

Sequents Supplier Code of Conduct

The Sequent Scientific Limited (Sequent /SSL) Code of Conduct represents the values and core principles that guide the conduct of every Sequent business. At the Sequent Group, we are committed to improve the quality of life of the communities we serve globally through long-term stakeholder value creation based on 'Leadership with Trust'. Sequent has epitomized the true spirit of Ethics in its interactions with all its stakeholders – be it the Customers, Suppliers, Employees, Shareholders, the Government or the Society at large.

SSL follows the Sequent Code of Conduct globally and expect all Suppliers to adhere to the same principles of Sequent Code of Conduct.

“Supplier” here means any business, company, corporation, person or other entity that provides, sells or seeks to sell, any kind of goods or services to SSL, including the Supplier’s employees, agents and other representatives.

1) Products and Services

The products and services offered shall comply with applicable laws, including product packaging, labelling and after-sales service obligations. The Supplier shall market its products and services on their own merits and not make unfair or misleading statements about the products and services of competitors.

2) Regulatory Compliance

The Supplier shall comply with all applicable laws and regulations, both in letter and in spirit, in all the territories in which it operates.

3) Bribery and Corruption

Sequent has in place its policies regarding anti-bribery, anti-corruption & anti-money laundering. Sequent expects the Supplier shall not engage in any form of bribery or corruption. The Supplier represents that they have policies, procedures and internal controls to ensure that they comply with the anti-money laundering laws, anti-bribery laws, anti-corruption laws rules and regulations of India, including but not limited to the US Foreign Corrupt Practices Act, the UK Bribery Act 2010, as well as any law or regulation of similar purpose or effect as applicable to them. In particular the Supplier represents that they have not and undertake that they will not directly or indirectly (i) offer or pay, or authorize such offer or payment of any money or anything of value to, or improperly seek to influence any third party performing a governmental or public function (hereafter a “Government Official”); or (ii) offer, promise or give a financial or other advantage to a third party intending that the advantage will induce such third party to perform its duties or functions improperly. If any of Supplier’s employees or relatives, becomes a Governmental Official, they undertake to promptly notify Sequent in writing.

The anti-bribery, anti-corruption & anti-money laundering policies of Sequent have been shared with the Supplier on its designated e-mail ID. The Supplier accept and confirm to abide by the said policies of Sequent Scientific Ltd.

4) Human Rights

- a) The Suppliers shall not employ children at their workplaces.
- b) The Suppliers shall not use forced labour in any form.

5) Gifts and Hospitality

Business gifts and hospitality are sometimes used in the normal course of business activity. However, if offers of gifts or hospitality (including entertainment or travel) are frequent or of substantial value, they may create the perception of, or an actual conflict of interest or an 'illicit payment'. Therefore, gifts and hospitality given or received should be modest in value and appropriate, and in compliance with SSL's Gifts and Hospitality policy.

The Suppliers shall neither receive nor offer or make, directly or indirectly, any illegal payments, remunerations, gifts, donations or comparable benefits that are intended, or perceived, to obtain uncompetitive favours for the conduct of its business with SSL.

6) Health and Safety

The Suppliers shall strive to provide a safe, healthy and clean working environment for its employees.

7) Environment

The Supplier shall strive for environmental sustainability, particularly with regard to the emission of greenhouse gases, consumption of water and energy and the management of waste and hazardous materials. The Supplier shall endeavour to offset the effect of climate change in its activities.

8) Conflict of Interest

The Supplier shall not engage into a financial or any other relationship with a SSL employee that creates any actual or potential conflict of interest for SSL. The Supplier understands that a conflict of interest arises when the personal interests of the SSL employee are inconsistent with the responsibilities of his/her position with the company.

All such conflicts must be disclosed. Even the appearance of a conflict of interest can be damaging to SSL and to the Suppliers and are to be disclosed and approved in advance by SSL management.

9) Third Party Representation

a) The Supplier shall represent Sequent (including Sequent brand) only with duly authorised written permission from Sequent. They are expected to abide by the Code in their interactions with, and on behalf of Sequent, including respecting the confidentiality of information shared with them.

b) The Supplier shall safeguard the confidentiality on the use of intellectual property and data of SSL.

10) Protecting Company Assets

The assets of SSL shall not be misused; they shall be employed primarily and judiciously for the purpose of conducting the business for which they are duly authorised. These include tangible assets such as equipment and machinery, systems, facilities, materials and resources as well as intangible assets such as proprietary information and intellectual property.

11) DATA Integrity

Sequent does not engage in or support any activities that compromise the integrity of any data or information being available or being generated in its operations. This includes all stages including procurement, manufacturing, storage, testing, distribution and commercial operations. Sequent believe in maintaining strict adherence to accuracy, reliability, and regulatory standards in all its data-related processes.

Sequent expects the highest standards of assurance from its Suppliers in relation to the integrity of data. It expects its Suppliers to maintain and make available all information or data that provides assurance that the data provided by the Supplier is accurate and authentic. At no stage will Sequent directly or indirectly exert any pressure or influence on its' Suppliers to compromise on the integrity of their data.

12) Reporting Violations

The Supplier shall notify SSL regarding any known or suspected improper behaviour by the supplier relating to its dealings with SSL, or any known or suspected improper behaviour by SSL employees by email to: whistleblower@sequent.in .

The Supplier understand that SSL reserves the right, upon reasonable notice, to check compliance with the requirements of Supplier Code of Conduct.

The Supplier understand that SSL encourages its Suppliers to implement their own binding Code of Conduct. The Supplier agrees that they will be responsible for complying obligations under this code. Failure to adherence to this code would attract the disciplinary consequences.

The Sequent Suppliers Code of Conduct is applicable to Sequent and its Indian Subsidiaries.