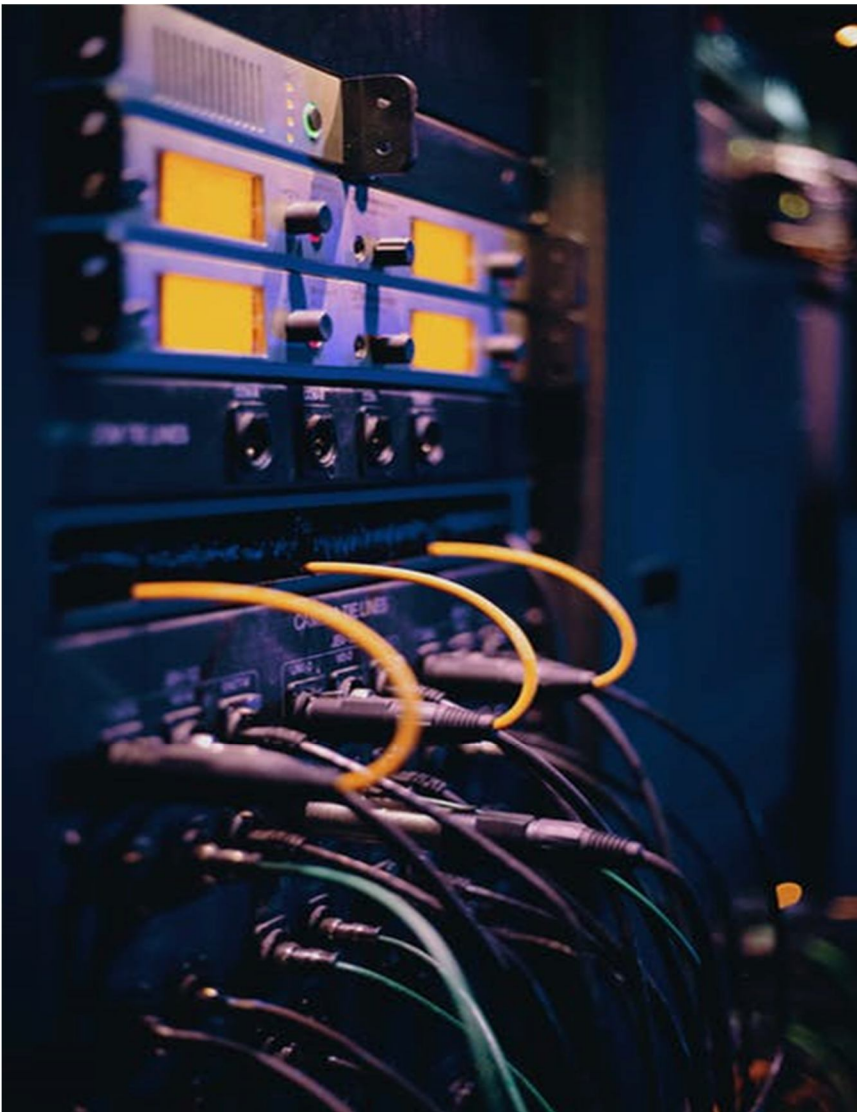


SUPPLIER CODE OF CONDUCT



This Supplier Code of Conduct seeks to establish Tejas' expectations from its suppliers in relation to the ethical, social and environmental risks, opportunities & working conditions that the supplier provides to its employees.

INDEX

Labour Requirements

Health & Safety Requirements

Ethics & Integrity

Legal & Other Requirements

Whistleblower Policy

Environmental Requirements

LABOUR REQUIREMENTS

Tejas is committed to respecting the dignity and rights of workers. This applies to all workers temporary, permanent, contract, direct employees and any other type of worker.

