



Supplier Code of Conduct

Sandhya Aqua Exports Private Limited – Supplier Code of Conduct

Purpose:

Sandhya Aqua Exports Private Limited (SAEPL) – Feed division is committed to conducting its business in an ethical, legal, social and environmentally responsible manner. Sandhya Aqua Exports Private Limited – Feed Division is committed to source from suppliers conforming to international Social, Ethical and Sustainability standards by supporting international sustainability certification standards and programs including BAP (Best Aquaculture Practices) and ASC (Aquaculture Stewardship Council). Sandhya Aqua Exports Private Limited engages with its ingredient manufacturers and their suppliers to share this commitment and, therefore, has established this Supplier Code of Conduct (SCoC). This Supplier Code of Conduct is required and cooperation sought from all Sandhya Aqua Exports Private Limited – Feed Division suppliers or any of its subsidiaries to promote greater communication around sustainability expectations between SAEPL Feed Division and its suppliers (i.e. ingredient manufacturers and their supplying manufacturers and traders as applicable). SAEPL recognizes that the above can only be achieved with the assistance of its suppliers and therefore this Supplier Code of Conduct guides the organization's expectations on Social, Ethical and Sustainability standards. In the case that there are any significant material changes with the supplier/ingredient manufacturer that may affect compliance to this Supplier Code of Conduct, the suppliers must inform SAEPL immediately.

If any supplier of SAEPL fails to comply with this Supplier Code of Conduct, we may take corrective actions, including termination of business with such non-compliant suppliers.

We encourage suppliers to maintain policies, procedures and practices to address these topics. We also encourage our suppliers to implement efficient management systems. SAEPL expects its suppliers to extend their commitment by communicating this Supplier Code of Conduct to their suppliers of raw materials that in turn end up at SAEPL Feed Division to be used in its feeds.

Scope:

This SCoC applies to current and potential Sandhya Aqua Exports Private Limited - Feed Division suppliers. The Supplier Code of Conduct encompasses these below elements and always requires adherence to each one of these elements.

2.1.3 (1.1.1) Legal Licenses and Permits. At a minimum, Sandhya Aqua Exports Private Limited – Feed Division suppliers

- a. must comply with all applicable laws and regulations that govern their business activities with possession of necessary licenses and permits.



Supplier Code of Conduct

- b. shall also comply with all applicable environmental-related laws and regulations and maintain a system for compliance with them.
- c. shall be responsible for obtaining all necessary documentation for siting, constructing and operating their facilities.
- d. shall have licences and legal requirements that include, but not be limited to, the following: Business license, Factory license, Fire safety certificate from the local authority, building fitness certificate, permit or license to store fuel (such as oil and/or gas), licenses or permits to house workers in company provided housing or dormitory-if applicable, certificate to confirm compliance to environmental laws and regulation, or any other not cited here.

2.1.4 (1.3) Complies with Applicable Labour Laws and Regulations. At a minimum, Sandhya Aqua Exports Private Limited – Feed Division suppliers

- a. must comply with the applicable legal laws, rules and regulations, and ethical standards of the countries, states and localities in which they operate or where they provide products, people or services to or for Sandhya Aqua Exports Private Limited – Feed Division. This includes, but is not limited to, laws and regulations relating to occupational health and safety, ethics and labour practices.
- b. must require their suppliers (including labour and service agencies/agents) to do the same.
- c. must have a process to identify, monitor and understand labour related rights even if not covered by applicable laws and regulations and customer requirements, including the requirements of this SCoC.

