

## **Code of conduct**

The Code of conduct, although not exhaustive, contains guidelines for the Company and individual employees including the directors in regard to such issues as

- health and safety,
- human rights, including special references to child and forced labour,
- business practices,
- employee relations,
- community relations,

Accordingly, Eximcorp India Pvt Ltd (EIPL) is committed to creating value for its stakeholders and to build and develop relationships based upon trust, respect, responsibility and excellence with all its customers, consumers, shareholders and other business partners – and to do so in a socially and environmentally responsible manner. Achieving this requires strong financial performance, environmental stewardship and social commitment.

EIPL works together with all its business partners to effect positive change and encourage compliance in line with this policy.

EIPL, as a minimum complies with all applicable statutory and regulatory requirements. EIPL will adopt standards consistent with this policy where existing legislation or regulations are not in keeping with its objectives.

## **Health & Safety**

EIPL actively strives for the continuous improvement of health and safety standards in its products range to comply with several international regulations so as provide a safe working environment for its employees in the workplace as well as users.

## **Employees**

EIPL strives towards a non-discriminatory company culture based upon responsibility, excellence and respect. It is our policy to treat all current or potential employees fairly and without prejudice. EIPL is committed to eradicating any unfair or discriminatory practices should they occur. All employees will be given the opportunity to progress without regard to their gender, marital or parental status, ethnic origin, religious belief, political affiliation,

EIPL is committed to paying fair wages and benefits according to relevant standards wherever we operate. EIPL is committed to demonstrate good faith and mutual respect in dealings with employees in the workplace.

## **Business Practices**

It is our policy to treat all current or potential business partners fairly and without prejudice.

EIPL requires that all employees, irrespective of their function, grade or standing, observe the following standards of business and personal ethics in the conduct of their duties and responsibilities:

- EIPL employees must practice honesty and integrity in every aspect of dealing with other employees, customers, suppliers, other business partners, communities and government authorities.

- Neither EIPL nor any of its employees shall make illegal or improper payments or bribes and will refrain from participating in any corrupt business practices. Neither EIPL nor any of its employees may accept payments, gifts or other kinds of reimbursement from a third party that could affect or appear to affect their objectivity in business decisions.
- To respect and comply with laws and regulations designed to promote fair competition and encourage ethical and legal behavior. Antitrust and fair competition legislation generally prohibits activities that restrain free trade or limits competition. EIPL shall conduct its business in full compliance with such legislation.
- In every situation, where there is or there may be conflict of interests, to act judiciously in a manner, that the conflicts cease to exist.

## **Respect for Human Rights**

EIPL respects fundamental human rights and will be guided in its operations by the provisions of the United Nations Universal Declaration of Human Rights. EIPL supports and respects the protection of human rights within its sphere of influence; in particular the effective elimination of compulsory labor and child labor, and it will make this a criterion in the choice and management of its relationships with suppliers and sub-contractors as well.

## **Community Relations**

EIPL is committed to making a positive social contribution to the communities in which it operates by making positive financial contribution to elevate the living standards of the society through recognized charities.