

InspirOn Engineering Pvt. Ltd.

Dear Employees,

The Code of Conduct as mentioned overleaf and its adoption companywide is intended for achieving ethical business practices.

Let all of us collectively follow with firm commitment this Code of Conduct and achieve ethical standards with respect to business processes being practiced in our organization.

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Amol Bhagwati
Managing Director

April, 2025

InspirOn Engineering Pvt. Ltd.

CODE OF CONDUCT

InspirOn Engineering Pvt. Ltd. adopts policies and procedures intended to achieve the following business practices:

Accurate Books and Records

The Company will maintain accurate accounts and records which reflect the true and fair picture of the company's affairs in compliance with accepted accounting principles and standards for financial reporting.

Bribery and Corruption

The Company will prohibit bribery in any form in all its business dealings and will maintain strong controls to prevent and detect improper payments.

The Company shall comply with anti-money laundering and terrorist financing laws and report unaccounted cash or suspicious transactions.

Fair and Equitable Treatment

The Company is committed to provide equal treatment, fairness and respect for all employees, whether temporary, contract, part-time or full time and business partners, visitors & other stake holders as well.

The Company shall not unfairly discriminate on the basis of race, caste, religion, color, ancestry, marital status, gender, age, nationality, ethnic origin, or disability.

The Company is committed to prevent and not tolerate discrimination, harassment, physical, psychological and verbal abuse for all employees in the work environment and promote equal treatment of people from different backgrounds and origin.

Health and Safety

The Company shall provide a safe, clean and healthy work environment by ensuring that employees are provided personal protective equipment's PPEs, we will conduct regular safety meetings, periodic audits, mock drills, accident analysis, health checkups and address issues related to safety and potential health and safety risks on employees who are exposed to risk factors, such as machines noise, or other potential hazards to allow early detection of effects health and timely treatment. We will mitigate occupational noise exposure for all employees in relevant working places by implementing of regular noise measurement and monitoring or noise cancelling / reduction equipment.

We will provide our employees a clean work environment, will balance work & personal time of employees so that it leads to prevention of stress and improve psychological health, also ensure the work processes, tasks or environment is ergonomically optimized to mitigate painful or uncomfortable conditions of the muscle, tendons, or nerves caused by repetitive movements and overuse.

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Quality of Goods and Services

The Company shall strive to ensure that its products and services meet the legally required safety and quality standards.

Environment and Society

The Company shall strive to be a good corporate citizen by promoting social welfare activities, promoting sustainability and minimizing the adverse impact of company operations on the environment.

Human Rights, Employment Rights and Living Wages

The Company shall respect internationally recognized human rights (personality rights, rights of freedom, legal and social human rights) as a matter of course.

The Company vehemently rejects any form of forced & child labour and human trafficking. We recognize the rights of employees to form trade unions and to appoint employee representatives to have constructive relationships, have structured dialogue in monthly town hall / communication meetings, need based informal meetings with the union representatives and have collective bargaining with the recognized union.

The government and internal auditors periodically conduct inspection to assess engagement of child labour, forced labour and human trafficking.

We support just and reasonable adequate wages / remuneration, working hours and benefits for all employees. We have a commitment to continuously pay a living wage / minimum wages as declared by the national law periodically so that the employees / workers afford basic necessities based on the nature of skill one possesses. These wages paid are periodically audited by the government representatives and by our internal auditors.

Periodically the wages / remuneration & living wages is reviewed annually and revision in wages / remuneration is done based on the role, responsibilities, competency & skill set and business environment.

Conduct based on integrity based and avoiding Conflicts of Interest

All employees are to conduct themselves in their work environment in a manner which shows integrity i.e. honesty, fairness and decency.

Conduct towards business partners and third parties

We attach utmost importance to fair competition and transparent business processes.

Fair Competition

InspirOn Engineering Pvt. Ltd.

The Company and its employees are committed to the social market economy and the related principle of competition. In such competition we rely on our performance, customer orientation as well as the quality of our products and services.

Confidentiality & Fraud

Any employee hired will be overall responsible for smooth running of his / her office, will maintain high standard of discipline, efficiency and integrity. Will not utilize, disclose or divulge to any person or persons any trade secret or know-how of the company.

Nor, shall disclose, part with possession or remove now or at any time, in future, whether during the employment or thereafter at any time, to any person or persons (except to those authorized by the company) or use for your own purpose or for any purpose other than those for the company, any private, confidential or secret information, know-how, writings, records, notes, letters, drawings, plans or any other data belonging to the company, which employee may have obtained or come across by virtue of employment with the company or whether the company is bound by an obligation of confidentiality or secrecy or not, to a third party or otherwise whosoever.

Also, will strictly follow the company's IT (Information Technology) policy regarding usage of software and hardware along with usage of e-mail. Non-adherence to any procedure of the policies will amount to indiscipline and management has the right to take suitable disciplinary action including termination of services.

Company has the right to take a declaration conduct upon departure from key employees.