

Code of conduct for contractors.



This code of conduct is developed to ensure compliance of contractors and contracted workers with provisions of FSC Standard **FSC-STD-IND-01-2022 EN The FSC Forest Stewardship Standard for India** and to the policies of NAE. This must be mandatorily signed by the contractor along with the agreement.

1. I have gone through and understood the provisions of the following NAE policies.
 - a. Policy on Child Labour,
 - b. Policy on Discrimination.
 - c. Policy on Forced & Bonded Labour.
 - d. Policy on Gender equality.
 - e. Policy on Fair Remuneration.
 - f. Policy on Health and Safety.
 - g. Policy on Sexual Harassment.
 - h. Policy on Bribery and Corruption
2. I am committed to comply with the provisions in the policies and will:
 - a. Not employ anybody below 18 years of age.
 - b. Will not indulge in any discriminatory practices.
 - c. No labour is forced or bonded and all the workers are working on their free will.
 - d. Workers of all genders are receiving equal benefits for same work.
 - e. All the workers are paid above the minimum wages notified by the Government of Tamilnadu which is openly displayed at NAE notice board.
 - f. Health and occupational safety of the workers are taken care of, and all the prescribed PPE as displayed at the Muster are provided free of cost.
 - g. Sexual harassment at workplace is not tolerated and there are safeguards to prevent it from happening. They are aware about the POSH committee at NAE and are free to approach the same.
 - h. NAE has a zero-tolerance policy towards Bribery and Corruption. They are aware about the whistle blower contact number.
3. I respect the forest management practices of NAE and is committed to safeguard the same. I am aware about the conservation areas and its importance and is committed to safeguarding them. This includes protection of HCVs and not damaging any Fauna and flora by way of hunting or gathering.

Signed

Contractor Name:

Date: