



GreenOx Oils Private Limited

Supplier Sustainability Policy

1. Purpose and Commitment

GreenOx Oils Private Limited is committed to upholding the highest standards of sustainability, human rights, and business ethics. This Supplier Sustainability Policy sets forth the minimum expectations for suppliers to operate responsibly and ethically, ensuring the protection of human rights, fair labor practices, environmental stewardship, and ethical business conduct. Suppliers must comply with applicable laws and regulations and promote sustainable practices throughout their supply chains.

2. Human and Labor Rights

2.1. Child Labour and Young Workers

- Suppliers must not employ children under the minimum legal working age.
- Special protections must be provided for young workers to ensure their health, safety, and education are not compromised by work.

2.2. Wages and Benefits

- Suppliers must provide fair wages and benefits that meet or exceed legal and industry standards.
- Compensation must reflect the value of the work performed and be paid regularly and on time.

2.3. Working Hours

- Suppliers must ensure that working hours comply with local laws, including provisions for overtime, rest periods, and paid leave.
- Workers must not be required to work excessive hours and must have access to adequate breaks and days off.

2.4. Modern Slavery

- Suppliers must ensure that slavery, servitude, forced labor, and human trafficking do not exist within their operations or supply chains.
- Suppliers should provide written agreements to workers outlining the terms of employment, free from coercion or threat.

2.5. Ethical Recruiting

- Recruitment practices must be ethical and transparent. Suppliers must not charge workers recruitment fees or subject them to deceptive hiring practices.
- Migrant workers must have equal rights and fair treatment without risk of exploitation.

2.6. Freedom of Association and Collective Bargaining

- Suppliers must respect the rights of workers to freely associate, join unions, and engage in collective bargaining without retaliation or intimidation.

2.7. Non-discrimination and Harassment

- Suppliers must provide a workplace free from discrimination based on race, gender, age, religion, sexual orientation, disability, or any other status.
- Harassment, abuse, and violence of any form will not be tolerated.

2.8. Women's Rights

- Suppliers must uphold women's rights, ensuring equal treatment and opportunities for women in the workplace.
- Policies must be in place to prevent gender-based violence, harassment, and discrimination.

2.9. Diversity, Equity, and Inclusion

- Suppliers must promote diversity, equity, and inclusion in hiring, promotion, and treatment of employees.
- A diverse and inclusive workforce must be fostered, providing equal opportunity for all.

2.10. Rights of Minorities and Indigenous Peoples

- Suppliers must respect the rights and cultural heritage of minorities and indigenous peoples.
- Business operations must avoid adversely affecting the livelihoods, traditions, and territories of indigenous communities.

2.11. Land, Forest, and Water Rights and Forced Eviction

- Suppliers must respect land, forest, and water rights and refrain from any activities that could result in forced eviction or displacement of communities.
- Land acquisition and use must be carried out lawfully and transparently, respecting the rights of local communities.

2.12. Use of Private or Public Security Forces

- Suppliers must ensure that security forces (private or public) employed to protect assets and personnel act in accordance with human rights standards and local laws.

3. Health and Safety

3.1. Health and Safety

- Suppliers must provide safe and healthy working conditions for all employees, in compliance with local health and safety regulations.
- Adequate measures must be in place to prevent workplace injuries, illnesses, and accidents, including proper safety training and equipment.

4. Business Ethics

4.1. Anti-Corruption and Anti-Money Laundering

- Suppliers must have zero tolerance for corruption, bribery, and fraud in any form.
- All financial transactions must be transparent and compliant with anti-money laundering regulations.

4.2. Data Protection and Data Security

- Suppliers must ensure the protection of personal and business data, complying with data privacy laws and taking appropriate steps to secure sensitive information.

4.3. Financial Responsibility (Accurate Records)

- Suppliers must maintain accurate and transparent financial records, ensuring compliance with applicable accounting standards and laws.

4.4. Disclosure of Information

- Suppliers must provide accurate and transparent information regarding their operations, supply chain, and environmental impact when requested by GreenOx Oils or relevant authorities.

4.5. Fair Competition and Anti-Trust

- Suppliers must engage in fair business practices, complying with all competition laws and refraining from anti-competitive behavior.

4.6. Conflicts of Interest

- Suppliers must disclose any conflicts of interest that may arise in their business relationship with GreenOx Oils and take steps to mitigate them.

4.7. Counterfeit Parts

- Suppliers must take measures to prevent the use and distribution of counterfeit or substandard parts within their supply chains.

4.8. Intellectual Property

- Suppliers must respect and protect intellectual property rights, ensuring that products and processes do not infringe on third-party patents, trademarks, or copyrights.

4.9. Export Controls and Economic Sanctions

- Suppliers must comply with applicable export control laws and economic sanctions when conducting business internationally.

4.10. Whistleblowing and Protection Against Retaliation

- Suppliers must provide mechanisms for reporting unethical behavior, including whistleblower protection policies that ensure employees are not subject to retaliation.

5. Environmental Responsibility

5.1. GHG Emissions

- Suppliers must work to reduce greenhouse gas (GHG) emissions across their operations, setting measurable targets and continuously improving their carbon footprint.

5.2. Energy Efficiency

- Suppliers must implement energy-efficient processes and technologies to reduce energy consumption and environmental impact.

5.3. Renewable Energy

- Suppliers are encouraged to adopt renewable energy sources to power their operations and reduce reliance on fossil fuels.

5.4. Decarbonization

- Suppliers must adopt strategies to achieve long-term decarbonization, reducing carbon emissions from manufacturing, transportation, and other key areas.

5.5. Water Quality, Consumption, and Management

- Suppliers must manage water responsibly, ensuring efficient use, recycling, and treatment to prevent water pollution.



5.6. Air Quality

- Suppliers must monitor and minimize air pollutants and ensure compliance with local and international air quality standards.

5.7. Responsible Chemical Management

- Chemicals used in production processes must be handled, stored, and disposed of safely to prevent environmental contamination.

5.8. Sustainable Resources Management

- Suppliers must prioritize sustainable sourcing and resource use, including recycled, biodegradable, or renewable materials.

5.9. Waste Reduction, Reuse, and Recycling

- Suppliers must implement waste reduction strategies and maximize reuse and recycling to minimize landfill waste.

5.10. Animal Welfare

- Suppliers must ensure that animal welfare standards are upheld across their supply chains, avoiding products derived from inhumane practices.

5.11. Biodiversity, Land Use, and Deforestation

- Suppliers must avoid contributing to deforestation or destruction of natural habitats, engaging in biodiversity protection efforts.

5.12. Soil Quality

- Suppliers must ensure that their operations do not degrade soil quality and must implement practices to prevent erosion and contamination.

5.13. Noise Emissions

- Suppliers must minimize noise pollution, especially in operations near residential or sensitive environmental areas.

6. Upstream Supplier Management

6.1. Definition and Implementation of Standards

- Suppliers must define and implement sustainability standards with their own tier-1 suppliers to ensure compliance with ethical, labor, environmental, and business conduct guidelines.

6.2. Binding Requirements for Tier-1 Suppliers

- Suppliers must establish binding requirements for their tier-1 suppliers to uphold these sustainability standards and ensure they are passed along the entire supply chain.

This Supplier Sustainability Policy reflects GreenOx Oils Private Limited's commitment to responsible business practices, ensuring that our suppliers operate ethically, protect human rights, promote sustainability, and contribute to a more just and eco-friendly global supply chain.