

FP-028-VCC

VENDOR BUSINESS CODE OF CONDUCT

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1. Introduction

Cyient is a global engineering and technology solutions company. We engage with customers across their value chain helping to design, build, operate, and maintain the products and services that make them leaders and respected brands in their industries and markets. Customers draw on Cyient's expertise in engineering, manufacturing, and digital technology to deliver and support their next-generation solutions that meet the highest standards of safety, reliability, and performance. We deliver our services and solutions to a diversified base across multiple industries in North America, EMEA (Europe, Middle East & Africa), and Asia.

Cyient is built on strong values and that foundation has brought the company to where it is today. We always follow our Values **FIRST**, which is an acronym for Fairness, Integrity, Respect, Sincerity, and Transparency.

Fairness – Means equity and solidarity where the associates and our Customers experience an unbiased environment, irrespective of their cultural backgrounds. The company believes in providing an encouraging and motivating ambience which enables our associates and customers to meet their personal and organizational objectives.

Integrity – Cultivates the development of high professional standards and values. The company in all dimensions of work, aligns its actions with its words and delivers what it promises. The company is committed to the moral and ethical values of the organization and law of the land and expects the same honesty and integrity from its Vendors.

Respect – The Company believes that the most productive environment is one wherein associates are valued and treated with respect and dignity.

Sincerity – Is a commitment to present a work place which establishes professionalism, dedication to quality, cost, and delivery, and embodies Cyient's value system, while speaking and acting truly to achieve the company's vision and realistic goals. The company has always demonstrated utmost reliability and accountability for all its commitments and promises and strives for the same ahead.

Transparency – Is an open-door policy. The company believes that a fair and open communication is the key to success. The company believes in clear billing processes and ensures availability of relevant information required for cooperation and collective decision making. Encouraging feedback from vendors, customers, and associates helps build a trustworthy company.

As outlined by our Values FIRST and our Business Code of Conduct and Ethics, Cyient and its subsidiaries are committed to conduct business in an ethical, legal, and socially responsible manner. Cyient provides a safe working environment for all its employees and partners.

As part of “R” Respect, Cyient firmly believes that the Vendors are an integral part of our ecosystem and Cyient is committed to create an environment where our Vendors are confident that they are treated with respect and dignity.

As part of “I” Integrity and “T” Transparency, Cyient firmly believes in conducting all business transactions with integrity and transparency and ensures that it is ethical, sincere and open in all its transactions. We expect our Vendors to maintain the values of integrity, ethics, and transparency in all business dealings, which are in line with the Cyient’s policies and applicable laws.

For establishing a resilient business model, it is essential to integrate sustainability aspects across the value chain of the business. Sustainability has evolved over the years from being a mere response to social and environmental crises to a value enabler and a future-proofing coefficient to the business ecosystem. Today, sustainability is a business enabler that stakeholders respect, expect and value across the spectrum.

At Cyient, ‘Designing a sustainable tomorrow together’ acts as our guiding principle to integrate sustainability aspects across the business with a commitment towards achieving sustainable growth. We expect our Vendors to share our sustainability values and follow practices which are in line with the Cyient’s policies and applicable laws

2. Policy

Cyient is committed to conducting business in accordance with the highest ethical standards and in compliance with all applicable laws, rules, and regulations. Cyient has a responsibility to ensure its supply chain operates responsibly and improves the lives of workers, their communities, and the environment. We expect our Vendors, and their sub-vendors and subcontractors, working along with Cyient as partners, to comply with all applicable laws and regulations, as well as the principles set out in this document.

3. Applicability

This Code shall apply to all Vendors including sub-vendors and subcontractors who engage in business relationships with Cyient and its subsidiaries, or on behalf of Cyient.

4. Definition(s)

4.1 Vendor

Vendor shall mean an external second and/or third party that Cyient has entered into or with whom it intends to enter into a business or contractual relationship to provide business goods, services, functions, or activities. “Vendor” shall include all sub-tier suppliers including any sub-vendors or subcontractors working with a Vendor. Vendor and Supplier are used interchangeably in this document.

5. Integrity and Compliance with Laws

Cyient enjoys a hard-won reputation for honesty, integrity, and fair dealing. Without question, this reputation for integrity is an invaluable part of our success. We expect our Vendors to conduct business with utmost integrity and in an ethical manner.

