

SUPPLIER CODE OF CONDUCT

This policy outlines the expectations and responsibilities of all suppliers who work with Sungwoo Hitech India Pvt Ltd. All suppliers must follow these rules while supplying goods or services to our company.

1. Child Labour

Suppliers must not employ any person below the legal minimum working age as per Indian law. Children should not be used for any type of work, even for training purposes. Education and safety of children must be respected at all times.

2. Forced Labour

Suppliers must not use any form of forced, bonded, or involuntary labour. All work must be done on a voluntary basis, and employees must be free to leave their jobs after giving notice as per legal requirements.

3. Labour Standards

Suppliers should provide fair working conditions, wages, working hours, and benefits in line with Indian labour laws. No discrimination or harassment is allowed at the workplace.

4. Factory Act Compliance

Suppliers must follow all rules and regulations under the Factories Act, including health and safety standards, fire safety, hygiene, proper ventilation, and safe equipment usage.

5. Environmental Pollution

Suppliers must take necessary steps to avoid polluting the environment. Waste must be disposed of responsibly. Air, water, and land pollution must be controlled by using proper systems and following environmental rules.

6. Grievance Committee

Suppliers should set up a grievance committee where employees can raise their concerns or complaints without fear. The issues raised must be handled in a fair and timely manner.

7. Counterfeit Goods

Suppliers must not supply fake or copied products. All materials, parts, and goods must be original, legally sourced, and meet the quality standards required by our company.

8. Unfair Labour Practices

Suppliers must avoid all forms of unfair labour, including underpayment, unequal pay, unlawful termination, or preventing workers from joining unions. All workers must be treated with respect and fairness.

Compliance

All suppliers must read, understand, and follow this policy. Regular checks or audits may be done by our company to ensure compliance. Failure to follow these rules may result in stopping business with the supplier.