




SUPPLIER CODE OF CODUCT

SG-LE-POL-003

REVISION: 2.0


Approved By: Zhi Lim

Created By: Tanvi Jindal

	POLICY	
	SUPPLIER CODE OF CONDUCT	
	Revision: 2.0	Number: SG-LE-POL-003
Release Date: 4-Aug-25		
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.		

REVISION INDEX

Revision	Date	Description of Changes	Revised By
1.0	4-Aug-25	Initial Release for Publication	Tanvi Jindal
2.0	29-Aug-25	Insertion of the weblink under Compliance Confirmation.	Charmian Ong

	POLICY		
	SUPPLIER CODE OF CONDUCT		
	Revision: 2.0	Number: SG-LE-POL-003	Release Date: 4-Aug-25
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.			

1.0 OBJECTIVE

BECIS is a global company, and our principle is clear that we abide with all relevant laws. We expect all our suppliers to uphold and abide by all applicable laws and work ethically. This BECIS Supplier Code of Conduct defines responsibilities regarding community, the environment, and workers involved in, providing goods and/ or services to BECIS and its affiliates.

BECIS may update this BECIS Supplier Code of Conduct from time to time to align with industry standards, regulations, and its compliance program. BECIS Suppliers shall be responsible for keeping themselves informed and updated with this BECIS Supplier Code of Conduct.

2.0 SCOPE

This BECIS Supplier Code of Conduct applies to all suppliers, contractors, consultants, vendors, agents, advisors, value chain partners, service providers, distributors, channel partners, business partners, intermediaries (“**BECIS Suppliers**”) associated with BECIS or acting on behalf of BECIS for providing goods and/ or services. BECIS Supplier Code of Conduct sets the ethical, environmental, and labour standards for all BECIS Suppliers and BECIS Suppliers must comply with these standards, promote best practices, and improve operation.

3.0 OWNERSHIP STATEMENT

The BECIS Group Legal Department retains ownership of this document to ensure alignment with applicable laws and globally accepted standards for purpose of enforceability. The Supply Chain Department is responsible for ensuring that this document is required and reflective of actual practice with the BECIS Suppliers. The implementation and compliance of this BECIS Supplier Code of Conduct shall be jointly driven by the regional supply chain and regional legal business partners.

4.0 DEFINITIONS AND REFERENCES

Documentation means and shall include agreement/ purchase order/ work order / service order/ contract or any other business transactions, if any, as applicable

5.0 RESPONSIBILITIES


Group Management is responsible for the implementation, support, and enforcement of the requirements of this BECIS Supplier Code of Conduct. Local teams/ HODs such as procurement, supply chain, projects, operation & maintenance or any other functions working with any BECIS Suppliers are responsible for cascading this BECIS Supplier Code of Conduct to BECIS Suppliers and ensuring their compliance to this BECIS Supplier Code of Conduct by procuring a copy of the executed declaration on the respective supplier’s letterhead set out in Appendix A.

6.0 BECIS SUPPLIER CODE OF CONDUCT

6.1 Ethical Business Conduct

6.1.1 Compliance with Laws

BECIS Suppliers shall maintain a high standard of ethical conduct of business and must follow all applicable local, national and international laws; if applicable, regulations, and industry standards, related to their relevant industry, environmental protection, labour, and human rights.

	POLICY		
	SUPPLIER CODE OF CONDUCT		
	Revision: 2.0	Number: SG-LE-POL-003	Release Date: 4-Aug-25
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.			

In case, the standards mentioned under the BECIS Supplier Code of Conduct differ from any legal requirements as per the applicable laws, the requirements under the laws shall apply.

6.1.2 Fair Competition and Anti-Trust

BECIS Suppliers must engage in fair business practices, avoiding anti-competitive behaviour, collusion, or manipulation and ensure compliance with applicable anti-trust laws. BECIS Suppliers shall avoid any unfair or misleading statements or activities on behalf of BECIS or with BECIS and shall collect information in relation to their business through legally permitted sources and means.