2.1.4 (1.4) Does not engage in - nor support - forced, bonded, compulsory labour or human trafficking. At a minimum, Sandhya Aqua Exports Private Limited – Feed Division suppliers or the employment/recruitment agency(ies) contracted by them for recruitment

- a. must ensure all their employees are familiar with their labor-related rights, including the below requirements on labor-related rights, even if not covered by applicable laws and regulations.
- b. shall not engage in, or support, forced, bonded, compulsory labor or human trafficking. This includes work that is exacted from any person under the menace of any penalty and work for which the person has not offered himself or herself voluntarily and the use of deception or other forms of coercion, for the purpose of exploitation of people.
- c. shall not mandate unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting supplier provided facilities. Shall allow employees to freely move around the



Supplier Code of Conduct

workplace to use sanitary facilities and have access to drinking water during their work shift and not keep employees involuntarily on site outside of a work shift.

d. must provide with a written employment agreement in their native language.

e. shall not hold workers' government-issued paper work (e.g. ID, passport, work permit, etc.) unless holding is required by law. This also applies to the employment/recruitment agency(ies) contracted by the suppliers for recruitment

f. must ensure all work is voluntary and workers are free to leave work at any time or terminate their employment if reasonable notice is given as per their contract, and shall not be required to pay employers 'or agents' recruitment fees or other related fees for their employment.

g. shall ensure that if forced, bonded, compulsory labor or human trafficking is found at the Suppliers, they shall implement effective remediation and corrective action procedures to comply with point (b) above, and put the best interest of the person first, such as resolving debts or other forms of bondage, as well as enabling revised employee conditions or repatriation. Remediation /corrective actions are documented and are verified to ensure effectiveness.

h. shall ensure that any employment/recruitment agency(ies) used by them are screened and monitored to ensure that they are: licensed or certified by the competent national authority and conforms with all applicable laws and regulations that govern their business activities with possession of necessary licenses and permits.

i. shall not withhold any part of the employee's salary, property, or benefits, even if local regulation allows for this. The only situations where withholding is permitted is when required by law.

j. shall not charge employees any fees for recruitment or during employment. This includes any costs, or deposits, associated with the processing of official documents including work visas. For migrant workers, this includes any costs, or deposits, associated with travel and repatriation.

k. shall offer employees reasonable and safe transportation to leave the premises when the workplace is not readily accessible and public transportation is not available; allowing employees to leave the site once their shift is over and shall not keep employees involuntarily on site outside of a work shift.

l. shall not require employees to reside in employer-operated accommodation as a condition of employment for non-remote, readily accessible, operations.

m. shall not engage in prison labor including the employment/recruitment agency(ies) contracted by them for recruitment,

n. shall implement effective corrective actions that prevent recurrence, if forced, bonded, compulsory labor or human trafficking is found. Corrective actions are documented and are verified to ensure effectiveness.

**Supplier Code of Conduct**

2.1.4 (1.5) Protects children and young workers. At a minimum, Sandhya Aqua Exports Private Limited – Feed Division suppliers or the employment/recruitment agency(ies) contracted by them for recruitment

- a. must comply with the minimum age for employment or work relevant country they operate in and shall not engage in child labor (below the age of 18 years) including any work that is mentally, physically, socially or morally dangerous and harmful to children or any work that interferes with their schooling.
- b. shall implement effective remediation/corrective action procedures, if child labour is found, to comply with the above clause that put the best interest of the child first, such as enabling the child to attend school and remain in school until no longer mandatory. Remediation/corrective actions are documented and are verified to ensure effectiveness.
- c. shall encourage, and shall not prevent, children of employees living on-site to attend mandatory schooling.

2.1.4 (1.6) Non-discrimination / Non-Harassment. At a minimum, Sandhya Aqua Exports Private Limited – Feed Division suppliers or the employment/recruitment agency(ies) contracted by them for recruitment

- a. must ensure that workers are not subject to any form of violence, harassment, and inhumane or degrading treatment in the workplace, as well as no threats of violence and abuse, including corporal punishment, verbal, physical, sexual, economic or psychological abuse, mental or physical coercion, or other forms of harassment or intimidation are used against employees.
- b. shall understand the possible grounds for discrimination in their specific context, and not discriminate and ensure equal treatment of all applicants for employment, and employees in all cases, including: disciplinary practices, job assignment, pay & benefits, promotion and other career opportunities, recruitment process and conditions, retirement, termination, training, working conditions; irrespective of, age, caste, colour, disabilities, ethnicity, gender, legal status, parental status, social background, ethnic and national origin, nationality, membership in unions or any other legitimated organisations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, pregnancy, race, religion, diseases, or any other condition that could give rise to discrimination.
- c. shall establish disciplinary procedures in writing and communicate them to workers in terms and language which they understand.



