

SUSTAINABLE SUPPLY CHAIN POLICY

Tide Water Oil Company (India) Limited (Tide Water) promotes sustainable development throughout its value chain and expects its suppliers to operate in the same manner. Tide Water requires that all its suppliers comply with the requirements stated in this Policy. The supplier shall communicate the requirements to all its employees, permanent and temporary, as well as its suppliers, and sub-suppliers, and ensure that they comply with the requirements set out in this policy.

1. Business ethics and legal compliance

- a. to comply with national and international laws, regulations, and generally accepted industrial norms and practices, to the extent the same are applicable;
- b. not to support corruption, bribery, and money laundering, in order to secure, or retain business or to facilitate favorable decisions or services;
- c. not to offer any cash, gifts, entertainment, or invitations to Tide Water employees. Any gifts, entertainment, or hospitality provided must be reasonable and suitable and reflect the national laws and business customs;
- d. to act with integrity in all business relationships. For Tide Water, integrity means honesty and strong moral principles.
- e. To report any deficiencies and deviations from the policy to Tide Water

2. Human and labor rights

- a. to comply with national laws and regulations regarding human rights and labor rights to the extent the same are applicable;
- b. to respect the protection of human rights and comply with the principles of international laws, regulations, codes, declarations, etc. to the extent the same have been incorporated in the laws applicable to an entity registered and incorporated in India.
- c. to pay at least the minimum wage required by national laws for regular working hours, overtime hours, and overtime differentials;
- d. not to employ or do business with subcontractors or suppliers that employ persons under the legally stipulated minimum age;
- e. not to use forced labor in any form or do business with subcontractors or suppliers doing so;
- f. not to retain government-issued identity documents, passports, work permits, or ask for any other unreasonable deposits or fees (e.g. recruitment or hiring fees) as a condition of employment;
- g. not to discriminate in hiring, compensation, training opportunities, promotion, termination of employment, or retirement based on race, age, gender, social class, national origin, religion, disability, sexual

orientation, marital or maternal status, union membership, political affiliation, or other comparable reasons;

- h. not to perform or support physical punishment or physical, sexual, psychological or verbal harassment or abuse;

3. Occupational health and safety

- a. to comply with national laws and regulations regarding occupational health and safety to the extent the same are applicable;
- b. to provide a safe, healthy working environment;
- c. to prevent incidents, injuries, and occupational disease;
- d. to allocate enough resources and the required competence for providing a healthy and safe workplace;
- e. to have a process to identify and evaluate work-related hazards and relevant controls and based on this assessment then implement safe systems of work.
- f. to instruct personnel in mitigation of hazards, risk controls and safe work methods;
- g. to provide personnel with appropriate occupational health services, including statutory insurance coverage, and all necessary training required by applicable laws;
- h. to report and investigate all health and safety incidents;

4. Environmental management

- a. to comply with national laws and regulations regarding environmental management to the extent the same are applicable;
- b. to provide resource-efficient, clean and well-managed operations;
- c. to prevent pollution and environmental incidents;
- d. to allocate enough resources and the required competence for environmental management;
- e. to have all valid environmental permits and licenses required by the operations and follow the operational and reporting requirements;
- f. to have a process to identify and evaluate environmental aspects and impacts;
- g. implement procedures to prevent pollution and minimize environmental impacts.
- h. to instruct personnel in the environmental aspects, controls and procedures associated with their work;
- i. to appropriately sort and forward waste, according to applicable laws, for reusing or recycling to minimize the environmental impacts, and to appropriately process and dispose hazardous waste;
- j. to identify substances that are hazardous to the environment or health and use, store and dispose the substances in a safe and controlled way;
- k. to keep up-to-date safety data sheets and instructions for eventual accidents and apply a plan to replace hazardous substances with less hazardous alternatives;

- l. to maintain emergency response plans to ensure all environmental accidents are managed to minimize consequences;
 - m. to strive towards continually reducing the use of energy, raw materials, and water as well as minimizing waste and emissions to air, water and soil.
5. Products and services
- a. to maintain a proactive approach to product safety by, among others, ensuring that the products supplied to Tide Water meet mandatory product safety requirements;
 - b. identifying, evaluating, and managing all risks related to the use, storage, transport of the products;
 - c. not to use any restricted materials in its supply to Tide Water and to comply with the substance restrictions defined by the nation and international laws.
6. General requirements
- a. to designate a person within the company to be responsible for following and developing the principles set forth in this policy;
 - b. to have a remediation process in place in case of human rights, health, and safety or environmental violations;
 - c. to report any violations or breaches of this policy to Tide Water.
 - d. to permit Tide Water, or any third party authorized by Tide Water and accepted by the supplier, to conduct in presence of the supplier an audit of the supplier's operations in relation to this policy.

Enforcement

Tide Water actively follows and evaluates its suppliers' compliance with this policy and may ask its suppliers to complete a sustainability self-assessment. If the supplier does not comply with this policy, Tide Water reserves the right to terminate the contract with the supplier without prejudice to any other rights, whether under contract or at general law, including already placed and future orders.