

Code of Business Conduct and Ethics ("Code of Conduct")

This Code of Conduct is prescribed for all employees, including directors of the Company. Every employee of the Company must adhere to guidelines prescribed below in his conduct and behavior :

1. Act in the best interests of, and fulfill fiduciary obligations to the Company
2. Act honestly, fairly, ethically and with integrity;
3. Conduct themselves in a professional, courteous and respectful manner and not take improper advantage of the position;
4. Act in a responsible manner, within the applicable laws, rules and regulations, customs and traditions of the countries in which the Company operates;
5. Comply with communication and other policies of the Company;
6. Act in good faith, responsibly, with due care, competence and diligence, without allowing their independent judgment to be subordinated;
7. Not to use the Company's property or position for personal gain;
8. Not to use any information or opportunity received by them for personal interest or in a manner that would be detrimental to the Company's interests;
9. Act in a manner to enhance and maintain the reputation of the Company;
10. Help create and maintain a culture of high ethical standards and commitment to compliance;
11. Keep the Company informed in an appropriate and timely manner any information in the knowledge of the member which is related to the decision making or is otherwise critical for the Company;
12. Show and practice no discrimination based on race, gender, religion, caste, creed, age, disability, national origins or such other factors;
13. Pursue excellence in all sphere of activities and strive to achieve the highest quality, effectiveness and dignity in their professional work and give utmost attention to business responsibilities and do their duty conscientiously and without fear or favour;
14. Encourage and support professional development to fellow employees by providing necessary assistance and cooperation, thus enhancing the quality of working;
15. Not put himself in a position where there is potential conflict of interest between personal interest and duty to Company;
16. Not indulge in any internal trading of the Company's shares and stocks;
17. Not indulge in consumption of tobacco, cigarette, drugs, alcohol or any other banned substance within the premises of the Company;
18. Not indulge in any unwelcome acts or behavior (whether directly or by implication) within the premises of the Company;
19. Not to use abusive language within the premises of the Company;
20. Not carry any weapon or other unsafe article within the premises of the Company;
21. All personnel shall ensure protection of Company's properties and interests at all times.