

Supplier Code of Conduct

Scope

This Supplier Code of Conduct ("Code") applies to all suppliers, vendors, subcontractors, consultants, and third-party partners ("Suppliers") engaged with TalentAxisPro Private Limited. It sets forth the minimum standards of conduct required to ensure ethical, lawful, and responsible business practices across our supply chain.

1. Ethical Business Practices

- Suppliers shall conduct all operations with integrity, transparency, and in accordance with applicable anti-bribery, anti-corruption, and fair competition laws.
- Bribes, kickbacks, facilitation payments, or any other form of improper influence are strictly prohibited.
- Accurate and honest records must be maintained for all transactions with TalentAxisPro Private Limited.

2. Labor Standards & Human Rights

- Suppliers must adhere to all applicable labor laws and uphold fundamental human rights as defined by international standards (e.g., ILO conventions).
- The use of forced, bonded, or involuntary labor is strictly forbidden.
- Child labor is prohibited. All workers must meet the minimum legal age for employment.
- Suppliers must maintain a work environment free of discrimination, harassment, abuse, or retaliation.
- Wages, benefits, working hours, and leave entitlements must comply with applicable legal standards.
- Workers must be free to form or join associations and bargain collectively.

3. Health, Safety & Work Environment

- Suppliers shall provide a safe, clean, and healthy workplace, compliant with occupational health and safety laws.
- Necessary safety procedures, protective equipment, and training must be provided to employees to prevent workplace injuries or illnesses.
- Emergency preparedness plans must be implemented and maintained.

4. Environmental Responsibility

- Suppliers are expected to operate in an environmentally responsible and resource-efficient manner.
- Environmental risks should be identified, monitored, and mitigated.
- Compliance with all relevant environmental laws, regulations, and permits is mandatory.
- Suppliers should adopt sustainable practices, including energy conservation, emissions reduction, and waste management.

5. Data Privacy & Confidentiality

- Suppliers must protect all confidential, proprietary, and personal information received from TalentAxisPro Private Limited or its stakeholders.
- Personal data must be handled in compliance with applicable data protection laws, including but not limited to the **General Data Protection Regulation (GDPR)** and **California Consumer Privacy Act (CCPA)**.
- Unauthorized disclosure, misuse, or retention of sensitive data is strictly prohibited.

6. Compliance & Monitoring

- Suppliers are responsible for ensuring their operations, as well as those of their sub-suppliers, remain compliant with this Code.
- TalentAxisPro Private Limited reserves the right to conduct audits, request self-assessments, or review documentation to verify adherence.
- Non-compliance may result in termination of the business relationship.