

CHEMCRUX ENTERPRISES LIMITED – BUSINESS ETHICS POLICY

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BUSINESS ETHICS POLICY



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Website: www.chemcrux.com

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Version	2

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BUSINESS ETHICS POLICY

(Adopted by the Board of Directors at the Meeting held on 13th February 2024)

Chemcrux Enterprises Limited (hereinafter CEL) approach to business is based upon a core set of values, which reflects the standards we set for ourselves and the unique role CEL has in safeguarding people, property and assets, attract and retain employees, to win and keep our customers and to obtain long term investment in the Company- all of which contribute to achieving our goal of delivering outstanding customer service, providing engaging and rewarding employment and delivering sustainable profitable growth for shareholders. Demonstrating and living up to our values is the responsibility of every employee across the organization.

This policy lays down our commitments and is intended to be a guide with ethical principles and examples to enable our personnel and associated parties to act with highest standards of integrity.

We are committed to these standards and routinely monitor compliance across the organisation, taking remedial action whenever necessary.

Compliance governance

Our strong culture of business ethics is led and driven by senior management. We are determined to ensure that our policies, standards and procedures enable us to conduct business in an ethical, principles-based and sustainable manner.

Build Trust and Credibility

The success of our business is dependent on the trust and confidence we earn from our employees, customers and shareholders. The Company expects that every employee and customer demonstrate trust and respect in dealings with in the organization as well as in their dealings with external parties. Distrust of colleagues / external parties and disrespectful behaviour shown by employees is strongly discouraged and will not be tolerated.

Respect for the Individual

CEL is an equal employment employer and is committed to providing a workplace that is free of discrimination of all types from abusive, offensive or harassing behavior. Any employee who feels harassed or discriminated against should report the incident to his or her manager or to human resources.

Human Rights

The Company at all times shall comply with applicable human rights laws and all employees involved in these areas should be familiar with them. The Company does not

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employ children at the workplaces. The Company also does not use or support any forms of modern slavery or forced labour in our business operations. Further, the Company has also put in place Human Rights Policy.

Equal opportunity

The Company shall provide equal opportunities to all its employees and qualified applicants for employment without regard to their race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin or disability. We are committed to following fair employment practices that provide equal opportunities to all employees. We do not discriminate or allow harassment on the basis of race, color, religion, disability, gender, national origin, sexual orientation, gender identity, gender expression, age, genetic information, military status, or any other legally protected status. At Chemcrux, we value diversity and believe that a diverse workplace builds a competitive advantage.

Health and safety

At CEL we are passionate about working safely and take great care to protect our employees and customers from harm. Our policies and standards target health and safety risks in the company and must meet these standards in addition to complying with the relevant laws and health and safety requirements. The Company shall strive to provide a safe and healthy working environment for its employees. The safety and security of employees in the workplace is a primary concern of the Company.

Create a Culture of Open and Honest Communication

At CEL everyone should feel comfortable to speak his or her mind, particularly with respect to ethics concerns.

CEL will investigate all reported instances of questionable or unethical behavior. In every instance where improper behavior is found to have occurred, the company will take appropriate action. We will not tolerate retaliation against employees who raise genuine ethics concerns in good faith.

Uphold the Law

CEL's commitment to integrity begins with complying with laws, rules and regulations where we do business. Further, each of us must have an understanding of the company policies, laws, rules and regulations that apply to our specific roles. CEL is committed to being a good corporate citizen, taking account of the economic, social and environmental impact of our business and aiming to maximise the benefits and minimise any negative impact of our operations.

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The environment

CEL will conduct its business with respect and consideration for the environment. We will strive actively to reduce the overall impact on the environment by targeting annual reductions in our carbon intensity and the management of waste, water, vehicle emissions and energy consumption.

Local communities

CEL is fully committed to supporting and assisting the communities in which we operate through a variety of means including charitable fundraising, sponsorship of community projects and voluntary work by employees. We conduct our business with respect and consideration for the good of local communities, taking steps to minimise any disturbance as a result of our operations. We will also serve local interests by providing good employment opportunity.

Competition

We are dedicated to ethical, fair and just competition. We will sell our products and services based on their merit, superior quality, functionality and competitive pricing. We will make independent pricing and marketing decisions and will not improperly cooperate or coordinate our activities with our competitors. We will not offer or solicit improper payments or gratuities in connection with the purchase of goods or services for CEL or the sales of its products or services, nor will we engage or assist in unlawful boycotts of particular customers.

Selective Disclosure

We will not selectively disclose (whether in one-on-one or small discussions, meetings, presentations, proposals or otherwise) any material nonpublic information with respect to CEL, its securities, business operations, plans, financial condition, results of operations or any development plan.

Zero Tolerance towards Bribery and Corruption

The Company shall follow zero tolerance approach towards bribery and corruption; this includes any payments made by employees, consultants, agents and other intermediaries acting by or on behalf of the Company.

Accurate Public Disclosures

We will make certain that all disclosures made in financial reports and public documents are full, fair, accurate, timely and understandable. This obligation applies to all employees, including all financial executives, with any responsibility for the preparation for such

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reports, including drafting, reviewing and signing or certifying the information contained therein.

Confidential and Proprietary Information

Integral to CEL's business success is our protection of confidential company information, as well as nonpublic information entrusted to us by employees, customers and other business partners. Confidential and proprietary information includes such things as pricing and financial data, customer names /addresses or nonpublic information about other companies, including current or potential supplier and vendors. We will not disclose confidential and nonpublic information without a valid business purpose and proper authorization.

Use of Company Resources

Employees and those who represent CEL are trusted to behave responsibly and use good judgment to conserve company resources. In order to protect the interests of CEL and our fellow employees, company reserves the right to monitor or review all data and information contained on an employee's company-issued computer or electronic device, the use of the Internet or company's intranet. We will not tolerate the use of company resources to create, access, store, print, solicit or send any materials that are harassing, threatening, abusive, sexually explicit or otherwise offensive or inappropriate.

Implementation

This Business Ethics Policy is published widely in CEL including corporate website. The policy must be adopted as a minimum standard and issued to all managers and relevant employees. Senior officers will be asked to confirm compliance on an annual basis

Adherence to policy

Since CEL aims to maintain high ethical standards in carrying out its business activities, practices of any sort that are incompatible with the Company's principles and policies are not tolerated. Strict adherence to these principles and supporting policies is a condition of employment in the company. Any action by an employee, which deliberately or recklessly breaches this ethics policy, may result in disciplinary action.

