

## **Supplier Code of Conduct**

**Devi Aqua Feeds Private Limited** is a vertically integrated partner of Devi Fisheries Limited, dedicated to supporting shrimp nutrition needs through high-quality feed solutions. Guided by the principle of "Better Nutrition - Better Growth," we deliver balanced nourishment for shrimp using premium raw materials under our Devi Prime and Devi Grande, Devi Imperial brands, catering to both Vannamei and Monodon species. To reinforce our commitment to quality, sustainability and international standards, we strive to align our feed supply chain with the stringent requirements of the Aquaculture Stewardship Council (ASC) Feed Standard.

### **Statement:**

Devi Aqua Feeds Private Limited is dedicated to sustainability and responsible practices across our supply chain. We aim to address socio-environmental risks in aquaculture supply chain. This Supplier Code of Conduct sets clear expectations for suppliers to support these goals.

### **Scope:**

This policy applies to all suppliers of ingredients used in aquaculture feed, including both ingredient manufacturers and their upstream supplying manufacturers.

### **Principles and Requirements as per the ASC Standard**

**1. Compliance with laws and regulations:** Suppliers must comply with all applicable laws, regulations, and industry standards.

- Legal Compliance:** Suppliers must obtain and maintain all necessary legal licenses, permits, and approvals from the relevant government authorities to operate their factories. They are also required to renew these regularly and ensure strict adherence to applicable laws and regulations.

- **Environmental sustainability:** Suppliers are required to implement environmentally sustainable practices, such as waste reduction, water conservation, and biodiversity promotion.
- **Social responsibility:** Suppliers are expected to respect human rights, uphold fair labor standards, and maintain a safe and healthy workplace.
- **Animal welfare:** Suppliers should ensure that animals are treated appropriately and that relevant animal welfare standards are followed.

### **Responsibilities:**

1. **Supplier compliance:** All suppliers are obligated to comply with Devi Aqua Feeds Private Limited 's company policies. Maintaining the business relationship depends on demonstrating the adoption of sustainable practices across operations.
2. **Organization's responsibility:** The organization monitors supplier compliance, offers training and support, and conducts due diligence to address socio-environmental risks.

### **Environmental and Social Requirements\***

1. **Legal compliance:** Suppliers must comply with all applicable laws, regulations, and industry standards, including but not limited to:
  - Criterion 1.1 (legal licenses and permits)
  - Criterion 1.17 (legal compliance with relevant Environmental Laws)
2. **Labour practices:** Suppliers must meet the following labour-related requirements:
  - Criterion 1.3 (legal compliance with relevant Labour Laws)
  - Criterion 1.4 (forced, bonded or compulsory labour)
  - Criterion 1.5 (protection of children and young workers)
  - Criterion 1.6 (discrimination)
  - Criterion 1.7 (safe & healthy working environment)

- Criterion 1.8 (freedom to associate & collective bargaining)
- Criterion 1.9 (contracts workers in a transparent manner)
- Criterion 1.10 (legal wages)
- Criterion 1.11 (working hours)
- Criterion 1.12 (disciplinary practices)
- Criterion 1.13 (worker grievance mechanisms)
- Criterion 1.14 (decent accommodation)

3. **Environmental practices:** Suppliers must meet the following environmental-related requirements

- Criterion 1.18 (water use)
- Criterion 1.19 (waste management)
- Criterion 1.20 (effluent management)
- Criterion 1.21 (energy consumption)

4. **Product characteristics:** Suppliers must meet the following product-related requirements:

- Indicator 3.4.2 (product characteristics)
- Indicator 3.4.3 (product characteristics)

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- Indicator 3.4.2 (product characteristics)
- Indicator 3.4.3 (product characteristics)

6. **Social responsibility\***: Suppliers are required to adhere to human rights standards, follow fair labour practices, and maintain a safe and healthy workplace.

7. **Animal welfare:** Suppliers must treat animals with respect and care and ensure that animal welfare standards are met

8. **Food safety and quality:** Suppliers must ensure that all products meet food safety and quality standards.

## Implementation and Monitoring

**1. Supplier Assessment:** Devi Aqua Feeds Private Limited will evaluate suppliers in accordance with this Code and may undertake audits or site visits to ensure compliance.

**2. Corrective Action:** Suppliers are required to implement corrective measures to remedy any instances of non-compliance with this Code.

**3. Continuous Improvement:** Suppliers are expected to demonstrate a commitment to ongoing improvement and aim to surpass the standards outlined in this Code.

### **Communication and Training**

**1. Communication:** Suppliers must relay the provisions of this Code to all employees, contractors, and subcontractors.

**2. Training:** Suppliers are obligated to provide relevant training to their employees, contractors, and subcontractors regarding the requirements of this Code.

### **Termination**

**1. Non-Compliance:** Devi Aqua Feeds Private Limited reserves the right to end its association with any supplier that does not adhere to the standards of this Code.

### **Consequences of Non-Compliance**

Devi Aqua Feeds Private Limited remains dedicated to working with suppliers who uphold our principles and responsible sourcing practices. Nevertheless, should a supplier fail to fulfil the requirements of this Code, Devi Aqua Feeds Private Limited retains the authority to:

- Discontinue purchases from the supplier.
- Request corrective action to address non-compliance.
- Terminate the business relationship if non-compliance persists.

### **Acknowledgement**

The supplier confirms that they have read, understood, and agree to comply with the Supplier Code of Conduct.

Supplier Name: \_\_\_\_\_

Supplier Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### **Declaration of Compliance**

The undersigned supplier hereby declares the following:

- **Requirements Met:** The supplier fully complies with all provisions outlined in this Supplier Code of Conduct.
- **Requirements Not Met:** The supplier does not fully comply with all provisions outlined in this Supplier Code of Conduct and provides an explanation for areas of non-compliance.

Declaration Form:

Supplier Name: \_\_\_\_\_

Supplier Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### **Declaration:**

I hereby confirm that [Supplier Name: .....] meets/does not meet the requirements of the Supplier Code of Conduct.

**In the event of non-compliance, please provide a detailed explanation below:**