

Code of Conduct & Business Ethics

1. Purpose and Scope

This Code of Conduct & Business Ethics (“Code”) establishes the principles governing the conduct of directors, management, and employees. It reflects commitment to integrity, transparency, and accountability in line with corporate governance practices.

2. Core Values and Ethical Conduct

Integrity is the foundation of all business operations. Employees must act honestly and ethically. Fraud, misrepresentation, or unethical practices are strictly prohibited.

3. Conflict of Interest

Employees must avoid conflicts between personal and company interests. Any potential conflict must be disclosed. Undisclosed engagements or investments are prohibited.

4. Gifts, Hospitality & Anti-Bribery

The Company maintains zero tolerance for bribery and corruption. Gifts must not influence decisions and should be reported as per policy.

5. Confidentiality & Protection of Information

Employees must safeguard confidential and proprietary information. Unauthorized disclosure or misuse is strictly prohibited.

6. Fair Dealing and Competition

The Company promotes fair competition. Employees must avoid anti-competitive practices and unethical agreements.

7. Protection of Company Assets

Employees are responsible for protecting company assets and ensuring they are used for legitimate purposes only.

8. Workplace Conduct & Equal Opportunity

A respectful and harassment-free workplace is mandatory. Discrimination of any kind is prohibited.

9. Health, Safety & Environment

Employees must comply with safety standards and contribute to a secure working environment.

10. Substance Abuse

Zero tolerance for drugs and prohibited substances at the workplace.

11. Use of Information Systems & IP

Responsible use of IT systems and protection of intellectual property is required.

12. Communication & Media

Only authorized personnel may communicate with media. Confidential information must not be disclosed.

13. Insider Trading

Use of non-public information for personal gain is strictly prohibited.

14. ESG Commitment

The Company supports environmental, social, and governance (ESG) practices and sustainable business conduct.

15. Compliance and Reporting

Employees must comply with this Code and report violations. Non-compliance may lead to disciplinary action.