Supplier Code of Conduct

d. shall have effective communication procedures and monitoring in place to ensure harassment; abusive or exploitative behavior does not occur in the workplace.

e. must ensure disciplinary measures must be in line with national legislation, provide gender-sensitive and equal opportunities and treatment throughout recruitment and employment.

f. shall not test for pregnancy or virginity, nor practice or encourage forced contraception.

g. shall only perform medical tests if required for health and safety reasons, according to a risk assessment as directed by SAEPL – Feed Division and make sure that the employees have the right to use an independent doctor, if preferred. If medical tests are performed, the employees' data must be protected, and employees have the right to have their test results.

2.1.4 (1.7) Provides a Safe and Healthy work environment. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers

a. must shall provide a safe and healthy workplace and care for their workers and maintain a health & safety risk assessment as directed by Sandhya Aqua Exports Private Limited - Feed Division which includes risk of physical and mental injuries, acute or chronic, in the working environment. The risk assessment must be maintained by a person with necessary competency.

b. must identify and assess workplace hazards (e.g., chemical, electrical, and other energy sources, fire, vehicles, and fall/slip/trip hazards) and control these through proper design, engineering and administrative controls, preventive maintenance and safe work procedures and training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well maintained Personal Protective Equipment (PPE) free of charge and according to the need defined in the health & safety risk assessment. Reasonable steps must be taken to protect pregnant women/nursing mothers.

c. must provide workers with appropriate work place health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

d. must ensure that procedures and systems are in place to prevent, manage, track and report occupational injury and illness including provisions to encourage



Supplier Code of Conduct

worker reporting classify and record injury and illness cases provide necessary medical treatment investigate cases and implement corrective actions to eliminate their causes and facilitate return of workers to work.

e. must implement appropriate measures (including includes appropriate health & safety notices/instructions in the workplace, appropriate equipment maintenance, appropriate training for employees including on emergency responses, as well as PPE used appropriately by employees) to mitigate the risks identified based on the health & safety risk assessment, monitor indicators of risks identified, monitor the effectiveness of measures implemented, and repeat the risk assessment depending on monitoring outcome.

f. provide adequate First Aid (including supplies) administered by qualified personnel in the event of a work-related injury; this includes access to professional support such as an ambulance.

g. Where not provided by a State/National social security/health system, the Suppliers shall provide and pay for insurance for all employees for work-related accidents or injuries; this includes as a minimum the cost for transport and medical treatment/medication needed to treat the accident or injury, the cost for transport and medical treatment/medication needed for recovery, compensation for lost working hours, as well as the cost for any required repatriation in case of migrant workers.

h. must allow employees the freedom to remove themselves from an unsafe situation without fear of retribution.

i. must provide access to adequate and clean sanitary facilities, with adequate privacy, which includes separation by gender if required.

j. must provide access to free, clearly labelled, potable water for all employees.

k. must provide access to a designated area to prepare food and eat during breaks.

l. must not require employees to purchase from employer-operated stores or services, such as the use of canteens, as a condition of employment; where alternative stores or services are not available due to the remote location, cost is reasonable and does not include the Suppliers making a profit from stores and services provided to employees.

m. must provide suitable areas for breast feeding women and shall allow for additional workday breaks for pregnant and breast-feeding women; nursing breaks shall be counted as working time and remunerated accordingly.



Supplier Code of Conduct

- n. must not engage in, or tolerate, mental, physical or verbal abuse, or any other form of harassment.
- o. must ensure structural integrity of all buildings and structures within their facilities.
- p. must adhere to maritime legislation, specifically regarding the health and safety dimension, for situations where the Suppliers interact with maritime traffic.

