

**BUSINESS ETHICS POLICY**

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Purpose:

The Ethical performance of an organization is the total ethical performance of each employee. Piyanshu Chemicals Pvt. Ltd. compelled to ensure all compliance, Prevent corruption, Engage in free and fair competition, Manage personal data and intellectual property, No association with antisocial forces.

PCPL committed

- Complete training of all employees on principle of company ethics policy by 2024 to ensure zero corruption
- To keep Corruption incidents to nil
- Keeping confirmed information security breaches to nil

Scope:

The code of ethics applies to employees, non-executive directors, as well as contractors, consultants and others who may be temporarily assigned to perform work or services for the PCPL

Responsibility:

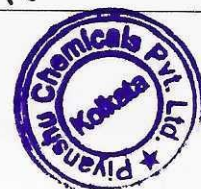
Human Resource Manager is responsible for the implementation of the policy

Policy:

Ethics refers to the standard of conduct, which indicate how individually and collectively an organization should behave based on moral duties and virtues arising from principles about right and wrong. It defines our values in greater detail and provides ethical guidance on how we do business, make decisions, interact with and protect the interests of our stakeholders.

- Compliance with PCPL's policy on ethical business conduct and behaviour is required from all employees, contract labour, consultants and others acting for PCPL must also comply with this policy.
- PCPL is committed to competing honestly and fairly and we support and comply with all antitrust and fair competition laws in all markets where we do business.
- PCPL does not allow conflict of interest practices where an employee has a personal interest that could be seen to have the potential to interfere with his/her objectivity in performing his/her duties or exercising his/her judgement on behalf of PCPL.

Date Of Issue	Prepared By Ujjwal Das	Checked By Priyanka Jajodia	Approved By Anshu Kejriwal
08.08.2023			





- PCPL respects and values the cultural diversity of its customers, suppliers and employees. PCPL also respects its employees' personal privacy, but it does expect them to be law-abiding and to conduct their personal affairs like good and responsible citizens, especially where any indiscreet or antisocial behavior could affect the individual's performance or reflect badly on PCPL.
- PCPL is committed to achieving environmental, health and safety excellence. The company determined to provide a safe and healthy working environment and to avoid harming the environment and the communities in which it operates.
- PCPL's resources are meant to serve for PCPL's purposes and PCPL will not tolerate the use thereof for personal gain, directly or indirectly.

Reporting non Compliance and Monitoring**Reporting non Compliance**

Employees should report / disclose any actions or activities in contravention with this policy directly to management or alternatively disclosures may be executed through mail to priyanka_jajodia@piyanshu.com & anshu_kejriwal@piyanshu.com Anonymity of complaints will be protected.

Monitoring

PCPL monitors ethical performance regularly in order to ensure that corrupt or unethical business practices should not occur.

Review:

The content and robustness of implementation of this policy will be reviewed annually and revised accordingly

Adherence with the Business ethics Policy is essential at PCPL's day-to-day business. Piyanshu Chemicals Pvt. Ltd. expects associates should avoid any behavior which constitutes a (potential) violation of business ethics policy.

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