

Supplier Code of Conduct

SENZAIT PRIVATE LIMITED (CIN U73100GJ2022PTC136935) · Version 1.0 · Effective 1 October 2026
· Approved by Mr. Vishalkumar Suthar, Director · Reviewed at least once a year

Who this is for

This code applies to every supplier of goods or services to SENZAIT: material suppliers, machine shops and fabricators, electronics and component vendors, laboratories, freight forwarders and customs agents, consultants, agents and contractors, and the subcontractors they use for our work. It forms part of our supplier selection and stays in force for as long as the relationship lasts. Where a contract already exists, this code applies in addition to it.

We hold ourselves to these same standards. Our own Code of Business Conduct and Ethics and the policies it refers to are published on our website.

What we require

Lawful and ethical business

Comply with every law that applies to your business, including the Prevention of Corruption Act 1988. Do not offer, promise, give or accept a bribe, kickback or improper advantage of any kind to or from anyone, including our staff and any government official, and do not pay speed money on our behalf. Gifts and hospitality to our people are limited by our Anti-Bribery and Anti-Corruption Policy: 5,000 rupees per gift, 25,000 rupees per year, nothing during a quotation or negotiation, never cash. Declare any family, personal or financial connection with anyone at SENZAIT before you quote, using our Conflict of Interest Declaration. Keep accurate records and issue invoices that describe what was actually supplied.

Labour and human rights

Employ nobody below the legal minimum age, and nobody below eighteen in hazardous work, as the Child and Adolescent Labour (Prohibition and Regulation) Act 1986 requires. Use no forced, bonded, indentured or trafficked labour; take nobody's

identity documents or wages as security; charge no recruitment fees to workers. Pay at least the statutory minimum wage and overtime under the Code on Wages 2019, on time, with a written record. Respect working-hour limits and weekly rest. Allow workers to join, or not join, a union and to raise grievances without fear. Do not discriminate on grounds of sex, caste, religion, region, language, age, disability or marital status. Treat workers with dignity: no violence, threats or harassment.

Health and safety

Provide a safe workplace: guarded machines, safe electrical installations, extraction where fumes or dust arise, safe storage of chemicals and gas cylinders, and the personal protective equipment the work needs, free of charge, with training in its use. Investigate accidents and correct their causes. Where your people work on our premises or on a client site with us, follow the site's safety rules as well as your own.

Environment

Comply with the environmental permissions your operations need under the Environment (Protection) Act 1986, the Water Act 1974, the Air Act 1981 and the Gujarat Pollution Control Board's consents. Handle, store and dispose of hazardous waste, used oil, coolant and e-waste through authorised channels only. Use energy, water and materials without waste.

Confidentiality and intellectual property

Drawings, specifications, samples, data and any other information we give you are confidential, are used only for our order, are not shown to anyone else, and are returned or destroyed when the work ends. Anything you make to our design is ours, and our design stays ours. Do not use SENZAIT's name, or a client's, in your own marketing without written permission.

Quality and traceability

Supply what the order describes, to the drawing, the standard and the material certificate it calls for. Keep records that let a part be traced to its material, process and inspection. Tell us before you substitute a material, change a process or subcontract part of the work.

Trade compliance

Give us correct descriptions, origins and classifications of what you supply, so that our exports are declared truthfully. Do not supply anything that is subject to a sanction India gives effect to, or that comes from a source that would make our export unlawful.

Your own suppliers

We expect you to hold your own suppliers and subcontractors to standards at least as high as these for the work you do for us.

Checking and correcting

We may ask for evidence of compliance, visit your premises with reasonable notice, and ask for corrective action within a set time where we find a shortfall. A supplier who will not correct a serious breach, or who conceals one, is removed from our supplier list and any order may be cancelled.

Raising a concern

If you see or suspect a breach of this code by anyone, including anyone at SENZAIT, tell us: info@senzait.com, subject line "SPEAK UP". We do not penalise a supplier for raising a concern in good faith.

Mr. Vishalkumar Suthar, Director · SENZAIT PRIVATE LIMITED · Gandhinagar, 1 October 2026

Supplier Acknowledgement

We have read SENZAIT PRIVATE LIMITED's Supplier Code of Conduct (version 1.0). We confirm that our company meets its requirements, will continue to meet them for as long as we supply SENZAIT, and will tell SENZAIT promptly if we become unable to.

Company (full registered name): _____

Registration number (CIN, GST or equivalent):

Name and position of signatory: _____

Signature and company stamp: _____ Date:
