	INTEGRATED MANAGEMENT SYSTEM		Doc No	IMS-POL-001
	<u>ETI Code of Conduct Policy</u>		Rev	01
			Compiled By	Sagree Singh
			Approved By	Managing Director
			Issue Date	01/05/2025

1. Introduction

At Purple Rain, we believe that everyone should be treated with respect and work in a safe environment. We are committed to ensuring good standards among our suppliers and stakeholders and we believe in engaging with them to bring about continuous improvements. Purple Rain strives to work with reputable suppliers and manufacturers who are committed to working towards compliance with the standards set out in the ETI Base Code.

2. Purpose of the Policy

To communicate to all our stakeholders, suppliers and interested parties the standards we use to manufacture our products and manage and regulate our human resource.

As a manufacturer that abides by the Ethical Trading Initiative (ETI) Code of Conduct on International Labour Law to uphold human rights law, we expect all our stakeholders and suppliers to use and abide by the ETI Base Code which stems from the international labour and the human rights law. A process of self-evaluation, independent audit is in place to ensure that all of our suppliers meet acceptable standards and are working towards continuous improvement, and ultimately towards full compliance with the ETI Base Code.


This code is reviewed on an annual basis and is the responsibility of the Human Resources representative, to keep the Company's Board of Shareholders advised on performance and ensuring that suitable support is available to the businesses.

3. Objectives of the Policy

- As a minimum, comply with the requirements of local and national laws and regulations in the area of business integrity.
- Shall seek to conduct their business ethically without bribery, corruption or any other type of fraudulent or unfair business practice.
- Shall be aware of their end client's business integrity standards/code requirements and have a system in place to monitor their performance against these.
- Should have a business integrity policy concerning bribery, corruption or unethical business practice. This should be clearly communicated to all relevant parties.
- Should have a transparent system in place for confidentially reporting, and dealing with, unethical Business Ethics, without fear of reprisals towards the reporter.

4. Definitions

- Refer to the ETI Base Code for details on its contents

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6. Impact on Human Rights

Neglecting IT Base Code can impact the company in the following ways:

- Company is exposed to reputation and legal risks which may result in closure or hefty law suits
- Employees might lose employment due to company closure
- Abuse of employee's rights in terms of earnings, discrimination on employment opportunities,
- Child labour practices, unfavourable working conditions, coerced labour and health & safety violations

The Company is put at legal risks for trading with non-compliant stakeholders and/or suppliers which may result in reputation risk to the company Negative dent to the company's image which may have a negative effect on the relationship/s with other compliant stakeholders and/or suppliers which may harm prospects of successful operations. The company might suffer a long-term starvation on prospects of new and future business opportunities and thereby restricting opportunity for grow and opportunity further employment. Due to lack of growth, the company might be exposed to risks of being unable to compete in the market and thereby face potential closure which will result in loss of employment.

The company's stakeholders are identified as, but not limited: Employees, Suppliers, Customers,

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