2.1.4 (1.8) Respects the Freedom to associate and the right for collective bargaining. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers must

- a. respect the right of their workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities.
- b. allows workers and/or their representatives to be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.
- c. informs all employees that they are free to bargain collectively.
- d. accepts comparable means for freedom of association and collective bargaining in areas where the right to freedom of association is restricted by law,

2.1.4 (1.9) Contracts employees in a transparent manner. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers

- a. must take local context into account when ensuring employees receive written and understandable information about their employment terms and conditions in a transparent manner. This information shall include, at a minimum:
 - i. description of the role and any responsibilities,
 - ii. the type of contract (e.g. permanent, fixed-term, contractor),
 - iii. working hours, including allowance for breaks,
 - iv. paid annual leave and allowance for days off on public holidays,
 - v. sick leave,
 - vi. wages,
 - vii. any agreed wage deductions (e.g. accommodation, meals),
 - viii. compensation for overtime,
 - ix. benefits (e.g. insurances),
 - x. provision for free personal protective equipment,
 - xi. termination terms and conditions; notice period,

Supplier Code of Conduct

xii. access to relevant policies (e.g. anti-discrimination, and access to trade unions and collective bargaining).

b. must review any changes to the contract during the course of employment, such as where employees have been given a different role, had their wages increased, or they have been promoted, is recorded on file and evidence of employees being provided a copy of the changes is available.

c. must provide and store a written payslip to each employee detailing the following – employee name, ID/roll/employee number, month/week/pay period, number of days worked, number of regular hours worked, number of overtime hours worked during the period, the number of weekend overtime hours worked, and the number of overtime hours worked on public/national holidays, advances, loans, deductions.

d. must not use systematic employment arrangements – such as but not limited to – labor-only contracting, sub-contracting, family contracting, home-working, false-apprenticeships, exclusive use of fixed-term contracts – to avoid any social or labor rights towards their employees.

2.1.4 (1.10) Pays employees at or above the legal minimum wage. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers

a. must comply with applicable laws relating to wages and benefits (including minimum wages, overtime pay/rate, equal remuneration and legally mandated benefits) and pay their employees at or above the legal minimum wage and shall set wages (before overtime and bonuses) at or above the legal minimum wage; if a minimum wage has not been established by law.

b. must not use deductions from wages as a disciplinary measure and must pay workers in a timely manner including a provision of clear and understandable wage statement for each pay period.

c. must respect and support the protection of human rights of their workers and others affected by their activities.

d. pay wages in legal tender at regular intervals but at a minimum monthly, and directly to employees, in accordance with national law, and shall not be delayed, deferred or in any way withheld.

e. must document information of wage payment and receipt of all employees, including receipt of information on advances, loans, hours worked, pay and the calculation of any deductions.



Supplier Code of Conduct

f. must ensure that employees are entitled to maternity or paternity protection in accordance with the requirements of national laws and regulations or ILO Convention 183, whichever is greater.

2.1.4 (1.11) Prevents Excessive Working Hours. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers

a. must comply working hours and prevent excessive working hours and must comply with collective bargaining agreements (if applicable) and industry standards on regular working hours but not exceed 8 hours per day and 48 hours in a normal week (excluding breaks) and keep records of the hours worked by employees.

b. must ensure that overtime hours are voluntary, occur only under exceptional circumstances and are not requested regularly. They must ensure that overtime is not more than 12 hours per week and ensure that overtime hours are paid at a premium rate as defined by collective bargaining agreements (if applicable) or industry standards. In cases where this is not defined, a premium rate of a minimum of 125% of the agreed salary is applied to overtime hours.

c. must comply with collective bargaining agreements (if applicable) and industry standards regarding,

- i. workday breaks but shall not be less than 1 hour per 8 hours of work.
- ii. daily rest but shall not be less than 11 consecutive hours per 24 hours.
- iii. weekly rest but shall not be less than 24 consecutive hours (1 day) of rest within a 7-day period.
- iv. annual leave.
- v. premium rates, working hours, breaks, daily rest, weekly rest and health assessments for night work.
- vi. must not employ young workers without the consent of Sandhya Aqua Exports Private Limited - Feed Division.

