

SOCIAL, ENVIRONMENTAL AND ETHICAL
CODE OF CONDUCT AND POLICIES
M/S. YASH ENVIRO TECH INDIA PRIVATE LIMITED

At M/S. Yash Enviro Tech Pvt Ltd, we are committed to upholding the highest standards of ethical conduct, integrity, and respect in all aspects of our business operations. Our Code of Conduct serves as a guide for all employees, partners, and stakeholders to adhere to the principles and values that define our company.

1. SOCIAL COMPLIANCES

1.1. Respect and Diversity:

- 1.1.1. We treat all individuals with respect, dignity, and fairness.
- 1.1.2. We value diversity and promote an inclusive work environment free from discrimination or harassment.
- 1.1.3. We respect the rights and beliefs of others, regardless of differences.

1.2. Child Labor:

Child labor is prohibited and will not be tolerated. No person shall be employed under the age of 15 or completion of compulsory education, whichever is higher.

1.3. Forced Labor:

All forms of forced labor are prohibited. This especially includes prison labor, indentured labor and bonded labor. Employment must be chosen freely.

1.4. Non-Discrimination, Harassment or Abuse:

No employee shall be subject to any discrimination. This particularly refers to discrimination on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin in hiring, compensation, advancement, discipline, termination or retirement. Every employee shall be treated with respect and dignity and shall not be subject to any physical, sexual, psychological or verbal harassment or abuse.

1.5. Freedom of Association and Collective Bargaining:

Vendors, customer shall recognize and respect the right of employees to freedom of association and collective bargaining.

1.6. Legally binding employment relationship:

Employment must be legally binding. Customer, vendors shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

1.7. Health and Safety:

The production facilities, the individual workspaces and the working processes must be professionally organized and superior to provide a safe and healthy working environment. Chemical substances must be handled and stored properly and reviewed regarding any negative impact on health and on environment.

1.8. Impairments due to environmental changes:

Any harmful soil change, water and air pollution, harmful noise emission or excessive water consumption that significantly impairs the natural bases for the preservation and production of

food, denies a person access to safe and clean drinking water, makes it difficult for a person to access sanitary facilities or destroys them or harms the health of a person is prohibited.

1.9. Unlawful eviction:

Unlawful eviction or unlawful taking of land, forests and waters in the acquisition, development or other use of land, forests and waters, the use of which secures the livelihood of a person is prohibited.

1.10. Torture, inhumane or degrading treatment:

Hiring or use of private or public security forces for the protection of the enterprise's project is prohibited if, due to a lack of instruction or control on the part of the enterprise, the use of security forces is in violation of the prohibition of torture and cruel, inhumane or degrading treatment, damages life or limb or impairs the right to organize and the freedom of association.

1.11. Fundamental human rights:

Any act or omission in breach of a duty to act that goes beyond the mentioned acts, which is directly capable of impairing a protected legal position in a particularly serious manner and the unlawfulness of which is obvious upon reasonable assessment of all the circumstances in question is prohibited.

1.12. Integrity and Honesty

1.12.1. We maintain accurate records and financial reporting in compliance with laws and regulations.

1.12.2. We conduct all business activities with honesty, transparency, and integrity.

1.12.3. We do not engage in any form of bribery, money laundering, corruption, or unethical practices.

1.13. Reporting Violations

1.13.1. Any employee or stakeholder who becomes aware of a violation of this Code of Conduct is encouraged to report it promptly.

1.13.2. Reports of violations will be investigated and appropriate action will be taken to address the issue.

2. ENVIRONMENT COMPLIANCES

2.1. We are committed to environmental sustainability and responsible business practices.

2.2. We strive to minimize our environmental impact and promote eco-friendly initiatives.

2.3. We comply with environmental regulations and seek to contribute to a greener future.

2.4. Environmental responsibility:

Compliance with ecological product requirements is required.

2.5. Chemicals:

Procedures and standards for the use and disposal of chemicals in the production or treatment processes must be followed carefully.

2.6. Waste management:

Any waste shall be dealt with in a responsible way that poses no harm to environmental integrity.

3. ETHICAL COMPLIANCES

3.1. Corruption:

Every employee, customer and vendor acts with personal integrity and respect to all business and work-related dealings. Any corruption, bribery or similar unethical behavior in any work, management or business level will not be tolerated.

3.2. Fair Competition:

Customer, vendors may not make any arrangements, agreements or coordinated behaviors with other companies with the objective or effect of preventing, restricting or distorting competition.

3.3. Business secrets and data protection:

Customer, vendors must refrain from making use of or disclosing to any third party any business, industrial or trade secrets.

3.4. Accounting records:

Customer, vendors accounting records must be in accordance with the applicable law, in reasonable detail, accurately and fairly.

3.5. Conflicts of interest:

Conflicts of interest must be reported to the M/S. YASH ENVIRO TECH INDIA PVT. LTD. immediately.

3.6. Export controls and economic reprisals:

Compliance with regulations for the import and export of goods is required.

3.7. Confidentiality and Data Protection:

3.7.1. We safeguard confidential information and data of our company, clients, and partners.

3.7.2. We adhere to data protection laws and maintain the privacy and security of sensitive information.

3.7.3. We do not disclose confidential information without proper authorization.

4. COMPLIANCE WITH LAWS

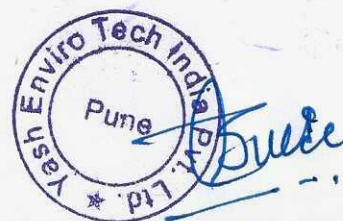
4.1. As per the Provisions of Environment (Protection) Act, 1986 and Water (Prevention & Control of Pollution), Act 1974, industrial units are required to install effluent treatment plants (ETPs) and treat their effluents to comply with stipulated environmental standards before discharging into river and water bodies.

4.2. We comply with all applicable laws, regulations, and company policies.

4.3. We do not participate in any illegal activities or unethical behavior.

4.4. We are committed to upholding the highest standards of legal and regulatory compliance

By adhering to this Code of Conduct, we uphold the values and principles that define M/S. Yash Enviro Tech Pvt. Ltd. and contribute to a culture of integrity, respect, and excellence in all our endeavors.



Authorized Signature & Stamp