



## Declaration of Commitment to the Responsible Business Alliance (RBA) Code of Conduct

**Date:** 01<sup>st</sup> January 2025

**Location:** Hyderabad, India

Radiant Appliances & Electronics Pvt. Ltd. affirm our unwavering commitment to the **Responsible Business Alliance (RBA) Code of Conduct** and its principles across all aspects of our operations, supply chain, and business relationships.

We recognize our responsibility to uphold the highest standards in:

### 1. LABOR

- Prohibit forced, bonded, or child labour in compliance with **ILO Conventions** and national laws.
- Ensure fair wages, reasonable working hours, and non-discrimination.
- Respect employees' rights to freedom of association and collective bargaining.

### 2. HEALTH & SAFETY

- Maintain a safe workplace by adhering to **ISO 45001** and **Factories Act, 1948**.
- Provide training, emergency preparedness, and hazard controls.
- Proactively address occupational injuries and illnesses.

### 3. ENVIRONMENT

- Minimize environmental impact through **ISO 14001**-aligned systems.
- Reduce waste, emissions, and water consumption.
- Comply with **EPR (Extended Producer Responsibility)** and hazardous substance restrictions (RoHS, REACH).

### 4. ETHICS

- Zero tolerance for bribery, corruption, or unethical business practices per FCPA, UK Bribery Act, and Prevention of Corruption Act, 1988.
- Protect intellectual property and customer data under DPDPA, 2023.
- Ensure transparent financial and regulatory reporting.

### 5. SUPPLY CHAIN MANAGEMENT

- Require suppliers to comply with RBA standards through contractual agreements and audits.
- Prioritize conflict-free minerals sourcing (OECD Due Diligence Guidance).

# Radiant Appliances & Electronics Pvt. Ltd.

Plot No. S-2/A/1, Sy. No. 111 & 112, E-city, FabCity, Raviryala Village, Maheshwaram Mandal, R.R. District. Telangana, India - 501 359.

Phone: +91 8414667701, 8414667700 S-CIN: U32109TG2019PTC130590 [www.radiantappliances.com](http://www.radiantappliances.com)



- Address non-conformities with corrective action

## 6. MANAGEMENT SYSTEMS

- Implement robust due diligence for human rights, labour, environment, and ethics risks.
- Conduct regular internal audits and third-party assessments.
- Foster continuous improvement through stakeholder engagement.

### Commitment to Continuous Improvement

We pledge to:

- Regularly review and enhance our policies to align with RBA updates.
- Train employees and suppliers on RBA requirements.
- Publicly disclose progress through annual **Sustainability Reports**.

This declaration reflects Radiant's dedication to responsible business practices that protect people, the planet, and ethical values.

Raminder Singh Soin

Managing Director

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