2.1.4 (1.12) Disciplinary Practices that Respect the Dignity and Health of the Employee.. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers

a. must have a transparent disciplinary procedures and apply that in a progressive and objective manner, ensuring dignity and respect towards the employee and must not deduct from wages or benefits for the purpose of disciplinary action.

b. must treat all workers with respect and dignity, and ensure that they are protected from harass or in humane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or



Supplier Code of Conduct

physical coercion, bullying, public shaming, or verbal abuse of workers nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

2.1.4 (1.13) Provides effective worker grievance mechanisms. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers

a. must provide an effective grievance mechanism, to assess workers' understanding of and obtain feedback on or violations against practices and conditions covered by this standard and to foster continuous improvement. Workers must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

b. must provide effective worker grievance mechanisms and have a system in place, which all employees are familiar with, which facilitates dialogue between parties (e.g. between employees and different management levels) before, rather than in reaction to, disputes.

c. must track grievances, result responses and address all grievances within a 90-day timeframe of submission.

d. must have a decision-making grievance committee that is made up of members representing the diversity of employees, in order to ensure special consideration for vulnerable groups such as new and expectant mothers, and migrant workers.

e. the grievance committee shall ensure that grievances are processed fairly, resulting in an effective outcome, and facilitates dialogue where needed.

f. must ensure a confidential process is provided for, if preferred by the employee/entity submitting a grievance, and shall only share information as necessary to investigate the grievance.

2.1.4 (1.14) Provides safe, decent and hygienic worker accommodation. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers must

a. Provide workers with access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities.

b. Ensures ensure that any dormitory facilities provided for personnel, or their family are safe, whether it owns, leases or contracts the dormitories from a service provider; this includes provision of safety systems, emergency/escape routes,



Supplier Code of Conduct

ventilation, reasonable protection from heat, cold, noise, smell and dust, as well as adequate privacy, including separation by gender if required.

c. Ensure that any dormitory facilities provided for personnel, or their family are clean, hygienic and meets their basic needs, whether it owns, leases or contracts the dormitories from a service provider.

d. Arrange for annual meetings between employee representatives and management, to discuss improvements to housing and shall ensure that dormitory facilities are located separately from production facilities.

e. ensure that any rent is reasonable and does not include the Suppliers making a profit from accommodation provided to employees.

f. provide access to appropriate sanitary facilities (within the dormitory facilities) that are clean and that provide adequate privacy, including separation by gender if required.

2.1.4 (1.15 & 1.16) Contributes to Maintaining or Enhancing the Social and Economic well-being of local communities, Indigenous and tribal peoples. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers must

a. recognizes their impact on the communities in which it operates and proactively engages with the local community, Indigenous and tribal peoples to periodically identify, avoid or mitigate significant negative social impacts resulting from activities of the Suppliers.

b. has a grievance procedure accessible and applicable to the local community, Indigenous and tribal peoples and shall make known to them how grievances can be submitted and how the mechanism for dealing with grievances works.

c. have a grievance procedure that includes requirements for non-retaliation and address all grievances resulting from activities created by the Suppliers within a 90-day timeframe from the date of submission by local communities, Indigenous and tribal peoples.

d. track grievances, resulting responses and remedy.

e. have a decision-making grievance committee, including members representing local communities, Indigenous and tribal peoples in order to ensure special consideration for vulnerable groups.

f. ensure their grievance committee processes grievances fairly, resulting in an effective outcome, and facilitates dialogue where needed.

g. ensure a confidential process is provided for, if preferred by the person/entity submitting a grievance, and shall only share information as necessary to investigate the grievance.



Supplier Code of Conduct

h. not restrict or negatively affect community, Indigenous and tribal peoples and their members' rights and access to sites which are of special cultural, ecological, economic, religious or spiritual significance and rights to food security, and access to resources including land and water, resulting from activities by the Suppliers.

i. to the extent possible, source goods and services, including employment, from the local communities, Indigenous and tribal peoples.

