

**RUBAMIN***The Joy of creating an institution!*

Rubamin Private Limited



Sustainable Sourcing

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Policy Title	Sustainable Sourcing
Employee Value Proposition	Guideline and General Principles
Applicability	This policy is applicable to all employees, Business Partners, Service Partners, Suppliers and Network of Suppliers working with Rubamin Private Limited
Originator and Contact Information	Human Resource (hrd@rubamin.com)
Effective Date	September 1, 2023

1. OBJECTIVE

This Policy defines the approach of Rubamin Private Limited (hereinafter referred to as “RPL” or “Company”) to direct and indirect procurement in line with its commitments to promote fair dealing, to ensure health and safety, and to manage impact on climate and environment in our supply. The Company expect its suppliers to be committed to business integrity, to promote the principles of sustainable procurement in their supply chain, to be compliant with international and local laws, to strive to minimize impact on climate and the environment and to respect international human rights legislation, to abolish child and forced labor and eliminate discrimination on their own sites and from their own suppliers.

2. SCOPE

The Rubamin Sustainable Sourcing Policy is fully aligned with the Rubamin Way, the Rubamin Code of Conduct. This policy applies to all immediate business partners including service and supply partners of Rubamin. Rubamin is committed to creating sustainable value with our entire network of suppliers through a mutually beneficial relationship based on strong ethical business standards, trust and shared commitments to meet or exceed our customers’ requirements. We therefore seek to do business with partners also committed to the principles of sustainable development and whose partnership supports and is aligned with our strategic ambitions.

3. RESPONSIBLE SOURCING

This policy sets out our expectations and give guidance to our immediate suppliers and their respective entire supply chains in line with our five principles of responsible sourcing; Health and safety, Fair business practices, Environmental protection, Human rights and Local community development.