6.1.3 Integrity, Transparency and Conflict of Interest

BECIS Suppliers shall uphold integrity and transparency while doing business with BECIS. The BECIS Suppliers shall record and maintain accurate information regarding its operations, financial transactions, health and safety and labour in relation to BECIS' business transaction and shall disclose such information as and when required by BECIS and/ or applicable laws. BECIS Suppliers shall avoid any potential or actual conflict of interest if its personnel and/or their family members have a present association or relationship or financial interest with BECIS or BECIS personnel which would influence the business transaction between the BECIS Suppliers and BECIS.

6.1.4 Anti-Bribery, Anti-Corruption and Anti-Money Laundering

BECIS Suppliers acknowledge and agree that the bribery, corruption, money laundering, and fraud are strictly prohibited. BECIS Suppliers shall conduct their own due diligence of its suppliers and undertake business with only reputable clients involved in legitimate businesses with legitimate financial sources.


BECIS Suppliers shall comply with all applicable domestic and international laws including but not limited to anti-bribery and anti-corruption laws such as the UK Bribery Act 2010 and the US Foreign Corrupt Practices Act (FCPA) and any applicable local legislations on anti-bribery and anti-corruptions laws in operating country and appropriate standards and principles ("ABAC AML"). BECIS Suppliers must not directly or indirectly promise, offer, receive, give gifts or incentives or anything of value to influence business decisions. BECIS Suppliers shall monitor, report and promptly address any non-compliances with ABAC AML as required by ABAC AML.

BECIS Suppliers shall ensure that any political or charitable contributions or sponsorships are with the approval of their board and in accordance with ABAC AML.

6.1.5 Data Protection and Intellectual Property

BECIS Suppliers must safeguard intellectual property, privacy and personal data, and confidential information of BECIS, BECIS personnel and BECIS clients in compliance with data security laws as applicable. BECIS Suppliers shall use, process, store, collect, disseminate privacy and personal data for the purpose as agreed and legitimately and transparently and delete it when no longer necessary. BECIS Suppliers shall report any actual or suspected privacy violations and breaches to BECIS at priority.

BECIS Suppliers shall adhere to their obligations towards BECIS regarding the intellectual property, privacy and personal data, and confidential information of BECIS as per Documentation agreed or executed between the BECIS Suppliers and BECIS. BECIS Supplier shall ensure that

	POLICY		
	SUPPLIER CODE OF CONDUCT		
	Revision: 2.0	Number: SG-LE-POL-003	Release Date: 4-Aug-25
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.			

there is no infringement of a third party's intellectual property. In case, the standards mentioned under the aforesaid Documentation or BECIS Suppliers Code of Conduct differs from any legal requirements as per the applicable laws, the stricter of the standards prescribed in the Documentation or BECIS Suppliers Code of Conduct or the laws shall apply.

6.1.6 Sanctions and Trade Controls

BECIS Suppliers shall comply with applicable sanctions and trade restrictions imposed by the regulatory bodies in the operating countries.

6.1.7 Gifts and Hospitality

BECIS Suppliers shall not directly or indirectly promise, offer, give or receive any gifts, hospitality, incentives or anything of value to/ from BECIS employees, representatives, directors or anyone related to BECIS that influences or appears to influence business decisions of BECIS or secures unfair advantage or creates a conflict of interest. Any gift or hospitality offered on festivals or special occasions to BECIS employees, representatives, directors or anyone related to BECIS may be acceptable if they are reasonable in nature, made in good faith and as per gift and hospitality policy of BECIS and recorded in BECIS gifts and hospitality register to ensure its traceability.

6.1.8 Publicity and Brand Name Usage

BECIS Suppliers shall not issue any promotional materials to social media or any public domain relating to BECIS without explicit prior written consent of BECIS.

6.2 Human Rights and Labour Standards

6.2.1 No Child Labour

BECIS Suppliers must not tolerate or employ underage workers and must comply with International Labour Organisation (ILO) standards, UN Universal Declaration of Human Rights and local laws and regulations.

