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|  | <b>UNITECH PLASTO COMPONENTS<br/>PRIVATE LIMITED</b> | <b>Doc No</b>      | UPCL/ESG/D/01D |
|                                                                                   |                                                      | <b>Date of Doc</b> | 08/01/2024     |
|                                                                                   |                                                      | <b>Rev No</b>      | 00             |
|                                                                                   | <b>BUSINESS ETHICS POLICY</b>                        | <b>Supersede</b>   | 00             |

### 1. Objective and Purpose of the Policy:

Unitech Plasto components code of Business conduct and Ethics provide the general rules for our professional conduct so that the company is consistent with our values and core purposes.

### 2. Scope of the Policy:

This policy applies to all the employees across the Unitech Plasto components.

### 3. Policy/Guidelines:

#### 3.1 Anti-Corruption & Bribery:

Bribery is the offer, promise, giving, demanding or acceptance of an advantage as an inducement an action which is illegal, unethical or a breach of trust. Employees must never seek or accept any payment, personal benefit or favours through the position with the company, which might influence or appear to influence any business decisions or transactions.

Always be truthful, accurate, cooperative and courteous when dealing with government or regulatory agency officials in the course of business.

#### 3.2 Gifts, Entertainment & Hospitality:

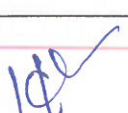
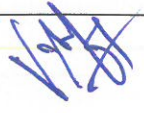
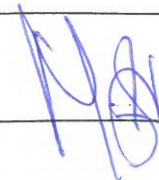
Generally, it is not acceptable to exchange gifts with business partners/customers and authorities since this may imply influence or the potential to influence in favour of the employee/Company and compromise objectivity in decision making.

Employees should not seek or accept any benefits or hospitality which might be reasonably believed to influence business decisions or transactions.

#### 3.3 Anti-Money Laundering:

Money laundering is the process of routing illegal funds in order to disguise their origin and make appear that they have been received from legitimate sources.

We must be mindful of any suspicious financial arrangements or fund transfers that we are requested to enter into by our customers, business partners or others.

| PREPARED BY                                                                         | REVIEWED BY                                                                         | APPROVED BY                                                                           |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| HR                                                                                  | PLANT HEAD                                                                          | MANAGING DIRECTOR                                                                     |
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We must not accept any funds from an entity if become aware these funds are derived from criminal activity.

### 3.4 Human Rights:

All our businesses are compliant with applicable regulations, strive to uphold all labour rights and are aligned with national and international regulations. All employees are required to comply with Human Rights Policy.

We are committed in our approach to tackling modern slavery in our business and supply chain.

We expect the same high standards from all our contractors, suppliers, and other business partners.

We are committed to ensuring that there is no use of forced, compulsory or trafficked labor or anyone held in slavery or servitude in any part of our business and we expect that our suppliers will apply the same high standards to their own organization and supply chain.

### 3.5 Equal Opportunity, Diversity, and Inclusion:

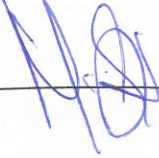
Unitech Plasto Components is an equal opportunity employer. We prohibit any discrimination on grounds such as caste, religion, race, gender identity, sexual orientation, disability etc., Any recruitment, career development opportunity, training etc, Will be solely based on performance and merit. We promotes a diverse and inclusive work culture. We recognize the importance of creating a work environment with diverse cultures, communities, and points of view.

### 3.6 Prevention of Sexual Harassment:

Unitech Plasto Components are expected to respect their colleagues. We does not tolerate any of harassment including sexual harassment. The Company has adopted a 'Policy on prevention prohibition and Redressal of Sexual Harassment at Workplace' which provide detailed rules on employee conduct and the process for reporting any misconduct.

### 3.7 Conflict of Interest:

A conflict of interest can occur when an employee's personal interest interferes, or appears to interfere, with the interests of the company as a whole. An employee's employment obligation is to the company. The company employees should not enter into any situation in which their personal or financial interests may conflict with those of the company or influence their ability to act in the interest of the company.

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Business decisions and actions must be based on the best interest of the company and your work must be performed objectively and effectively.

### 3.8 Fair Trade:

The Company is committed to free and open competition in the marketplace. Unitech Plasto Components believes that a free market and business competition helps enhance the quality of our products & services.

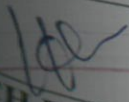
Employees under no circumstances engage in any anti-competitive practices such as illegal fixing of prices, sharing of market or other action which prevent, restrict, or distort competition in violation of applicable anti-trust laws.

### 3.9 Safety:

The health and safety of our employees and any other person who may be affected by the Company's operations is of paramount importance. The Company follows international standards on health and safety to ensuring a 'zero harm' environment for our employees and contractors.

### 4. Review of Policy:

This policy is approved by the Managing director and will be reviewed annually or as required to ensure continued relevance and effectiveness.

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| HR                                                                                  | PLANT HEAD                                                                          | MANAGING DIRECTOR                                                                     |
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