Vendors are required to fully comply with all applicable laws of the land and regulations, treaties, and industry standards including but not limited to those laws that are related to Information Technology, Data Protection, Labor, Immigration, Health and Safety and the Environment, and local taxation and payment of taxes on income as applicable. The Vendor shall maintain all records of such compliance as mandated under the applicable laws and regulations and provide the same to Cyient upon request.

5.1 Uphold Business Integrity and Ethics

As a global organization, Cyient is subject to all relevant anti-bribery and anti-corruption laws. The Vendor should ensure that they comply with all relevant anti-bribery and anti-corruption laws in both letter and in essence.

Cyient has a zero-tolerance policy with respect to any form of bribery (including kickbacks), and/or corruption. Bribery and corruption are against our core Values FIRST principles. Cyient does not permit such actions, nor do we allow third parties acting on our behalf, such as agents, consultants, Vendors, and/or contractors to make, offer, authorize or provide directly or indirectly, any such payment, cash, gifts, materials, kickbacks any other kind of value.

The Vendor shall ensure the following:

- Implement monitoring and enforcement procedures to ensure compliance with anti-bribery and anti-corruption laws
- Raise invoices and claims in-line with the agreed services and supplies, along with the supporting documents
- Perform all business dealings transparently and maintain accurate details of the same in business books and records.

5.2 Conflicts of Interests

Vendors must avoid conflicts of interests and situations that give rise to the potential for or the appearance of a conflict of interest. As there might be a situation where a Cyient employee or director may have an interest or potential interest of any kind in the Vendor's business, whether through personal relationships, investments, directorships, or any other kind of economic ties with the Vendor, in such an event the potential for a conflict of interest exists and should such a situation arise at the time of empanelment/registration or prior/post/during engagement, Vendors are required to promptly disclose such situations to Chief Human Resource Officer and should also contact the Corporate Secretary to report this situation.

5.3 Insider Trading

Vendors must ensure that any material, non-public information obtained because of a relationship with Cyient is confidential to Cyient and that it shall not be used for any purpose including trading or

enabling others to trade in stocks of any company nor for the personal benefit of the Vendor, its employees or any other persons with whom Vendor transacts business.

5.4 International Trade Compliance

Vendors shall comply with all the applicable laws and regulations related to importing, exporting, re-exporting or transfer of Cyient products and services, economic sanctions and embargoes, and, relevant country antiboycott requirements.

5.5 Intellectual Property

Cyient's intellectual property is among its most valuable assets and Cyient is committed to protecting it. Cyient's intellectual property includes, but is not limited to:

Patents, copyrights, trademarks, service marks, industrial designs, geographical indications, trade secrets, certifications, proprietary data, ideas, inventions, systems, and business processes;

Brands, logos, slogans, domain names, business names, and other identifying features used to identify Cyient and its products or services or solutions; and,

Software, scripts, interfaces, documentation, advertising and marketing materials, content (such as website content) and databases; and any confidential data or information pertaining to Cyient.

Vendors shall take all steps necessary to protect Cyient's intellectual property rights and shall not use or allow others to use such intellectual property owned by Cyient without prior authorization from Cyient and only for the purpose for which it was provided. Vendor further acknowledges that infringement of Cyient's intellectual property will cause irreparable harm that may entitle Cyient to various types of relief and remedies that include but are not limited to monetary damages.

5.6 Privacy Data Protection

Cyient along with its subsidiaries ensures that it complies with all applicable data protection laws and contractual requirements including compliance to GDPR. The General Data Protection Regulation (EU) 2016/679 (GDPR) is a regulation in EU law on data protection law in the European Union (EU) and the European Economic Area (EEA). It also addresses the transfer of personal data outside the EU and EEA areas. Cyient is committed to upholding the most compliant data protection and privacy standards with respect to Supplier-related personal data. We expect our Vendors/partners to adhere to similar levels of data protection standards and practices.

Vendors as data processors shall comply with their obligations under applicable data protection laws and subject to Cyient's lawful instructions.

Vendors shall ensure adequate measures are implemented to meet the data protection requirements under applicable laws such as in respect to the adoption of adequate technical and organizational measures, retention periods, transfer of data, and the exercise of data subject rights for processing any personal data for which Cyient, by 'defining the purposes and means of processing' acts as a controller for such data.