6.2.2 No Forced Labour


All labour must be voluntary and free to leave their employment in compliance with the laws and Documentation. BECIS Suppliers must not use forced, bonded, indentured, or prison labour or slave labour. BECIS Supplier must not engage in human trafficking and must not use corporal punishment, physical or psychological abuse, bullying, verbal abuse, threats of violence, other forms of mental or physical coercion.

6.2.3 Fair Compensation

BECIS Suppliers must comply with applicable laws related to minimum wages, timely payments, overtime, equal remuneration and mandated benefits such as leaves, insurances, healthcare, etc. to their personnels, workers or contractors. Any deductions, if any, shall be in compliance with the applicable laws.

6.2.4 Working Hours

BECIS Suppliers must follow legal limits on working hours and compensate for overtime as required by law. BECIS Suppliers shall provide their personnel with paid annual leave and holidays as per national or local laws.

	POLICY		
	SUPPLIER CODE OF CODUCT		
	Revision: 2.0	Number: SG-LE-POL-003	Release Date: 4-Aug-25
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.			

6.2.5 Equal Opportunity, Diversity and Inclusion

BECIS Suppliers must treat their personnel, workers, and contractors with dignity and respect and provide them with an inclusive environment. BECIS Suppliers must prevent discrimination or harassment based on race, gender, nationality, sexual orientation, disability, religion, age, marital status, political affiliations, gender identity or other protected status in hiring and other employment practices.

6.2.6 Workplace Safety

BECIS Suppliers must provide a safe, compliant work environment that minimises occupational hazards in compliance with the applicable laws. BECIS Suppliers must assess the health and safety risks arising from work activities and take appropriate actions to eliminate or reduce the risks. BECIS Supplier shall ensure that adequate training, appropriate personal protective equipment, clean and accessible drinking water, resting place, clean and sanitary toilets are provided where required to its personnel, workers and contractors.

6.2.7 Freedom of Association and collective bargaining

BECIS Suppliers shall recognise and respect the right to freedom of association; to bargain collectively and any other workplace rights of their personnel and their personnel shall have the right to choose or join or not join a union and not be subject to any discrimination based on their choice.

6.3 Environmental Responsibility

6.3.1 Compliance

BECIS Suppliers must meet environmental laws and emissions, pollution, and waste. BECIS Suppliers shall implement an audit program for compliance with environmental regulations and standards, including a means to ensure corrective actions and avoid recurring non-compliances.

6.3.2 Renewable Energy Commitment


BECIS Suppliers should prioritise renewable energy, cut greenhouse gas emissions, and improve energy efficiency.

6.3.3 Hazardous and Non-Hazardous Waste Management

BECIS Suppliers must identify, label and responsibly manage hazardous and non-hazardous waste such as chemicals, industrial waste, and other hazardous materials in compliance with applicable laws while promoting recycling and proper disposal to not harm the environment, public health and safety. BECIS Suppliers shall ensure that their personnel, workers and contractors are adequately trained to handle such hazardous and non-hazardous waste.

6.3.4 Land Protection

BECIS Suppliers must prevent deforestation, land degradation, and biodiversity loss. Land use must be legal and respect local communities and shall be in compliance with the applicable laws.

	POLICY	
	SUPPLIER CODE OF CONDUCT	
	Revision: 2.0	Number: SG-LE-POL-003
Release Date: 4-Aug-25		
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.		

6.4 Sustainable Supply Chain

6.4.1 Responsible Sourcing

BECIS Suppliers must ensure that its suppliers/ contractors also comply with this BECIS Supplier Code of Conduct, using ethical procurement practices and they and/ or their suppliers/ contractors shall responsibly source their raw materials/ goods/ services by implementing appropriate mechanism for due diligence of its own and ensure the supply chain traceability to support BECIS' efforts to mitigate any risks related to ethics and/ or sustainability. With reference to BECIS SG-ES-PRO-020 BECIS_Solar Responsible PV Panel sourcing and SG-ES-PRO-018 BECIS Responsible Sourcing criteria.