- a) **Freedom of Employment:** Supplier shall not use or permit any form of forced, bonded or indentured labour, slavery or trafficking of people. All work must be voluntary and all workers must be free to leave work at any time or terminate their employment without any fear of reprisal.
- b) **Child Labour:** Supplier shall not use child labour. The term 'child' refers to any person under the age of 14 or under the minimum age for employment in the country, whichever is higher.
- c) **Working Hours:** Supplier's shall comply with the working hour regulations set by local law. The Supplier must comply with all applicable laws regarding maximum working hours, overtime and holidays.
- d) **Wages & Benefits:** Wages paid to workers must be in compliance with all applicable wage laws, including those relating to minimum wages, overtime hours and other benefits as stipulated under the law.
- e) **Diversity and Non-Discrimination** – Tejas embraces diversity of thought, culture and people. In this light, the Supplier is encouraged to take steps to ensure that his workforce is diverse and inclusive of people from all castes, creeds, races and genders. The Supplier is further expected to be committed to a workforce free of harassment and unlawful discrimination on the basis of race, colour, age, gender, sexual orientation, ethnicity, caste, disability, pregnancy, religion, political affiliation, union membership or marital status, in hiring and employment practices such as promotions, rewards and access to training.
- f) **Freedom of Association:** Suppliers will respect the rights of workers to associate freely, bargain collectively, join or not join labour unions, seek representation and join workers' councils in accordance with local laws.



Tejas' Values and Expectations from Suppliers

This Supplier Code of Conduct (“Code”) establishes Tejas Networks Limited (“Tejas”) minimum requirements relating to the ethical, social and environmental risks, opportunities & working conditions, as it engages in business relations with its suppliers. The principles detailed in this Code apply to all Tejas’s suppliers, who are expected to apply similar principles throughout their own supply chain and business practices.

Compliance with this Code is an integral condition to become an approved supplier of Tejas. Failure to comply with these requirements may result in termination of the relationship. Supplier must in all of its activities follow the laws, rules and regulations of the countries in which it operates. If a contract between Tejas and a Supplier contains stringent and/or more detailed requirements than this Code, we expect Supplier to meet those stringent and more detailed contractual requirements.

“Tejas values the commitment and hard work of its employee’s in enhancing the quality of its products and services and consistency of production. Thus, the Supplier is also expected to recognize and respect the commitment of its workforce and to that extent, provide its workforce with a safe and healthy work environment.”

HEALTH & SAFETY REQUIREMENTS

- a) **Health and Safety at the Workplace:** Supplier shall ensure that it has organization systems, processes and/ or measures in place in order to comply with all relevant health and safety laws and regulations enacted in the countries and local areas where they conduct their activities. This includes building safety laws and regulations.

Supplier shall identify, assess and take measures to eliminate potential safety risks. The employees shall be informed of potential safety risks and instructed on proper, safe behavior and the corresponding safety measures to be implemented. Should such measures not afford adequate hazard management, the employees shall be provided with suitable personal protective equipment.

- b) **Emergency Measures:** Supplier will identify and address potential emergency situations and events, and will minimize their impact by implementing emergency plans and response procedures, including emergency reporting, employee notification, evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.
- c) **Occupational Injury and Illness:** The Supplier must have adequate systems and procedures to track, report, manage and prevent occupational injury and illness.



