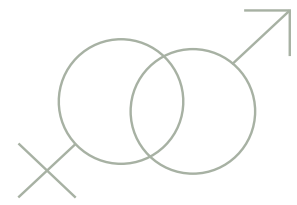


Code of Conduct and Business Ethics

For guidance, write to:
coc.query@havelockone.com



01

We provide equal opportunity & value diversity



02

We do not tolerate harassment/abusive behavior



03

We adhere to local labour laws & respect international labour rights conventions



04

We care for the health & safety of our employees



05

We conduct ourselves in a responsible & professional manner



06

We operate in adherence with applicable laws & regulations



07

We use media responsibly & wisely



08

We maintain confidentiality of business data & employees' personal details



09

We always act in the interest of the company & avoid conflicts of interest



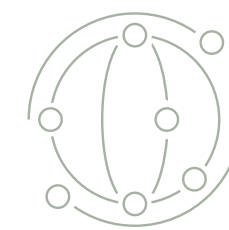
10

We do not use the company's assets or money for personal use or benefit



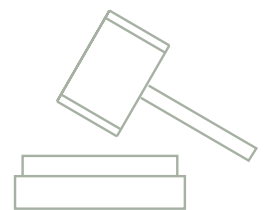
11

We maintain accurate & adequate records of our business transactions



12

We build our business relationships on integrity & transparency



13

We do not indulge in corrupt or unethical business practices



14

We condemn acts of fraud & corporate espionage



15

We are committed to promote environmentally responsible & sustainable practices