6.4.2 Carbon Reduction

BECIS Suppliers should minimise emissions by improving energy efficiency, logistics, and material selection.

6.4.3 Recycling

BECIS Suppliers should enhance product recyclability and reduce environmental impact throughout the product lifecycle.

6.5 Requirements, Audits and Emergency Preparedness

6.5.1 Requirements


BECIS Supplier and its sub-contractors shall maintain appropriate documentation relating to compliance with BECIS Supplier Code of Conduct proportionate to the nature, scale, and risk profile of their operations with BECIS. BECIS Supplier shall establish a process and policy for their personnel, workers, contractors and sub-contractors to raise any concerns without fear of retaliation and maintain a system that allows anonymous reporting of concerns as allowed by law.

6.5.2 Compliance Audits and Records

BECIS reserves the right to audit BECIS Suppliers and their facilities in relation to BECIS transactions to ensure compliance with the BECIS Supplier Code of Conduct and applicable laws. BECIS Supplier shall promptly extend any support, cooperate in good faith and provide any records or registers or other documentations as may be reasonably required by BECIS and/ or its representatives for audit purposes. In the event of identified non-compliance, BECIS shall engage with the BECIS Supplier to determine appropriate corrective actions and timelines. Continued or material failure to address such non-compliance by the BECIS Supplier, as assessed by BECIS, may result in further contractual remedies, in accordance with the applicable Documentation between the parties.

6.5.3 Emergency Preparedness

BECIS Suppliers shall develop and implement emergency response plans and maintain a level of preparedness appropriate to the scale and risk of their operations, to address any potential

	POLICY		
	SUPPLIER CODE OF CONDUCT		
	Revision: 2.0	Number: SG-LE-POL-003	Release Date: 4-Aug-25
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.			

accidents, natural disasters, other emergencies that could impact on the environment, health, and safety of their personnel, contractors, communities and other stakeholders.

6.6 Reporting, Consequences, Training

6.6.1 Reporting Process for BECIS Suppliers, their personnel, contractors

- (a) Report any violations of this BECIS Supplier Code of Conduct or any apprehension thereof to the BECIS Legal Department (compliance@be-cis.com).
- (b) BECIS Suppliers who wish to remain anonymous may use an anonymous email address and report their concern to compliance@be-cis.com.
- (c) Reports can only be processed in English or national/ official languages of the countries that BECIS operates in. For reports which are not received in English or one of the official languages, BECIS Suppliers shall be informed of this provision and be requested to provide a copy of the report in English or one of the national/ official languages of countries in which BECIS operates.
- (d) BECIS shall acknowledge receipt of the report within 7 working days and provides an expected date for an official reply. All reported violations or apprehensions thereof shall be kept confidential.


Reports made in good faith will not result in retaliation. BECIS prohibits any form of retaliation against individuals raising concerns or cooperating in investigations.

6.6.2 Consequences for violation of the BECIS Supplier Code of Conduct

- (a) BECIS and BECIS Supplier shall agree on sustainable measures for mitigation and improvement for such violations or apprehensions thereof and implement the same within suitable time.
- (b) Where violations are material, repeated, or remain unremedied despite reasonable opportunities, BECIS may exercise its contractual rights, including suspension or termination of the supplier relationship with BECIS Supplier, in accordance with the terms of the applicable Documentation. BECIS shall not be liable for any costs or damages arising from such contractual actions.
- (c) By following this BECIS Suppliers Code of Conduct, BECIS Suppliers commit to ethical business, social responsibility, and environmental sustainability

6.6.3 Training

BECIS Suppliers are responsible for training their personnel, workers, contractors, representatives and business partners on BECIS Suppliers Code of Conduct at their own costs and in a timely manner.

	POLICY	
	SUPPLIER CODE OF CONDUCT	
	Revision: 2.0	Number: SG-LE-POL-003
Release Date: 4-Aug-25		
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.		

7.0 APPENDIX

7.1 BECIS SUPPLIER CODE OF CONDUCT DECLARATION

[TO BE ON SUPPLIER'S LETTERHEAD]

APPENDIX [•]

[TO BE ANNEXED TO RESPECTIVE DOCUMENTATION AS DEFINED BELOW]

BECIS SUPPLIER CODE OF CONDUCT DECLARATION

All our suppliers are required to comply with the BECIS Supplier Code of Conduct to provide goods and/or services to BECIS including its subsidiaries, group companies, and affiliates (collectively referred to as “BECIS”).


The BECIS Supplier Code of Conduct applies to all suppliers, contractors, subcontractors, consultants, vendors, agents, advisors, value chain partners, service providers, distributors, channel partners, business partners, intermediaries that are associated with BECIS or acting on behalf of BECIS for providing goods or services (“Supplier”). The Supplier shall be held responsible for ensuring compliance with the BECIS Supplier Code of Conduct by its employees, company representatives, as well as subcontractors and any business partners that the Supplier is using to provide goods and/or services when doing business with BECIS.

The Supplier confirms that it has read, understood and agreed to provide the following declaration and undertaking:

1. We hereby recognise that as a matter of corporate policy, BECIS expressly prohibits financial or other advantages directly or indirectly, including payment of bribes or any facilitation payments in connection with its business operations by any Supplier, engaged in providing goods and/ or services to BECIS and/ or its clients.

We shall not, directly or indirectly, make, offer or promise to make or authorise provision of financial or other advantages including any funds, services, gifts or entertainment, directly or indirectly to any person holding position or otherwise, to or in favour of any third party, employees of BECIS, customers or any government official or agency, in connection with the performance of the agreement/ purchase order/ work order / service order/ contract or any other business transactions, if any, as applicable involving BECIS and/ or its clients.


2. We hereby confirm that we shall abide by the provisions of the BECIS Supplier Code of Conduct and the provisions of all applicable domestic and international laws including but not limited to

	POLICY	
	SUPPLIER CODE OF CODUCT	
	Revision: 2.0	Number: SG-LE-POL-003
Release Date: 4-Aug-25		
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.		


anti-bribery and anti-corruption laws such as US Foreign Corrupt Practices Act, 1977 (“FCPA”), UK Anti-Bribery Act, 2010, and applicable local legislations on anti-bribery and anti-corruptions laws in operating country and appropriate standards and principles.

We hereby agree not to engage in any activity which could lead to accusations of breach of FCPA, UK Bribery Act or similar anti-bribery laws. We hereby represent and warrant to BECIS that we have in place adequate policies, systems, controls and procedures designed to comply with all applicable domestic and international laws especially related to anti-bribery law, all applicable domestic and international laws and generally accepted standards of business ethics and conduct.

3. We will comply with all applicable laws and regulations that prohibit money laundering, support and financing of terrorism and that require the reporting of cash and suspicious transactions. We will only conduct business with customers, contractors and/or suppliers involved in legitimate business activities, with funds derived from legitimate sources.
4. We confirm to have all valid authorisations, licenses and permits as applicable to carry out our business.
5. We will avoid any contracts/ engagements that might lead to, or suggest, a conflict of interest between personal activities and the business involving BECIS and/ or its clients. We will neither give nor accept hospitality nor gifts that might appear to incur an obligation. We shall immediately disclose to BECIS any situation that could constitute a conflict of interest having professional, private and/or significant financial advantages or interests in any of the Supplier’s businesses.
6. We will follow the relevant International Trade Control (ITC) regulations of all countries in which we operate if they relate to importing and exporting goods, technology, software, services and financial transactions and shall provide accurate and truthful information to customs and other authorities when required.
7. We shall not take any action which places, or is likely to place BECIS in violation of any laws or which could be detrimental to the reputation and/ or the business interests of BECIS. We shall not either directly or indirectly take any action, nor make any offers or representations, not enter into any agreements (oral or written) with any third party on behalf of BECIS without prior written approval from BECIS.
8. We shall conduct our operations in line with fair competition and in accordance with all applicable anti-trust laws.

	POLICY	
	SUPPLIER CODE OF CONDUCT	
	Revision: 2.0	Number: SG-LE-POL-003
Release Date: 4-Aug-25		
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.		

9. We hereby agree that in the eventuality of us appointing any sub-contractor(s) (with written approval of BECIS) in connection to the business transaction involving BECIS, the sub-contractor(s) shall also comply with BECIS Supplier Code of Conduct.
10. We hereby agree that we shall not discriminate in hiring and employment practices on grounds of skin colour, age, caste, gender, nationality, socio-economic background, disabilities, political or religious conviction.
11. We shall treat all employees with respect and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment.
12. We shall comply with applicable working hour's regulations, wage regulations, including those relating to minimum wages, overtime compensation and other legally mandated benefits.
13. We shall under no circumstances tolerate unacceptable treatment of the employees, such as mental harassment, sexual harassment or discrimination.
14. We shall not employ any child below the minimum legal age to work in our operations. We shall comply with all laws and regulations applicable in this regard.
15. We shall comply with all applicable environmental laws, labour laws, regulations and standards while conducting our operations and/ or any business transaction involving BECIS and/ or its clients.
16. We shall provide our employees with a safe and healthy workplace in compliance with all applicable laws and regulations.
17. We shall maintain appropriate documentation proportionate to the nature and scope of our engagement with BECIS to demonstrate conformance to this BECIS Supplier Code of Conduct.
18. We shall not use BECIS' name or trademarks in publicity or advertising without BECIS prior written consent.
19. We shall collect personal information of BECIS only for legitimate business purposes, use it in a legal, transparent and secure manner, share it only with those who are allowed access, protect it in accordance with our internal and BECIS security policies, retain it only for as long as necessary, and obligate third parties with access to personal information of BECIS to protect it.

	POLICY	
	SUPPLIER CODE OF CODUCT	
	Revision: 2.0	Number: SG-LE-POL-003
Release Date: 4-Aug-25		
THIS DOCUMENT AND THE INFORMATION CONTAINED HEREIN IS CONFIDENTIAL AND PROPRIETARY. FOR INTERNAL USE ONLY.		

Compliance Confirmation

We hereby confirm that we have read and understood BECIS Supplier Code of Conduct (as available on - <https://be-cis.com/>) and the same shall be read in conjunction to this Declaration. We undertake to comply with the aforesaid and all the applicable laws / statutes / directives or regulations and shall promptly notify BECIS of any actual or suspected breach and provide all required information in this regard.

We agree to promote compliance with the values and principles as mentioned under the BECIS Supplier Code of Conduct to our own employees, contractors, sub-contractors and suppliers, business partners. We agree and shall allow the conduct of any due diligence / audit / inspection by BECIS and/ or its appointed representative in relation to the goods and/or services supplied by us to BECIS and assure cooperation in the process.

Upon the occurrence of an actual or suspected breach, we shall promptly take all remedial actions on our own or as suggested by BECIS. In the event of any failure to take such remedial measures by us within a reasonable period , BECIS reserves the right, at its sole discretion, to suspend or terminate the agreement/ purchase order/ work order / service order/ contract or any other business transactions, if any, as applicable (“**Documentation**”) between BECIS and us and the consequences as mentioned under Documentation shall apply in case of such termination or suspension.

BECIS shall not be liable for any costs, expenses, or damages of any kind arising from the exercise of its contractual rights, including any termination or suspension of us as a supplier, in accordance with the applicable Documentation. For clarity, this does not affect the Supplier’s entitlement to payment of any validly accrued and undisputed amounts for goods or services that have been duly delivered and accepted by BECIS prior to termination, in accordance with the terms of the applicable Documentation.

Signature & Seal

Name of Company:
Name of Authorised Signatory:
Place:
Date:

Reporting Violation

Violation of this BECIS Supplier Code of Conduct or any apprehension thereof shall be reported forthwith to the BECIS Legal Department (compliance@be-cis.com) and/or any concerned representative of BECIS so as to enable BECIS to initiate suitable action in that regard.