

INFO EDGE (INDIA) LTD.

SUSTAINABLE SUPPLY CHAIN POLICY

PURPOSE

Info Edge (India) Limited along with its wholly owned subsidiaries (“Info Edge” or “The Company”) considers its supply chain as an integral part of its responsibility with regards to sustainable development. As a part of commitment to sustainable supply chain management, Info Edge aims to pursue and follow good Environmental, Social & Governance (ESG) standards for its supply chain infrastructure. We encourage all our Suppliers to adopt and practice the highest level of ESG standards in terms of its activities, respect for the environment, good corporate governance, regulatory compliance, health & safety, the promotion of diversity and inclusion, and respect for human rights.

SCOPE AND APPLICABILITY

This Policy applies to all the sourcing of products or services from Info Edge’s Suppliers.

‘Supplier’ means all entities and individuals who supply products, equipment, materials or provide services to Info Edge under a contract, agreement or arrangement and also includes agents, sub-contractors and representatives/employees of such Supplier.

Supplier must act with integrity and are expected to demonstrate commitment to sustainable, legal, ethical, safe and fair business practices in line with the Company’s Code of Conduct for Suppliers..

ROLES AND RESPONSIBILITIES

The role lies in our commitment to follow and promote sustainable business practices and create sustainable business value for the stakeholders. Our partners in value chain, i.e., our suppliers, are accountable for contributing to responsible conduct and operating in a manner that is sustainable and safe. Business Responsibility and Sustainability Reporting (“BRSR”) Committee is responsible for looking over matters, covered in this policy, that are crucial from the perspective of ensuring a sustainable and responsible supply chain.

POLICY STATEMENT

This policy sets out the fundamental values and integrity levels of business conduct that Info Edge expects its Suppliers to uphold in all business relationships. All Suppliers engaged in providing products and services to Info Edge must act in accordance with this policy and Company’s Code of Conduct for Suppliers, which would include aligning guidelines, policies and practices of the Suppliers with this policy and communicating/enforcing the Policy provisions throughout their organization and across their supply chain, including sub-supplier and sub-contractors of the Supplier.

The Suppliers shall be committed to:

- Conduct business in an ethical manner and abide by all the national & international legal and regulatory requirements
- Respect the human rights of all stakeholders in the supply chain
- Comply with the applicable labor laws, orders, rules, regulations, international labor practice standards which includes:

1. Prohibition of child labor;
 2. Freedom of association & right to collective bargaining; and
 3. Elimination of all forms of forced or compulsory labor
- Promote diversity & inclusivity
 - Provide a safe and healthy workplace to its employees and workers
 - To promote greater environmental responsibility
 - Efficient energy consumption and water management
 - Adopt waste management and pollution reduction measures
 - Adopt circular economy through reduction, recycling, and re-use practices
 - To work against corruption in all forms, including extortion and bribes

COMMUNICATION OF POLICY

The Company communicates transparently all necessary and relevant information with all the relevant stakeholders regarding policies and procedures pertaining to supply chain and related concerns. This Policy shall be available on the internal portal and/or on the website of the Company and shall be available for access to the Suppliers as well.

GRIEVANCE REDRESSAL MECHANISM

Info Edge has the right to assess Supplier's alignment with the guiding principles mentioned in the policy and their performance with respect to these principles. Audits may be carried out directly by Info Edge or through an independent third party to ensure continuous improvement in Suppliers' sustainability initiatives/Suppliers' code of conduct.

In case of any breach of the terms of this Policy by the Supplier, Info Edge reserves the right to terminate all existing arrangements/contracts with Supplier with immediate effect. In the event of any conflict between the terms of this Policy or any other contract(s) with the Supplier, the terms of the contract shall supersede.

Corrective actions: Info Edge expects its Suppliers to engage and improve their sustainability performance to achieve the larger goal of creating a sustainable value chain. Audit reports, corrective action plan and follow up audits in case of non-compliance with any of the guiding principles mentioned may also take place.

Reporting: Any activity or working condition that is inconsistent with this Policy or which may pose an unacceptable risk to human health, the environment, or to any of the points mentioned above should be immediately reported to BRSR Committee. Suppliers are encouraged to report to Info Edge about any breaches or suspected breaches in their or other Suppliers' breach of principles of this policy or laws applicable to Info Edge. Suppliers are also expected to report on their progress regarding the recommendations of the corrective action plan to BRSR Committee.

All reports of violations should be made in good faith and must have reasonable basis and shall not be based on personal bias and conjectures.

The employees, suppliers and other relevant stakeholders of Info Edge can securely and anonymously report any suspected or actual violations of the policy at Infoedge.BRSR@infoedge.com to be addressed by the BRSR committee.