

CEOWORLD Magazine

**Code OF Conduct for CEOWORLD
magazine suppliers**

CEOWORLD magazine

Message from the Executive Chairman and Chief Executive Officer

Dear colleagues,

CEOWORLD magazine strives to be exemplary in sustainable development and towards providing sustainable and innovative solutions to its clients that contribute to the United Nations Sustainable Development Goals (SDG).

CEOWORLD magazine's policy concerning corporate social responsibility is based on solid values all its employees share. CEOWORLD magazine intends to promote the responsible behavior of its suppliers and, in this context, has strengthened its qualification processes by integrating CSR assessments and audits into its selection criteria. CEOWORLD magazine thus guarantees to its suppliers an equitable selection process.

CEOWORLD magazine expects its suppliers and sub-contractors (hereinafter the "Suppliers")

(i) to adhere and ensure that their suppliers and sub-contractors adhere to the principles outlined in this code of conduct (hereinafter the "Code") and

(ii) to accept being assessed and/or audited in the scope of the CEOWORLD magazine.



Our Code of Conduct is at the heart of the CEOWORLD magazine group's Compliance Program. It promotes compliant, honest and ethical conduct with all stakeholders.

Many thanks for considering my request.

A handwritten signature in black ink that reads "Amarendhi".

Prof. Dr. Amarendra Bhushan Dhiraj,
Executive Chairman and Chief Executive
Officer

1 Human rights and labour standards

Committed to the respect of Human rights and fundamental freedoms as defined in the UN declaration, CEOWORLD magazine expects its Suppliers to comply with all internationally recognised standards and applicable national regulations and laws in this field, and namely:

1.1 Freedom of association and collective bargaining: CEOWORLD magazine expects its Suppliers to respect the rights of their employees to freely associate and bargain collectively in accordance with applicable laws and regulations.

1.2 Child labour and forced labour: CEOWORLD magazine Suppliers must refrain from using child, forced, bonded or involuntary prison labour, as well as withholding their employees' personal documents.

1.3 Non-discrimination: CEOWORLD magazine expects its Suppliers not to discriminate their employees based on personal characteristics such as national origin, gender, skin colour, nationality, sexual orientation, age, religion, political opinions, illness or disabilities, and offer equal opportunities.

1.4 Health and safety in the workplace: CEOWORLD magazine expects its Suppliers (i) to comply with all applicable regulations and laws to ensure a safe and healthy workplace for their employees, (ii) to set up procedures in order to identify the risks of accident or occupational diseases, and (iii) to take the necessary measures in order to prevent these risks.

1.5 Preventing harassment and violence in the workplace: CEOWORLD magazine expects its Suppliers to treat all their employees with dignity and respect and to protect them from harassment, intimidation and violence in whatever form in the workplace.

1.6 Decent salaries: CEOWORLD magazine expects its Suppliers to pay to their employees salaries offering decent living conditions with regard to the local standard of living and labor market.

1.7 Protecting personal data and respecting privacy: CEOWORLD magazine expects its Suppliers to protect the confidentiality of their employees' personal data and respect their employees' private lives.

1.8 Respecting local communities: CEOWORLD magazine expects its Suppliers to develop relationships of trust with neighboring and local communities around their sites.

2 Health, safety and environment:

Controlling health, safety, and environmental risks are amongst CEOWORLD magazine's priorities. CEOWORLD magazine expects its Suppliers to act likewise and to make a commitment as regards to the:

2.1 Respect for the environment: Suppliers must comply with internationally recognised standards and applicable national regulations and laws regarding the protection of the environment. CEOWORLD magazine expects its Suppliers to take the necessary measures to prevent, assess, mitigate and avoid the risks and impacts of their business activities on the environment, particularly in terms of air, water and soil pollution, global warming and biodiversity. Suppliers must also manage waste, energy, water resources, non-renewable resources in a responsible manner and promote circular economy in their value chain.

2.2 Quality and safety of products and services: Suppliers must ensure that the products and services they supply comply with all applicable quality, safety and environmental rules and standards. No substance (i) prohibited by applicable laws and regulations in the countries where they carry out their business activities and/or (ii) which present a serious risk for human health or the environment must be included in their products and services.

CEOWORLD magazine also asks its Suppliers to communicate on their products and services in accordance with regulatory requirements and in a clear and precise manner with regard to quality, safety, health and environment.

3 Ethics, integrity and compliance:

CEOWORLD magazine considers business ethics and integrity as being of the highest importance and as such, expects its Suppliers to comply with the following principles:

3.1 Complying with competition laws: Suppliers must perform their business activities in accordance with the relevant competition laws and regulations in the countries where they operate.

3.2 Fighting corruption Suppliers must comply with:

- all national and international laws and regulations relating to the fight against corruption, influence peddling, fraud and money laundering;
- the provisions of the CEOWORLD magazine Group Anti-Corruption Policy, which can be found on the website www.ceoworld.biz

When dealing with public or private entities, Suppliers must not grant, solicit or accept anything of value, directly or indirectly, for the purpose of gaining a business advantage, making sales of products to, acquiring or retaining any business with, or influencing any act or decision of CEOWORLD magazine or its employees.

3.3 Preventing conflicts of interests: Suppliers are requested to prevent and avoid any situation that may create a conflict of interest. They must disclose to CEOWORLD magazine any conflict between a personal interest of one of their employees and the interests of CEOWORLD magazine.

3.4 Gifts and hospitality: Suppliers are prohibited from offering to any CEOWORLD magazine employees any gift or invitation of more than modest value or that may influence any decision made by CEOWORLD magazine employees within the context of their business relationship.

3.5 Trade sanctions: Suppliers must comply with international trade law and with trade sanctions imposed by international institutions or governments.

3.6 Confidentiality: Suppliers must protect confidential information transmitted by CEOWORLD magazine. Accordingly, they must not use or disclose said information to third parties outside of the contractual framework set out with CEOWORLD magazine.

3.7 Transparency and honesty: Suppliers must communicate clear, correct and truthful information to their stakeholders and to CEOWORLD magazine within the framework of their business relationships.

4 Violations of the Code of Conduct for CEOWORLD magazine Suppliers

CEOWORLD magazine reserves the right to audit its Suppliers to ensure that this Code is being complied with, or, where there has been a violation, to ensure that relevant corrective measures for complying with this Code have been taken.

Suppliers must cooperate with CEOWORLD magazine during such audits. These audits will be implemented according to terms and conditions to be agreed upon with CEOWORLD magazine.

In the event of serious and/or repeated failure of a Supplier to comply with this Code, CEOWORLD magazine reserves the right to end the business relationship or terminate any contract entered into with said Supplier without prejudice to any damages that may be claimed by CEOWORLD magazine.

CEOWORLD magazine has set up a whistleblowing system that offers CEOWORLD magazine employees as well as its business partners the opportunity to report malfunctions, in connection with the CEOWORLD magazine group, that they may be aware of. Any violation of this Code may therefore be reported to CEOWORLD magazine by sending an e-mail to ino@ceoworld.biz