

FUJIYAMA POWER SYSTEMS LIMITED

SUPPLIER CODE OF CONDUCT

1. INTRODUCTION

Fujiyama Power Systems Limited (“Fujiyama” or the “Company”) is committed to conducting its business with the highest standards of integrity, fairness, transparency, and responsibility. As part of this commitment, the Company recognizes that responsible and ethical business practices extend beyond its own operations and include the conduct and practices of its suppliers, vendors, contractors, service providers, and channel partners.

2. SCOPE

Fujiyama Power Systems Limited is committed to partnering with suppliers who uphold its values and commitment to fair, ethical, and responsible business practices. Accordingly, this Supplier Code of Conduct (“Code”) establishes the minimum standards that all suppliers, vendors, contractors, service providers, and channel partners, both domestic and international, are expected to follow. The Code serves as a guiding framework to ensure that Suppliers conduct their operations in a lawful, ethical, and sustainable manner across all geographies, while aligning with Fujiyama’s principles of integrity and responsible business conduct.

3. LEGAL & REGULATORY COMPLIANCE

Suppliers shall:

- Comply with all applicable Indian laws and regulations, including:
 - a. Environmental laws (e.g., Air Act, Water Act, E-Waste Rules, Battery Waste Management Rules)
 - b. Labour laws and occupational safety regulations
- Adhere to international standards where applicable.

4. BUSINESS ETHICS & INTEGRITY

Suppliers must maintain the highest standards of ethical conduct:

- a. Suppliers shall not engage in any form of bribery, kickbacks, or facilitation payments and must ensure transparent and ethical dealings with government authorities and third parties.
- b. Suppliers shall uphold fair competition and must not participate in anti-competitive practices such as price fixing, collusion, or bid rigging.
- c. Suppliers shall disclose any actual or potential conflicts of interest involving Fujiyama employees or stakeholders that may influence business decisions.
- d. Suppliers shall maintain complete, accurate, and auditable records of all business transactions and operations.

5. LABOUR & HUMAN RIGHTS

- a. Suppliers shall not employ any form of forced, bonded, or involuntary labour in their operations or supply chains.

- b. Suppliers shall strictly prohibit the use of child labour and ensure that all workers meet the minimum legal working age requirements.
- c. Suppliers shall provide fair wages, regulate working hours in compliance with applicable laws, and ensure clear employment terms through formal contracts.
- d. Suppliers shall promote a workplace free from discrimination and provide equal opportunities regardless of gender, caste, religion, or background.
- e. Suppliers shall respect employees' rights to freedom of association and collective bargaining, in accordance with applicable laws.

6. HEALTH & SAFETY

Suppliers must:

- a. Provide a safe and healthy workplace.
- b. Implement ISO 45001 aligned safety systems.
- c. Ensure that manufacturing facilities are equipped with adequate preparedness measures and emergency response procedures to effectively address and mitigate both internal and external risks, including natural disasters, industrial incidents, and fire hazards.
- d. Ensure the workplaces, machinery, equipment, and processes under their control are safe and without risk to human health.
- e. Ensure adequate protective gears are provided to their employees or any other person exposed to hazards arising out of operations, conducted by the Suppliers, posing risks to the health.
- f. Maintain incident reporting and corrective action systems.

7. ENVIRONMENTAL RESPONSIBILITY

- a. Suppliers shall comply with all applicable environmental laws and are encouraged to implement environmental management systems such as ISO 14001 or equivalent.
- b. Suppliers shall optimize the use of energy, water, and raw materials, and promote the adoption of renewable energy wherever feasible.
- c. Suppliers shall effectively manage and control air emissions, wastewater discharge, and hazardous waste generation.
- d. Suppliers shall identify chemicals and other hazardous materials that pose risks to human health and the environment, and ensure they are responsibly managed through safe handling, transportation, storage, recycling, reuse, and disposal.
- e. Suppliers are encouraged to adopt proactive measures that support responsible production and consumption, including reducing the use of harmful materials and promoting the use of environmentally safer alternatives wherever feasible.

8. QUALITY & PRODUCT RESPONSIBILITY

Suppliers shall:

- a. Maintain robust quality management systems (ISO 9001 preferred).
- b. Ensure product safety, durability, and performance.
- c. Comply with applicable standards.
- d. Report defects, recalls, or safety risks immediately.

9. DATA PROTECTION & CONFIDENTIALITY

- a. Protect Fujiyama's confidential and proprietary information.
- b. Ensure cybersecurity controls for sensitive data.
- c. Use information only for authorized purposes.

10. TRANSPARENCY, MONITORING AND AUDITS

- a. Suppliers must provide ESG-related data when requested (e.g., emissions, safety, labour practices).
- b. Allow audits or assessments by Fujiyama or third parties.
- c. Fujiyama reserves the right to:
 - i. Conduct supplier audits.
 - ii. Request corrective action plans.
 - iii. Suspend or terminate relationships in case of non-compliance.

11. GRIEVANCE MECHANISM & REPORTING

Suppliers shall:

- a. Establish internal grievance mechanisms for workers.
- b. Report violations of this Code to Fujiyama through designated channels.
- c. Protect whistleblowers from retaliation.

12. ACKNOWLEDGEMENT

- a. Suppliers shall formally acknowledge that they have received, read, and fully understood the requirements outlined in this Code of Conduct.
- b. Suppliers shall confirm their commitment to comply with the principles, standards, and expectations set forth in this Code, and to integrate them into their business operations and supply chain practices.
- c. Suppliers shall agree to cooperate with Fujiyama Power Systems Limited in periodic evaluations, audits, and assessments, and to provide necessary information or documentation to demonstrate ongoing compliance with this Code.

13. APPROVAL

This policy is approved by the management of Fujiyama Power Systems Limited and comes into effect from 24 August 2026