In the event that Vendor shall have access to personal data, which includes but is not limited to information of Cyient's employees' or guests': (a) first and last name; (b) home or other physical address; (c) telephone number; (d) email address or online identifier associated with an individual. (e) social security, taxation file number or similar identifier; (f) employment, financial or health information; or (g) any other information relating to an individual that is combined with any of the aforesaid mentioned, the Vendor agrees to protect and not disclose any of such information to any other third parties and also execute a Data Protection Agreement with Cyient. Vendor shall at all times abide by the terms and conditions of the Data Protection Agreement executed between Cyient and Vendor. Vendor shall indemnify, defend, and hold Cyient, its officers, directors, agents and affiliates harmless against any and all claims, damages, liabilities, costs and expenses arising out of violation of such Data Protection Agreement by the Vendor.

The Vendor agrees that it shall process such personal data in compliance with all the applicable privacy laws including but not limited to the Privacy Act 1988 (Cth) (Australia), Directive 95/46EC (European Union), the General Data Protection Regulation (EU) 2016/679 and any equivalent state or federal legislation in any applicable territory from where the services are being rendered pursuant to this Agreement, that are in force from time-to-time.

Vendor shall inform Cyient of any instance of data breach within twelve (12) hours of discovery. Vendor is expected to fully cooperate with Cyient and provide it with reasonable access to data processing facility, for conducting investigations into the reported data breach incident.

5.7 Information Security

Cyient has a comprehensive supplier information security risk assurance process which helps in identification of information security risks throughout the different stages of Vendor relations with the end objective of safeguarding critical and sensitive information, and information systems handled by its Vendors.

Cyient expects its Vendors to comply with similar levels of information security protection controls, and all applicable laws and regulations.

Vendor's organization is responsible for agreeing on deliverables, ensuring compliance with contractual security requirements, extending support on annual security assessments, ensuring timely notification of information security incidents and notifying major changes/vulnerabilities to Cyient.

5.8 Non-Disclosure and Documentation

Vendor shall not disclose Cyient as its customer in any Public Relations-related activity or press release.

Vendor shall submit all documents related to product or service delivered to Cyient within agreed timelines.

5.9 Honest and Accurate Transactions

Vendors must neither directly or indirectly make or support the making of any false representations in connection with any Cyient proposed or any other transaction including, but not limited to, oral misrepresentations of fact or the promotion or utilization of false documentation, such as non-genuine purchase orders, untrue or forged contracts, forged letters of destruction, or any other documents, which may falsify the records.

5.10 Fair Competition and Antitrust

The antitrust and competition laws and regulations of the United States and other countries are generally designed to promote fair competition and prohibit certain agreements and conduct that might unreasonably restrain competition. Cyient's vendors and partners are required to comply with the antitrust and unfair competition laws of the many countries in which we do business. Vendors shall not engage in price-fixing, bid-rigging or directly or indirectly creating hurdles for competition to submit competitive proposals, misrepresentation of facts related to its competitors, or other anticompetitive practices in violation of applicable antitrust and competition laws.

5.11 Business Continuity

It is Cyient's policy to operate with transparency with all of our Vendors, and Cyient will work collectively with its Vendors to ensure adherence to this Vendor Code of Business Conduct. If appropriate under the circumstances, Cyient shall work with our Vendor to develop an improvement plan for compliance to this Code.

Vendors shall ensure that there are plans and procedures to resume business in the event of any physical disaster (e.g., such as fire, flood, wind, earthquake, explosion, etc.) or, work stoppage of any kind (e.g., labor strike, economic/social structure breakdown, etc.). Vendor shall provide a copy of such plans and procedures and any updates thereto and shall alert us to risks immediately should such an event arise.

Subject to mutual agreement on business continuity plan terms by both parties, the Vendor shall resume services within committed timelines following a disaster or work stoppage event.

5.12 Third Party-engaged by Supplier

Vendor must obtain Cyient's approval before engaging a third-party supplier to perform work for Cyient.

In the event a Vendor engages any third party to provide services or goods to Cyient, the Vendor shall ensure that such third party adheres to Cyient's Vendor Business Code of Conduct and does not indulge in any activity that violates its terms. The Vendor shall be responsible to monitor compliance by such third party and determine that they are conducting business in accordance with the applicable laws and regulations.

5.13 Jurisdiction

This Vendor Business Code of Conduct shall be governed by the laws agreed to in the Vendor agreement from which the dispute arose, or in the absence thereof, the governing law in force in a jurisdiction applicable to the dispute.

