

SUPPLIER ESG CODE OF CONDUCT

Shete Advanced Technologies Private Limited

Document No: SECC-01/SAT/25-26/12 | Effective: 18 December 2025 | Version 1.0

Document Reference	SECC-01/SAT/25-26/12
Applicability	All suppliers, sub-contractors, and logistics partners of SAT
Standards Referenced	ILO Core Labour Standards, UN Global Compact, OECD Guidelines for MNEs
Review Frequency	Annual
Enforcement	Supplier ESG Assessment (annual); Contractual compliance clause

1. Introduction

Shete Advanced Technologies Private Limited (SAT) is committed to conducting business responsibly and sustainably across its entire value chain. As a Green Bond issuer aligned with ICMA Green Bond Principles 2023, SAT requires all suppliers, sub-contractors, logistics partners, and service providers to adhere to the environmental, social, and governance standards set out in this Supplier ESG Code of Conduct.

Compliance with this Code is a prerequisite for doing business with SAT and will be evaluated annually through our Supplier ESG Assessment process.

2. Environmental Standards

2.1 Climate and GHG Emissions

- Suppliers must measure and disclose their Scope 1 and 2 GHG emissions annually
- Suppliers with annual revenue exceeding ₹50 Crores are encouraged to set science-based GHG reduction targets by 2027
- Suppliers must comply with all applicable environmental regulations in their jurisdiction

Reg. Office: Plot no 11, Mahabali society, Karve Nagar, Pune. 411052

Office Address: Sr No. 74,75/2/1, Office No. 21,22, 23, 3rd floor, Shroff Suyash Building, Baner, Pune, 411045

☎ 7020824405 ✉ info@sheteadvancedtechnologies.com

CIN: U31909PN2022PTC207549, **GST:** 27ABHCS6382G1ZY

- Suppliers must report any environmental incidents or regulatory violations to SAT within 48 hours

2.2 Energy Efficiency

- Suppliers are encouraged to procure renewable energy and improve energy efficiency in their operations
- Suppliers manufacturing electronic components for SAT products must comply with RoHS and WEEE directives
- Packaging must use recyclable materials wherever technically feasible

2.3 Water and Waste

- Suppliers must comply with applicable wastewater discharge standards
- Suppliers must implement waste minimisation and recycling programs
- Electronic waste (e-waste) from manufacturing must be disposed of through certified e-waste recyclers

3. Social Standards

3.1 Labour Rights

- No use of child labour (persons under 18 years) under any circumstances
- No use of forced, bonded, or compulsory labour
- Freedom of association and right to collective bargaining must be respected
- Workers must be paid at least the applicable statutory minimum wage
- Working hours must comply with applicable labour legislation
- No discrimination on the basis of gender, caste, religion, age, disability, or any other protected characteristic

3.2 Health and Safety

- Suppliers must provide a safe and healthy working environment in compliance with applicable health and safety legislation
- Appropriate personal protective equipment (PPE) must be provided at no cost to workers
- All workplace injuries and near-misses must be recorded and investigated
- Suppliers must have a documented emergency preparedness and response plan

3.3 Community and Human Rights

- Suppliers must respect the human rights of all individuals affected by their operations, consistent with the UN Guiding Principles on Business and Human Rights
- Suppliers must not engage in activities that harm local communities or deprive them of access to natural resources

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4. Governance Standards

- Suppliers must maintain accurate and transparent financial and operational records
 - Suppliers must comply with all applicable anti-bribery and anti-corruption laws
 - Suppliers must have a documented whistleblower/grievance mechanism for employees
 - Suppliers must disclose any material conflicts of interest with SAT personnel
 - Suppliers must not engage in anti-competitive practices or cartel behaviour
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5. Green Bond Supply Chain Requirements

Suppliers providing goods or services funded (directly or indirectly) by SAT's Green Bond proceeds are subject to enhanced requirements:

- Provide annual GHG emissions data at the component/product level upon request
 - Allow SAT or its appointed auditor to conduct supply chain sustainability audits
 - Confirm that no materials used in green-bond-funded products originate from sanctioned or environmentally destructive sources
 - Support SAT's green product lifecycle assessment (LCA) data requirements
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6. Assessment and Enforcement

SAT will conduct annual Supplier ESG Assessments using a standardised questionnaire covering all areas of this Code. Assessment outcomes will be categorised as:

- Green — Fully compliant: preferred supplier status
- Amber — Partially compliant: improvement plan required within 90 days
- Red — Non-compliant: contract suspension pending remediation; termination if not resolved within 180 days

SAT reserves the right to conduct on-site audits of supplier facilities with 14 days' notice. Suppliers found to be in material breach of this Code may have their contracts terminated immediately.

7. Reporting and Contact

Suppliers with questions about this Code or to report concerns may contact:

- Email: info@sheteadvancedtechnologies.com
 - Phone: +91 7020824405
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All good-faith reports of non-compliance will be treated confidentially and investigated promptly.

8. Supplier Acknowledgement

By entering into a commercial relationship with Shete Advanced Technologies Private Limited, all suppliers acknowledge and agree to abide by the requirements of this Supplier ESG Code of Conduct.

For and on behalf of Shete Advanced Technologies Private Limited



Vyankatesh B. Shete

Director

DIN:

Date: 18/12/2025



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