

RESPONSIBLE SUPPLY CHAIN POLICY

Scope & Applicability:

DOMS Industries Limited (referred to as “**DOMS Industries**”, the “**organisation**” or the “**Company**”) believes in conducting business in an ethical, fair, socially and legally responsible manner. We believe that our Supply Chain Partners are an integral part of our ecosystem and we encourage our Supply Chain Partners to be responsible corporate citizens. Suppliers are integral to our business and help us maintain efficiency and responsible conduct by creating reliable and sustainable supply chain.

The Responsible Supply Chain Policy, hereinafter referred to as the “**Policy**” upon enforcement shall apply to the suppliers, distributors, dealers, agents vendors and business partners (collectively hereinafter referred to as “**Supply Chain Partner/s**”, or “**they**” or “**them**”) who work with DOMS Industries. The Policy is in addition to and in some of cases repetition and revision of policies and practices that are already in practice within the organisation.

The Policy is applicable to all our Supply Chain Partners, either resident of India or Outside India, and is involved in the engagement with the Company.

The Policy shall be effective from August 12, 2024, and shall be in force until modified, replaced or terminated.

Purpose of the Policy:

The principles of responsible business conduct extend to all the Supply Chain Partners who derive business through us.

This Policy has been instated to meet the following objectives:

1. To provide elements of responsible conduct that we expect from our Supply Chain partners;
2. To encourage high levels of integrity and ethics amongst our vendors;
3. To promote environmental and social consciousness in all businesses that we work with;

For more guidance on the Policy, kindly reach out to the Company Secretary and Compliance Officer at cs@domsindia.com or Chief Financial Officer at rahul@domsindia.com of the Company.

Ethics & Integrity

The core principles of ethics & integrity, mentioned in our Code of Conduct and Ethics extend to all our Supply Chain Partners. We expect our Supply Chain Partners to abide by the following principles:

Regulatory Compliance

Supply Chain Partners supplying goods or services to the Company shall carry their business operations strictly in compliance with all applicable laws/ regulations/ government orders and under the principles of high Corporate Governance.

Bribery and Corruption

The Company prohibits any type of corruption. Supply Chain Partners must not allow or undertake any form of corruption, including payments, bribes or other types of benefit conferred personally on directors, employees or representatives of the Company, when said conferral aims to inappropriately influence company decisions.

Registered Office:

J-19, Opp. Telephone Exchange,
G.I.D.C., Umbergaon- 396171,
Dist. Valsad, Gujarat, India.

Website:

www.domsindia.com

Corporate Office:

Plot No. 117, G.I.D.C., 52, Hector Expansion
Area, Umbergaon- 396171,
Dist. Valsad, Gujarat, India.

Tel: (+91) 7434888445 / 446

E-mail: info@domsindia.com

Mumbai Office:

17th Floor, C-Wing, Kailas Business Park,
Hiranandani Link Road, Vikhroli (W)
Mumbai- 400079, Maharashtra, India.

Tel: (+91) 7069028500 / 600

Email: asst.admin@domsindia.com



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Supply Chain Partners are expected to raise invoices, bills and claims only for services and/or supplies actually made as per the terms of the agreement, contract and/ or purchase orders. Supply Chain Partners must not make or submit any false or misleading entries in the invoice, bill and/or claim to the Company. Gifts or entertainment or anything of value must not be offered to any of the employee of the Company, with intent to obtain or retain business, or to influence any business decision.

The Company reserves the right to terminate all its agreements, contracts and orders with the Supply Chain Partners which are found to be engaged in corrupt activities with immediate effect and also recover any losses or damages that the Company may have incurred due to such corrupt activities, in addition to any legal remedy that the Company may have.

Conflict of Interest

Where an employee(s) of the Company or any person connected with Company and their immediate family members have an interest of any kind in the Supply Chain Partner's business, whether through personal relationships, investments, directorships or any kind of economic ties with the Supply Chain Partner, the Supply Chain Partner are required to promptly disclose such situations to the Company.

Adherence to Code

In event the Supply Chain Partner engages any third party to provide good or services to DOMS Industries, it shall ensure that such third party adheres to the Policy and Code of Conduct and Ethics and does not indulge in any activity that violates the terms of the Policy or Code of Conduct and Ethics.

Labour Practices & Human Rights

The Company believes in adherence to the principles of Human Rights as enshrined in the Universal Declaration of Human Rights of the United Nations and to act in accordance with the principles laid down in it. In this regard, the Supply Chain Partners must adhere to the following:

- equal opportunities
- personal dignity, privacy and individual rights
- the right to minimum wage
- adherence to legally defined working hours
- the prohibition of child labour
- the prohibition of forced labour

The Supply Chain Partner shall provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Further, the Supply Chain Partner shall ensure that all legal requirements including but not limited to occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding, sanitation, food and housing are addressed.

Environmental Sustainability

We expect our Vendors to prioritize environmental protection in all significant aspects of its activities. The Vendor should comply with all applicable environmental laws, regulations and standards, as may be made applicable and strive to reduce the impacts on the environmental quality.

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Compliance with the Code

Obligations

1. Supply Chain Partners shall ensure that the Policy is communicated to their employees, subsidiaries, business partners and sub-contractors involved in providing services to the Company in the language known to them and that they shall abide by the same.
2. Compliance with the Policy is required in addition to any other obligations in any agreement a Supply Chain Partners may have with DOMS Industries.
3. Supply Chain Partners must self-monitor and demonstrate their compliance with the Policy. The Company reserves the right to conduct audits with prior intimation to Supply Chain Partners. Without limitation, such audits may include audit on human rights, information security, Environmental, Social, Governance (ESG) parameters, adherence to contractual commitments, amongst others.

Reporting Violations

All communication made in good faith that discloses or demonstrates information that may evidence unethical or improper activity by the Company's employee's or Vendors should be submitted by hand-delivery, email courier or by post addressed to:

Mr. Rahul Shah

Chief Financial Officer

Email: rahul@domsindia.com

Address: Plot No 117, 52 - Hector Expansion Area, GIDC, Umbergaon, Gujarat - 396171, India.

Review & Modification

The Board of Directors shall be authorized to approve this Policy. The Policy shall be reviewed at least annually by the Chief Financial Officer, or any person that the management deems fit, to ensure that Policy remains relevant and updated. Any subsequent modifications to the Policy shall have to be approved by the Board of Directors.

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