ECOS (I) Mobility & Hospitality Limited

SUPPLIER CODE OF CONDUCT

ECOS MOBILITY Succession Policy and L&D Approach

SUPPLIER CODE OF CONDUCT

1. PURPOSE

Eco Mobility (India) Mobility & Hospitality Limited ("trading as "ECO Mobility")") is committed to conducting business ethically, responsibly and in compliance with applicable laws. Eco Mobility expects all suppliers, contractors, consultants, service providers and business partners ("Suppliers") to maintain similar standards while conducting business with Eco Mobility.

This Supplier Code of Conduct ("Code") sets out the minimum standards expected from all Suppliers engaged by Eco Mobility. Through this Code, Eco Mobility seeks to promote ethical business conduct, legal compliance, environmental responsibility, human rights, workplace safety and responsible supply chain practices across its supplier Eco Mobility system.

2. SCOPE AND APPLICABILITY

This Supplier Code of Conduct applies to ECOS (India) Mobility & Hospitality Limited and its subsidiaries (collectively referred to as the "Group") and establishes the minimum standards expected from all suppliers, contractors, consultants, service providers and business partners engaged by the Group.

For the purposes of this Code, the term "Company/ ECO Mobility" shall refer to the Eco Mobility Group, comprising the Company and all its subsidiaries.

Suppliers engaged by the Group are expected to comply with the applicable requirements of this Code, all applicable laws and regulations, and relevant contractual requirements. The provisions of this Code shall be applied in accordance with the nature and scope of the goods or services provided and the applicable legal, regulatory and operational requirements of the relevant Group entity.

Where a specific provision is not applicable due to the nature of the supplier's activities, the operations of the relevant Group entity, its legal status or other relevant requirements, such provision shall not apply to the extent that it is not applicable. All other applicable provisions of this Code shall continue to apply.

3. COMPLIANCE WITH LAWS

Suppliers shall comply with all applicable laws, regulations, licences, permits and statutory requirements relevant to their business and services. Suppliers shall maintain all registrations, approvals and records required under applicable law and provide reasonable assistance to ECO Mobility during compliance reviews, audits or investigations.

3. BUSINESS ETHICS AND INTEGRITY

Suppliers shall conduct business honestly, fairly and professionally.

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Suppliers shall not engage in bribery, corruption, fraud, money laundering, falsification of records, misrepresentation, or any other unethical business practice. No Supplier shall directly or indirectly offer, promise, request or accept any improper payment, benefit or advantage in connection with business dealings involving ECO MOBILITY.

Suppliers shall maintain accurate books, records, invoices and supporting documents relating to services provided to ECO MOBILITY and shall promptly notify ECO MOBILITY if they become aware of any actual or suspected misconduct that may affect ECO MOBILITY, its customers or its business operations.

4. GIFTS AND HOSPITALITY

Suppliers shall not offer or provide cash, cash equivalents or any benefit intended to improperly influence a business decision.

Reasonable and infrequent business courtesies of nominal value may be exchanged where permitted by law and where such courtesies are transparent, appropriate and not intended to create any obligation or influence any business decision.

5. HUMAN RIGHTS AND FAIR EMPLOYMENT

Suppliers shall treat their employees with dignity and respect and comply with applicable labour and employment laws.

Suppliers shall not employ child labour, forced labour, bonded labour or engage in any form of human trafficking or any other form of modern slavery. Suppliers shall provide a workplace free from unlawful discrimination, harassment and abusive conduct and shall comply with applicable laws relating to wages, working hours and employee welfare.

Suppliers shall comply with all applicable wage laws and regulations including, but not limited, to minimum wages, duration of payment, overtime hours, equal remuneration and other elements of compensation. All legally mandated benefits viz. leaves, social security, insurance etc. shall be provided by the Suppliers to its employees. Deductions, if any, from wages shall be made in strict compliance with the applicable laws. Suppliers shall not use deductions from wages as a disciplinary measure

6. HEALTH, SAFETY AND ENVIRONMENT

Suppliers shall conduct their operations in a manner that protects the health and safety of employees, customers, visitors and other persons who may be affected by their activities.

Suppliers shall maintain a safe working environment, take reasonable precautions to prevent accidents and injuries and comply with applicable environmental, health and safety laws.

Suppliers should use resources responsibly, minimise waste, reduce environmental impact where reasonably practicable and conduct operations in an environmentally responsible manner

7. TRANSPORTATION AND MOBILITY SERVICE PROVIDERS

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Suppliers providing transportation, chauffeur, fleet management or vehicle related services to ECO MOBILITY shall additionally ensure that:

All vehicles deployed for ECO MOBILITY assignments possess valid registrations, permits, insurance policies, fitness certificates and pollution control certificates as required under applicable law.

Drivers possess valid driving licences and are suitably qualified and verified for the services being performed.

Drivers comply with applicable road safety laws and maintain professional conduct while providing services.

No vehicle is operated by any driver under the influence of alcohol, narcotics or any substance that may impair safe driving.

