



## SUPPLIER SUSTAINABILITY POLICY

At Catalyst Service Solutions Partners Pvt Ltd, we are committed to upholding the highest standards of ethical and sustainable practices across our supply chain. Our Supplier Sustainability Policy outlines our core principles and expectations for our suppliers regarding resource management, environmental protection, social responsibility, lawful and responsible conduct, and the implementation of these standards in the supply chain.

### Resource Management and Environmental Protection:

Catalyst Service Solutions Partners Pvt Ltd expects all suppliers to actively contribute to and implement a consistent environmental protection program. Suppliers must comply with environmental standards and work towards minimizing resource consumption and environmental impact continuously.

### Social Responsibility:

Catalyst Service Solutions Partners Pvt Ltd places a high importance on social responsibility, both within our organization and among our suppliers. Suppliers are required to respect human dignity and Prohibition of child and forced labour, human trafficking, discrimination, and compliance with work and safety regulations are non-negotiable.

### Lawful and Responsible Conduct:

All business partners, including suppliers, are expected to conduct their operations in a responsible and lawful manner. Compliance with legal standards, anti-corruption and fraud prevention, anti-trust matters, taxation regulations, and data protection is mandatory.

We expect our business partners to implement an effective Compliance Management System within their organizations.

### Implementation in the Supply Chain:

Suppliers are required to make contractual arrangements ensuring that all subcontractors comply with the standards outlined in this document.

Suppliers must identify and address risks within their supply chains and take appropriate measures to mitigate them. Raw materials will be sourced from audited suppliers whenever possible to ensure adherence to sustainability standards.

### Ensuring Compliance, Consequences of Misconduct, and Grievance Mechanism:

Catalyst will verify compliance through self-assessment questionnaires and sustainability audits at production locations in the supply chain.

The company reserves the right to take appropriate measures against suppliers not meeting these standards, including suspension or termination of the supply relationship.

A grievance mechanism will be established to address concerns related to compliance and sustainability.

By aligning with these principles, Catalyst Service Solutions Partners Pvt Ltd aims to create a sustainable and responsible supply chain, contributing to a better environment, respecting human rights, and fostering ethical business practices.

**Ramakrishna Mankari**  
Chairman & Managing Director  
**Catalyst Services Solution Partners Pvt Ltd**