5.14 Audit compliance

Vendor shall permit Cyient to conduct audits as per Cyient or Cyient's customer requirements to assess Vendor's and its sub-tier suppliers' compliance with this Vendor Business Code of Conduct, or the performance of business matters associated with Cyient, including but not limited to on-site assessments and the review of Vendor compliance, books, records, and other documents.

5.15 Start of work and Invoicing

Vendors shall commence work to deliver services or products to Cyient only after receipt of a firm Purchase Order or Contract executed by the Procurement function of Cyient. Vendor must not deliver any products or services on the basis of a verbal and/or email confirmation. Exception will be online orders and below threshold limit Purchase Orders.

Vendors shall strictly follow instructions for invoice submission as per terms of the Vendor Agreement with Cyient

5.16 Gifts Guidelines and Exceptions

5.16.1 Guidelines

Vendors shall not offer any gifts to Cyient, or to Cyient's customers or associates, under any circumstance other than the limited exceptions defined in 5.16.2 below.

Vendors shall never offer individual sponsorship for any activity (meal, travel, etc.) for Cyient's associates and/or their families, any personal gifts received at home or while travelling on Cyient's business. Offering or receiving cash in return for bestowing business is strictly prohibited.

5.16.2 Limited Exceptions

Vendors are:

- Exempted to offer gifts of nominal value such as T-shirts, pens, trade show bags, decorative items and all other trinkets that employees obtain, as members of the public, at events such as conferences, training events, seminars, and trade shows that are offered equally to all members of the public attending the event.
- Exempted to offer food, beverages and moderately priced meals that are supplied by and also attended by current clients, partners and/or vendors in the interest of building positive business relationship. These activities are expected to be reciprocated similarly by Cyient.
- Any gifts from vendors shall always be treated as given to Cyient and not to an individual Cyient employee or associate.

Examples of Acceptable gift:

- Promotional gift of value less than US\$ 25.00 or equivalent (e.g., diaries, calendars, desk accessories).
- Festive gifts of value less than US\$ 25.00 or equivalent (e.g., flowers, fruits, and food).
- Gifts exchanged on a reciprocal basis (goodwill) which each shall not exceed US\$ 25.00 or equivalent.
- Special occasions gifts (e.g., wedding of an associate) not to exceed US\$ 25.00 or equivalent.

Unacceptable gift:

- Any gift worth more than US\$ 25.00.
- Individual sponsorship for any activity (meal, travel, etc.) for Cyient's employees or associates and/or their families.
- All personal gifts received at home or while travelling on Cyient's business.
- Services by vendor at nil or reduced cost (e.g. free transportation, free telephone etc.).
- Offering or receiving cash or any favors in-kind in return for bestowing business (which is strictly prohibited).
- Any sponsorship or funding of unofficial expenses of the Cyient employees or associates or their families or friends directly or indirectly through any other 3rd party.

6. Labor Practices and Human Rights

6.1 Child Labour

Vendors shall not use child labor; and, shall comply with all applicable laws pertaining to child labor, including those relating to minimum legal age requirements for work.

6.2 Freedom of Association

Cyient expects its Vendors to respect and recognize the rights of its employees to freely associate, organize, and bargain collectively, and shall comply with all laws and regulations related thereto.

6.3 Working hours

Vendor shall ensure that working hours comply with local laws and regulations, and industry practices, and allow for voluntary overtime.

6.4 Wage and Benefits

Vendors shall comply with all applicable wage laws and regulations including but not limited to minimum wages, duration of payment, associate benefits as applicable, equal remuneration, and overtime requirements if any must be based on business requirements and should be voluntary. Deductions, if any, from wages shall be made in strict compliance with the applicable laws. Vendors shall not use deductions from wages as a disciplinary measure.

6.5 Forced or compulsory labour

Vendors must 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 or trafficking, transporting, recruiting,

transferring or receiving persons by means of threat, force, coercion, abduction, or fraud for labor or services in all of their operations. At the time of recruitment, a written employment agreement containing terms and conditions of employment must be provided by the Vendor to all their employees. Vendors and their agents may not confiscate any identity or immigration documents, such as government-issued identification cards, passports or work permits, unless required by law.

6.6 Lawful Employment

Vendors must, prior to employing any worker, validate and review all relevant documentation to ensure that such worker has the legal right to work in that jurisdiction.

6.7 Human Rights

Cyient expects its Vendors to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses.