ETHICS & INTEGRITY

- a) **Anti-Bribery:** The Supplier shall not offer or accept bribes or use other means of obtaining undue or improper advantage, and shall not take any actions to violate or cause its business partners to violate any applicable anti-bribery laws and regulations including, but not limited to the US Foreign Corrupt Practices Act 1977, UK Bribery Act 2010 and Indian Prevention of Corruption Act 1988.
- b) **Gifts, Hospitality and Entertainment:** Tejas has its own policy on accepting and offering gifts and hospitality from their Suppliers and discourages any deviation from the same. The Supplier is expected to not offer any gift, hospitality or entertainment for the purpose of obtaining any advantage, order or undue favor, in derogation of the policy followed by Tejas. The policy is part of Tejas's Code of Conduct and Ethics and is available at - <https://www.tejasnetworks.com/policies-codes.php>
- c) **Unfair Trade Practices:** The Supplier shall refrain from indulging in any anti-competitive, unfair or restrictive trade practice.
- d) **Conflict of Interest:** Tejas has strict rules for its employees on conflict of interest. Suppliers are required to immediately disclose to Tejas any situation that may appear to be a possible conflict of interest, and disclose to Tejas if any Tejas employee may have an interest of any kind in the Supplier's business or any kind of economic ties with the Supplier.
- e) **Prohibition on Insider Trading:** If the Supplier becomes aware of any non-public information relating to Tejas or its business, it may not buy or sell Tejas' securities or engage in any other action to take advantage of that information, including passing that information on to others. In addition, if the Supplier becomes aware of any non-public information about any other company, including customers, suppliers, vendors or other business partners of Tejas, that is obtained by virtue of the Supplier's interaction with Tejas, then the Supplier shall not buy or sell that company's securities or engage in any other action to take advantage of that information, including passing that information on to others. Tejas's Code of Conduct for Insider Trading is available at - <https://www.tejasnetworks.com/policies-codes.php>

LEGAL & OTHER REQUIREMENTS

- a) **Intellectual Property and Confidentiality:** The Supplier shall take appropriate steps to safeguard and not infringe any of Tejas' confidential and proprietary information/intellectual property/technology which come to its knowledge during the course of its business relationship/ dealings with Tejas. In case of sub-contracting, sharing of confidential information should be made only with the prior written consent from Tejas. Suppliers must safeguard confidential information and implement effective and enforceable controls consistently applied and verifiable by Tejas to ensure that their contractual confidentiality obligations are fully met.
- b) **Quality:** Suppliers must ensure that the quality of product/service delivered shall be in accordance with all the contract terms & conditions.
- c) **Product Responsibility:** Supplier shall adhere to all applicable laws and regulations regarding prohibition or restriction of specific substances, including labeling of products, if applicable to Supplier/Vendors of Products.
- d) **Monitoring/ Record Keeping:** Supplier must maintain documentation necessary to demonstrate compliance with the code. Tejas expect its Suppliers to partner with Tejas through training, capacity building, on-going monitoring and follow up assessments to share best practices and to do responsible business.
- e) **Compliance with Law:** Suppliers shall fully comply with all applicable national and/or local laws and regulations, including, but not limited to, those related to labor, immigration, health and safety and the environment.
- f) **Immigration Compliance:** All of Supplier's employees, including migrant and foreign workers, must be employed in full compliance with applicable immigration laws.

WHISTLEBLOWER POLICY

Suppliers are required to report to the company any suspected violation of any law that applies to the Company and any suspected violation of the Company's Code of Conduct and Ethics. It is important that all suspected violations are reported. This includes possible accounting or financial reporting violations, bribery or any other aspect of this Policy. The Company's Code of Conduct and Ethics may be consulted for a more detailed description of potential violations and other areas of particular concern. Suppliers shall report all suspected violations by sending an e-mail to: wbp@tejasnetworks.com. Tejas's Code of Conduct and Ethics and Whistle Blower Policy are available at - <https://www.tejasnetworks.com/policies-codes.php>

ENVIRONMENTAL REQUIREMENTS

Tejas recognizes that social and environmental responsibility is integral to producing and providing world class products and services. Our daily consumption needs of natural resources i.e., energy, water and other inputs in our processes have a direct impact on our environment. In manufacturing, industrial and other operations, the Supplier is expected to minimize adverse effects on the community, environment and natural resources, while safeguarding the health and safety of workers and the public. Suppliers are further expected to contribute to preserving nature and be responsible for conducting safe and environmentally-conscious operations. Suppliers must comply with all applicable environment and related laws and regulations. Any questions related to this Code of Conduct can be addressed to Tejas's compliance head at vendors@tejasnetworks.com.

Supplier agrees to act responsibly and to adhere to the stated principles. Tejas also confirms to ensure the adherence to these principles by other suppliers, vendors and service providers.