Any accident, safety incident, regulatory violation or customer complaint relating to services provided to ECO MOBILITY is reported promptly to ECO MOBILITY and appropriate corrective action is taken.

Suppliers shall ensure that vehicle related statutory documents remain valid throughout the period of engagement with ECO MOBILITY.

8. DATA PRIVACY AND CONFIDENTIALITY

ECO Mobility along with its subsidiaries ensures that it complies with all applicable data protection laws and contractual requirements. ECO Mobility is committed to uphold highest data protection and privacy standards with respect to all Supplier data and Personally Identifiable Information also referred to as Personal Data. We expect our Suppliers to adhere to similar standards, when processing such Personal Data, including sensitive personal information

Suppliers shall protect confidential information received from ECO Mobility and use such information only for legitimate business purposes connected with the services being provided. Suppliers shall comply with applicable data protection, privacy and cybersecurity laws and implement reasonable safeguards to prevent unauthorized access, disclosure, loss, misuse or alteration of information or personal data related to ECO Mobility or its Clients.

Supplier shall comply with local laws of the land, when processing such personal data. Where the supplier is acting on behalf of ECO Mobility, Supplier shall comply with all obligations under applicable Data Protection Laws and Regulations including Digital Personal Data Protection Act 2023, and also abide by the obligations under standard contractual clauses relevant to the processing of personal data and ensure adequate measures are implemented to address technical and organizational security measures, data subjects rights, transfer of data and retention of data, including deletion, while processing personal data owned, controlled and managed by ECO Mobility.

Any actual or suspected data breach, cybersecurity incident or unauthorized disclosure involving ECO Mobility information or Client data shall be reported to ECO Mobility immediately upon becoming aware of the same.

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9. TAX AND STATUTORY COMPLIANCE

Suppliers shall comply with applicable tax and statutory requirements, including but not limited to GST, PF, ESIC, Income tax and other relevant regulations. Supplier must maintain valid registrations, file applicable returns and make timely payment of taxes and statutory dues.

Suppliers shall issue legally compliant invoices and maintain records necessary to support transactions with ECO Mobility.

ECO Mobility reserves the right to conduct reasonable compliance reviews or audits, either directly or through authorised representatives, upon prior notice to the Supplier.

10. CONFLICT OF INTEREST

Suppliers shall avoid situations that create an actual or perceived conflict of interest in relation to their dealings with ECO Mobility. This includes any personal, familial, financial or business relationship with any director, employee or representative of ECO Mobility that may influence business decisions.

Any relationship, financial interest or other circumstance that may influence, or appear to influence, business decisions involving ECO Mobility shall be promptly disclosed to ECO Mobility.

11. OBLIGATIONS OF SUPPLIERS

Suppliers shall ensure that the Supplier Code is communicated to their employees, subsidiaries, business partners and subcontractors involved in providing goods or services to ECO Mobility in the language known to them and that they abide by the same. Compliance with the Supplier Code is required in addition to any other obligations in any agreement a Supplier may have with ECO Mobility. Suppliers shall remain responsible for ensuring compliance with this Code by their subcontractors and business partners engaged in connection with services provided to ECO Mobility.

ECO Mobility reserves the right to conduct audits with prior intimation to Suppliers. Without limitation, such audits may include Environmental, Social, Governance (ESG) parameters, Sustainability, Social compliance, Modern Slavery, Information security, Business continuity, applicable Statutory and regulatory compliances and adherence to other contractual commitments.

12. REPORTING CONCERNS

Suppliers are encouraged to promptly report any suspected or actual fraud, bribery, corruption, unethical conduct, conflict of interest, safety violation, data breach, cybersecurity incident, regulatory non-compliance, or any other serious misconduct relating to ECO MOBILITY's business.

Such major concerns may be reported at peoplehotline@Ecomobility.com or through the Whistle blower Mechanism established by ECO MOBILITY. ECO MOBILITY will endeavour to treat all reports confidentially and prohibits retaliation against any person who raises a concern in good faith.

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Any actual or suspected data breach, cybersecurity incident, or unauthorized access to ECO MOBILITY information or customer data shall be reported to ECO MOBILITY immediately and, in any event, within 24 hours of becoming aware of the same.

13. NON-COMPLIANCE

Failure to comply with this Code may result in corrective action, audit, suspension of services, withholding of payments where contractually permissible, or termination of the business relationship in accordance with the applicable agreement and law.

Nothing in this Code limits any rights or remedies available to ECO MOBILITY under applicable contracts or law.

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ACKNOWLEDGEMENT BY SUPPLIER

We confirm that we have read and understood the ECO MOBILITY's Supplier Code of Conduct and agree to comply with its requirements.

We further confirm that, to the best of our knowledge, no actual conflict of interest exists in relation to our business dealings with ECO MOBILITY. If any such conflict arises in the future, we shall promptly disclose the same to ECO MOBILITY.

We acknowledge that compliance with this Code forms an integral part of our business relationship with ECO MOBILITY.

Name of Supplier: _____

Authorized Signatory: _____

Designation: _____

Signature & Stamp: _____

Date: _____

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