers and sub-contractors to comply with the principles of this Supplier Code of Conduct.

## LEGAL COMPLIANCE AND INTEGRITY

Comply with all applicable laws and regulations, in particular:

- **Prohibition Of Corruption And Bribery:** Do not engage in or tolerate any form of corruption or bribery, in particular any payment or other form of benefit conferred for the purpose of influencing decision making.
- **Competition And Antitrust:** Conduct business in compliance with all applicable competition/antitrust laws and regulations.
- **Conflict Of Interest:** Avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in business dealings with Acme or third parties.
- **Confidentiality:** Keep Acme's business, financial and technical data as well as business correspondence confidential; do not misappropriate Acme's or other companies' tangible or intellectual property.

## SUPPLIER DIVERSITY

It is the policy of Acme Interiors that ethnic minority business enterprises; women owned enterprises shall have equal opportunity to compete for contracts and subcontracts. Acme will use its best efforts to purchase goods and services from such business concerns, consistent with this policy.

## SUPPLY CHAIN

Undertake reasonable efforts to encourage your own suppliers and sub-contractors to comply with the principles of this Supplier Code of Conduct

## REPORTING CONCERNS

If you wish to report questionable behavior or a possible violation of Supplier Code of Conduct, Please contact us with any of the below mentioned methods.

- **PHONE** +91-080-25286258
- **EMAIL** Info@acmeinteriors.co.in
- **ADDRESS** Director - Operations  
Plot No. 1056, 7<sup>th</sup> Main, 1<sup>st</sup> Cross, HAL 2<sup>nd</sup>  
Stage, Indiranagar, Bangalore – 560038



**K. Ramchandran**  
Managing Director