6.8 Non-Discrimination

Vendors shall not discriminate in hiring or employment practices based on pregnancy, childbirth or related medical conditions, race, religious creed, color, gender, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, union membership or any other criteria protected under law. Vendor shall uphold the dignity of its employees at all times and work towards establishing and reinforcing a positive work culture.

6.9 Harassment

- Cyient expects its Vendors to provide a harassment-free workplace for everyone. Harassment based on any protected criteria is unlawful and the vendor shall not commit any act, which is not in compliance with applicable laws. Cyient has a zero-tolerance policy with respect to any form of harassment including sexual harassment and the vendor shall take appropriate initiative to ensure a harassment-free workplace by way of publication of policies, periodic trainings and requisite & timely support to affected parties.
- Vendor shall also organize awareness programs at regular intervals for sensitizing the employees on the law pertaining to harassment in the applicable jurisdiction. Please refer to section 11 of this document on how to report an incident or register a complaint.

7. Health and Safety

7.1 Safe Work Environment

- Vendors must provide a safe work environment, abiding by local laws and regulations.
- Vendors must take appropriate measures to prevent workplace injuries and ill health and must provide employees with safe and healthy working environments by considering the evolving industry practices and societal standards of care. Vendors must strive to implement management systems to meet these requirements. Vendors must provide a safe and hygienic working environment for workers and provide appropriate safety equipment and training environment

7.2 Substance Abuse Policy

- Vendors must have policies and procedures in place to ensure that its employees and the employees of its sub-tier suppliers do not conduct work on Cyient's premises, or the off-site locations of work performed for Cyient including the operation of vehicles or equipment while under the influence of alcohol, drugs, or misused medications, whether prescription or non-prescription. Vendors' policies and procedures must prohibit employees and the employees of its sub-tier suppliers from using, possessing, buying, selling, or dispensing illegal drug, alcohol or misusing medications while performing job functions on behalf of Cyient.

8. Environment

- Cyient is reducing the environmental impact of its operations by combining sustainable growth strategies which include reducing carbon emissions and water consumption, mitigating emissions, promoting circular economy, and protecting biodiversity while ensuring an environmentally responsible supply chain. We expect our Vendors to share our values and help us create sustainable supply chain.
- Vendors must strive to preserve nature by minimizing negative impacts and be responsible for conducting safe and environmentally conscious operations.
- Vendors are encouraged to implement energy conservation measures and adopt a systematic approach to responsibly manage water and waste. Vendors are expected to effectively manage materials, waste, or chemical substances which may pose threat to the environment.
- Vendors must comply with all applicable environmental laws and regulations, including regulations that regulate hazardous materials, air, and water emissions and prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

9. Community Development

- Vendors are encouraged to engage with local communities to address key social issues.
- Vendors are expected to enhance sourcing from local suppliers.
- Cyient's Corporate Social Responsibility (CSR) is led by the philosophy "Empowering Tomorrow Together" and our CSR vision to empower the community through education and sustainable employment.
- We encourage our vendors to share our values to empower the community.

10. Conflict Minerals

- Vendors are expected to comply with all applicable conflict minerals rules and adopt policies and procedures to carry out due diligence thus avoiding/preventing products to be sourced from mineral conflict regions.
- Vendors are also encouraged to adopt similar principles in dealing with their own key suppliers.

11. Maintenance of Records

- Cyient relies on our Vendors to provide accurate, reliable information and records in order to meet our financial, legal, and management obligations. Vendors must maintain accurate books and records that comply generally accepted accounting principles and applicable laws and regulations.

- This must include, at minimum, a system of controls to ensure that all financial reports and documents are accurate and complete and can be provided to Cyient promptly upon request.
- Vendors must create, retain, and dispose of business records in compliance with all applicable legal and regulatory requirements. We expect that Vendors never misstate facts or information related to businesses performed, or on behalf of Cyient. Vendors must cooperate with Cyient's business record retention needs if the Vendor is advised or if a business record may be relevant to an audit, investigation, or potential legal proceedings.

12. Violations of Vendor Business Code of Conduct

Failure to comply with this Policy or any other applicable laws or regulations by the Vendor will result in disciplinary action up to and including termination of the business association or contract with such Vendors.

13. Procedure to Report/Register a Complaint

13.1 Report Operational Issues

Vendor can register a complaint, give a suggestion, or send a query on any operational/process issues related to procurement by writing to the Cyient procurement team using the following email:

E-mail: Vendor.helpdesk@cyient.com

13.2 Report Ethical Issues

Use the Ethics Reporting System to register a complaint under this policy. To ensure utmost confidentiality Cyient has engaged the services of an independent organization specializing in Ethics Helpline services.

The Ethics Reporting System has the following mechanisms to record a complaint:

Website - using the link <https://www.lighthouse-services.com/cyient>

E-Mail: Ombudsperson@cyient.com (will be received by Ethics Helpline Team only)

Please do not contact the "Ombudsperson" on operational/process related issues. Refer to Section 10.1 above for appropriate contact details. It is important that Vendor reports all suspected violations, including retaliation. Retaliation includes adverse actions, harassment, or discrimination on a professional front relating to your reporting of a suspected violation.

Cyient will maintain confidentiality to the extent possible and will not tolerate any retribution or retaliation taken against any individual who has, in good faith, sought out advice or reported questionable behavior or a possible violation of the Vendor Business Code of Conduct. Cyient is committed to fairly assess all the issues raised and provide resolution.

Appendix-1

Dos and Don'ts

After reviewing the Vendor Business Code of Conduct in detail, Vendor are requested to do the following;

Dos:

- a. Print Annexure-2 of this Vendor Business Code of Conduct "Acknowledgement and Acceptance" and have a duly authorized person sign the Acknowledgement on behalf of Vendor.
- b. Return the executed Acknowledgement to the following email address
- c. Review this Vendor Business Code of Conduct with all Vendor employees and Vendor's subsidiaries' employees who work on Cyient-related matters; and, flow down this Code to Vendor's sub-vendors, sub-suppliers, and subcontractors.
- d. Conduct business in accordance with this Vendor Business Code of Conduct, with integrity, and exhibit responsible ethical behavior in all interactions with Cyient and/or Cyient's customers.
- e. Maintain all required documentation necessary to demonstrate compliance with local laws and this Vendor Business Code.
- f. Report any breach or violation or any suspected breach or violation of Cyient's Vendor Business Code of Conduct by Vendor's employees, subsidiaries, sub-vendors and /or subcontractors within 12 hours of such breach, violation, or suspicion thereof.

Don'ts:

Cyient requests every Vendor not to do the following:

- a. Do not indulge in any practice or means that violates the applicable laws and/or violates Cyient's Vendor Business Code of Conduct.
- b. Do not hide or delay reporting an identified breach or violation of the Vendor Business Code of Conduct to Cyient.
- c. Do not obstruct any investigation undertaken for breach or violation of the Vendor Business Code of Conduct.
- d. Do not share confidential information or data of Cyient with any third party.
- e. Do not misuse or violate the terms of use of Cyient's intellectual property.
- f. Do not engage in any unfair or anticompetitive practice or exert undue influence over Cyient, and / or its employees, associates, or customers.
- g. Do not pay a bribe or any other unlawful practice or violate the terms of the Vendor Business Code of Conduct in any way.

Vendors with whom Cyient has regular and recurring dealings should have good management and governance processes in place to ensure compliance with this Code, Vendors must ensure that their systems and procedures are sufficient to mitigate any potential negative impact on Cyient's brands and reputation.

Cyient reserves the right to randomly review the supplier's policies, procedures, or any other documents related to adherence to this Code. Cyient reserves the right to discontinue business with the Vendor, if Vendor does not accept this Code or in event of any non-compliances.

Appendix-2

Vendor Business Code of Conduct Acknowledgement and Acceptance

This is to confirm that _____ (Vendor Name) received, read, understood, and hereby acknowledges the requirements within Cyient's "Vendor Business Code of Conduct".

We agree to adhere to these requirements and to be able to demonstrate to Cyient how these requirements are being met.

Cyient will have rights to exercise disciplinary actions against us, including the potential termination of our business association or contract, if we are found violating Cyient's "Vendor Business Code of Conduct"

We acknowledge we have read and understood Cyient Vendor Business Code of Conduct (FP- 028-VCC) through given internet link and agree to abide by the same in all respects. We undertake that all our employees, directors and representatives shall conduct our business while maintaining full compliance with Cyient's Vendor Code of Business Conduct at all times while dealing with all Cyient group entities, and internal and external stakeholders.

Vendor Organization Name :
Name of the authorized person :
Designation / Title of the authorized person :
Signature of the authorized person :