2.1.4 (1.17) Compliance with Applicable Environmental Laws and Regulations. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers

a. must comply with all required environmental permits (e.g., discharge monitoring), approvals and registrations are to be obtained, maintained and kept current and their operational and reporting requirements shall be followed.

b. must minimize adverse environmental impacts of their operations, products and services. Suppliers are encouraged to implement environmental management system aligned to a third-party certification system.

2.1.4 (1.18) Uses Water Responsibly. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers

a must optimize its consumption of natural resources, including water.

b. must identify all sources of water used, e.g., municipal water supplies, surface water sources, ground water sources, seawater, produced water, separated into "freshwater" and "other water".

c. must calculate, record and, using the template provided by Sandhya Aqua Exports Private Limited - Feed Division, annually report its water consumption per water source in megaliters/t (total) product produced/year.

d. Where bore wells are used by the Suppliers, groundwater levels must be measured and recorded on a regular basis (taking into account seasonal fluctuation) and at least once a year.

e. must develop and implement a Water Conservation and Efficiency Plan (WCEP) with the intent to reduce water consumption as a result of inefficient practices, where possible. The WCEP shall include the identification of responsible practices, and measures to move away from poor practices and increase responsible practices within a meaningful timeline.

f. must annually perform a risk assessment to assess if the WCEP includes adequate measures to minimize the risk that the Suppliers are contributing to water supply problems for ecosystems and communities using the same water source.

**Supplier Code of Conduct**

2.1.4 (1.19) Handles Waste Responsibly. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers must

a. Identify all types of waste generated, separated into hazardous and non-hazardous waste, and method of disposal, as well as what level of recovery is carried out on-site.

b. calculate, record and, using the template provided by Sandhya Aqua Private Limited – Feed Division, annually report its waste in tonne (t) per year per method of disposal.

c. develop and implement a documented Waste Management Plan (WMP) with the intent to improve waste avoidance and resource recovery where possible. The WMP shall include the identification of responsible practices, and measures to move away from poor practices and increase responsible practices within a meaningful timeline.

d. handle and store chemicals and hazardous materials and waste in a safe manner and shall account for all chemicals and other hazardous waste on site.

e. dispose of waste materials which are not re-used or recycled, in a responsible manner. Dumping waste outside the Suppliers site in unofficial sites and littering is prohibited.

2.1.4 (1.20) Handles Effluents Responsibly. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers must

a. identify all effluents (including from production, site runoff, offices and any on-site accommodation) and destination of the discharge (e.g. to surface water, groundwater, seawater, municipal treatment facilities, separated into discharge by “freshwater” and “other water”), and what level of treatment is carried out on-site.

b. calculate and, using the template provided by Sandhya Aqua Private Limited – Feed Division, annually report its effluent discharge in megaliters (ML) per year per destination and the recording shall include all incidences of spills or accidental discharges.

c. develop and implement an Effluent Management Plan (EMP) with the intent to reduce negative impacts on receiving waters in terms of ecosystems and human health. The EMP shall include the identification of responsible practices, and measures to move away from poor practices and increase responsible practices within a meaningful timeline. The plan shall also include spill prevention and response measures.

**Supplier Code of Conduct**

2.1.4 (1.21) Uses energy responsibly and monitors Greenhouse Gases (GHG) emissions. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division supplier must

- a. identify all energy sources (e.g. diesel, petrol, natural gas, electricity, and other sources, specifying electricity from the national/regional grid and electricity coming from other renewable and non-renewable sources).
- b. calculate, record and, using the template provided by Sandhya Aqua Private Limited – Feed Division, annually report its energy consumption in megajoules (MJ) per tonne of (total) product produced in the assessed year.
- c. develop and implement an Energy Efficiency Management Plan (EEMP) with the intent to improve energy efficiency and to increase the proportion of energy coming from renewable energy sources. The EEMP shall include the identification of responsible practices, and measures to move away from poor practices and increase responsible practices within a meaningful timeline.
- d. calculate, record and, using the template provided by Sandhya Aqua Private Limited – Feed Division, report its Greenhouse Gas (GHG) emissions in kg CO₂ equivalents per tonne of (total) product produced/year.

