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# Supplier Code of Conduct

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**Rain Industries Limited  
and all Group Subsidiaries including  
Rain Carbon Inc. & Rain Cements Limited  
(collectively, "RAIN")**

**Websites:**

[www.rain-industries.com](http://www.rain-industries.com)

[www.raincarbon.com](http://www.raincarbon.com)

[www.priyacement.com](http://www.priyacement.com)

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# Supplier Code of Conduct

This Supplier Code of Conduct (“Code”) of RAIN serve as a framework outlining the fundamental standards of ethical conduct, values and principles of sustainability which RAIN expect all its suppliers to uphold and, in their turn, promote in their transactions with their employees, suppliers, contactors and clients.

Corporate integrity, responsible sourcing, environmental sustainability and the safety and wellbeing of workers in the countries where we do business are of paramount importance to RAIN. These core principles are reflected in this Code, which establishes the minimum standards that RAIN expect suppliers to meet.

Further, as many of RAIN Group Subsidiaries are participants of the UN Global Compact, RAIN is engaged in a constant effort to formulate and reassess its policies and its strategies to ensure the alignment of its business practices with the UN Global Compact’s globally recognized 10 principles.

## Scope and Applicability

This Code is applicable to RAIN, including each of its subsidiary entities, and to all suppliers of RAIN, including all organizations and subcontractors providing goods and services (collectively, “Supplier”). Each Supplier is expected to comply with this Code and ensure that its workers are aware of the Code’s contents. Suppliers are also expected to inform their business partners regarding the requirements and expectations of the Code.

In addition to complying with the standards set forth in this Code, Suppliers are also expected to comply with all local, national, and international laws and regulations applicable to the business conducted with RAIN.

## Environmental

RAIN expect all Suppliers to manage their environmental impact by engaging in environmentally responsible behavior. This includes but is not limited to the following:

- Comply with all applicable environmental laws relating to climate change, waste disposal, emissions, and discharges
- Comply with hazardous and toxic material handling laws
- Reduce emissions and greenhouse gas generation
- Minimize waste and wastewater
- Implement energy and resource efficiency/ conservation
- Have documented environmental policies and procedures in place

RAIN encourage every Supplier to implement ISO 14000 standards.

## Social

RAIN expect all Suppliers to comply with all laws regarding human rights and anti-discrimination as outlined in the Universal Declaration of Human Rights (United Nations) and the International Labor Organization's fundamental conventions concerning rights at work. This includes but is not limited to the following:

- Prohibit forced, bonded, or child labor
- Prohibit slavery and human trafficking
- Provide a safe and healthy workplace for their employees and contractors
- Have documented health and safety policies and procedures in place, together with appropriate safety equipment
- Commit to employing and developing a diverse and inclusive workforce

- Prohibit discrimination in any employment practice based on race, caste, color, national origin, gender, gender identity, sexual orientation, religion, age, marital or pregnancy status, disability, union membership, or political affiliation
- Not interfere with the right of workers to decide whether to lawfully associate with groups of their choice, including the right to form or join trade unions and to engage in collective bargaining
- Compensate all workers with wages, including overtime premiums, and benefits in accordance with applicable law
- Comply with personal data and data protection laws

## Ethical

RAIN expect all Suppliers to follow the laws and prevent unethical practices of business through training and procedures. This includes but is not limited to the following:

- Fraudulent activities such as money laundering, bribery, corruption
- Anti-competition, price fixing, antitrust, anti-dumping, and unfair business practices
- Trade sanctions, export controls, and anti-boycott
- Conflict of interest and improper influence (avoid any real or apparent conflict between their own personal interests and those of the company)
- Deal fairly with customers and suppliers

RAIN encourage their Suppliers to commit to these subsequent standards:

- UN Global Compact ([The Ten Principles | UN Global Compact](#))
- UN ILO International Labour Organization's fundamental conventions concerning rights at work ([ILO Conventions | Protocols | Recommendations](#))

## Compliance with RAIN's Supplier Code of Conduct

RAIN is dedicated to working with our business partners (including but not limited to our suppliers, customers, vendors and contractors) while ourselves adhering to the principles outlined in our Supplier Code of Conduct. We expect and trust that our business partners, and any of their sub-contractors, will likewise honor the values engrained in our Supplier Code of Conduct, and will conduct all of their own business practices accordingly. Monitoring of compliance with this Code may be used as part of RAIN's Supplier evaluation, selection and contract management process. In addition, as part of RAIN's sustainability initiatives, RAIN may request Suppliers to provide detailed information about how they meet certain targets in their operations and extended supply chains. RAIN may also request Suppliers to provide a self-assessment under the IntegrityNext scheme or another sustainability scheme.

## Equal Responsibility of RAIN

RAIN apply the same set of standards in this Code to its own employee's actions and takes reports of non-compliance seriously. If a Supplier suspects a RAIN employee or representative has violated the standards set for in this Code, the Supplier is encouraged to notify a RAIN senior team member or executive of the concern. Additionally, a Supplier may report suspected violations through RAIN's Whistleblower process available on RAIN websites (<https://www.rain-industries.com/>, <https://www.raincarbon.com/>).

## Reporting Grievances or Breaches of the Code

Suppliers are encouraged to raise any questions or concerns about compliance with this Code with the Supplier's business contact within RAIN, a RAIN senior team member, or a RAIN executive.