

CODE OF ETHICS AND BUSINESS PRACTICES

1. **Honesty and Integrity:** The Company's policy is to conduct business with honesty and integrity, maintaining ethical standards in all dealings and showing respect for the interests of those with whom it has relationships.
2. **Compliance with Laws and Regulations:** The Company complies with all applicable laws and regulations. Employees are expected to familiarize themselves with the laws and regulations governing their areas of responsibility and to seek advice when in doubt. The Company believes in fair competition and supports appropriate competition laws.
3. **Political Neutrality:** The Company does not support any political party nor contributes to the funds of groups whose activities support party interests. The Company will promote its legitimate business interests through trade associations.
4. **Customer Commitment:** The Company is committed to providing products that consistently offer value in terms of price and quality, and that are safe for their intended use. The Company aims to satisfy customer needs and expectations, and to conduct business in an environmentally sound and sustainable manner.
5. **Social Responsibility:** The Company recognizes its social responsibility and contributes to community activities as a good corporate citizen.
6. **Financial Reporting and Transparency:** The Company believes in and fully adheres to the reliability of financial reporting and transparent transactions.
7. **Merit-Based Recruitment and Promotion:** The Company recruits and promotes based on merit, and is committed to providing safe and healthy working conditions for all employees. The Company also values maintaining good communications with employees.
8. **Use of Company Information and Assets:** Employees must not use Company information and assets for personal advantage. Conflicts of interest should be avoided and disclosed where they exist, and guidance should be sought.

DISCLOSURE:

As per the requirement of the clause 35 of the Code of Corporate Governance Regulation 2019, this policy has been placed at Company's website.