A. 2.1.4 (3.4.2) Transparency on characteristics of products supplied – GMO Declaration.

At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers must

- a. disclose the presence of Genetically Modified Organisms (GMO), or ingredients produced from GMO of each product to all buyers of the product.

B. 2.1.4 (3.4.3) Transparency on characteristics of products supplied – Antibiotics and medicinal feed additives Declaration. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers must

- a. disclose the active compound and inclusion levels (in mg or g/kilogram product) of added antibiotics or other added medicinal feed additives for each product to all buyers of the product.

2.1.5 Discontinue purchases. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers must comply with the requirements of this Code of Conduct at all times. In case of material breach of the requirements within this Code of Conduct, Sandhya Aqua Private Limited – Feed Division will discontinue purchases from such suppliers (ingredient manufacturers), and their suppliers. Supplier's failure to comply with this CoC may result in the termination of any agreement with Sandhya Aqua Exports Private Limited - Feed Division.



Supplier Code of Conduct

2.1.6 Declaration. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers must comply with this CoC. The Supplier CoC is deemed to be fulfilled if all the above requirements are fully met or if the supplier has implemented measures to ensure compliance with a time-bound action plan. If the supplier declares compliance with an equivalent CoC, Sandhya Aqua Exports Private Limited-Feed Division will identify the supplier as equivalent through its own internal and documented benchmark. This also applies to suppliers of primary raw materials to ingredient manufacturers.

2.1.7 Information about material changes. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division requires its suppliers (ingredient manufacturers) to inform the Sandhya Aqua Private Limited of any material changes in regards to compliance with this CoC.

2.1.8 Suppliers Communicate about CoC to their raw material suppliers. At a minimum, Sandhya Aqua Exports Private Limited - Feed Division suppliers must verify and require their suppliers (primary raw material) adhere to a similar Supplier CoC which includes the all the requirements hereby listed above and that suppliers have a system in place to check that the Supplier CoC has been signed. For example, the ingredient manufacturer demonstrates its supplier approval process.

Monitoring and Compliance. Sandhya Aqua Exports Private Limited - Feed Division or its representatives may engage in monitoring activities to confirm supplier's compliance to this CoC, including on-site audits and inspections of facilities, use of questionnaires, and review of publicly available information necessary to assess supplier's performance and comply with applicable SCoC legal requirements. Sandhya Aqua Exports Private Limited - Feed Division employee or supplier that becomes aware of violations of this policy is obligated to notify Sandhya Aqua Exports Private Limited - Feed Division's Supply Chain management immediately. Sandhya Aqua Exports Private Limited - Feed Division reserves the right (in addition to all other legal, social and environmental) to disqualify any potential supplier or terminate any relationship with any current supplier found to be in violation of this CoC without liability to Sandhya Aqua Exports Private Limited - Feed Division.



SANDHYA AQUA EXPORTS PRIVATE LIMITED

Doc. No.	SA/SCOC/01
Revision	00
Date	02-02-2026
Page	16 of 16

Supplier Code of Conduct

Acknowledgement

Sandhya Aqua Exports Private Limited - Feed Division hereby requires its suppliers to accept, acknowledge by way of returning a signed copy of this Code and always adhere to this Supplier Code of Conduct as long as they actively supply any ingredients to the feed mill. Suppliers shall give Sandhya Aqua Exports Private Limited - Feed Division the right to audit, at reasonable notice, regarding their compliance with the requirements set forth in this Supplier Code of Conduct and agree to provide all reasonable assistance to Sandhya Aqua Exports Private Limited - Feed Division and/or its authorized representatives for obtaining the required information during such audits.

Signed:

Dated:

Supplier Name:

Address:

Email:

Phone:

List the Product(s) Supplied to Sandhya Aqua Exports Private Limited - Feed Division: