



BUSINESS ETHICS POLICY

POLICY STATEMENT

The organization expects and demands that all its business practices comply with the highest ethical standards and all relevant legal principles.

The organization and its employees shall demonstrate the highest level of integrity, truthfulness, and honesty to uphold both personal and the organization's reputation.

The organization and its employees are fully committed to applying these ethical business standards across all operations.

Government, Regulators and legislators: we will comply with international, national, and local legislation affecting its operations. It will not make any financial contributions or offer support to any political party.

Employees: we treat all employees with dignity, respect, and provide equal opportunity to every employee, including migrant workers, and they will not be subjected to any form of discrimination.

Customer: we will take care to avoid misleading statements, cover-ups, and overstatements in all of its advertising and public statements. We will seek to build long-term partnerships with its customers by being honest and straightforward in its dealings at all times.

Health, Safety and Environment: we are committed to providing a healthy and safe working environment for all personnel employees.

Fair and Ethical Competition: We will build its reputation on the basis of its performance alone. We will not engage in any business practices which are unethical or amount to unfair competition.

Giving and Receiving gifts and entertainment: we and all its employees will neither offer nor accept any payments, gifts, or other benefits in expectation of advantage on business. No reward will be received or given for any business received.

Anti-Bribery and Corruption Practice: we will not allow the direct or indirect offer, payment, or acceptance of bribes in any form.

Supplier: We choose suppliers on the basis of integrity, HSE, quality, and price.

Data Protection: we and all its employees will not disclose any confidential information and assets of customers and its own to any suppliers, on any form of media.

M. Umapathi

Chairman & Managing Director