

CODE OF CONDUCT FOR EMPLOYEES
BISMARCK WORLD PRIVATE LIMITED
(Formerly known as Bismarck Industries Private Limited)

1. Preamble

The Company is committed to conducting its business with integrity, professionalism and respect for all stakeholders. This Code of Conduct sets out the standards of behaviour expected from every employee and seeks to foster an ethical, safe, inclusive and compliant workplace.

2. Objective

The objective of this Code is to establish uniform standards of professional conduct, encourage ethical decision-making, safeguard the Company's assets and reputation, and ensure compliance with applicable laws, contractual obligations and internal policies.

3. Applicability

This Code applies to all permanent, probationary, contractual, temporary and trainee employees of the Company and, where specifically required, to consultants and other persons engaged by the Company.

4. Professional Conduct

Employees shall perform their duties honestly, diligently and professionally. Every employee shall treat colleagues, customers, suppliers and other stakeholders with dignity, courtesy and fairness and shall avoid behaviour that could adversely affect the Company's reputation.

5. Compliance with Laws and Company Policies

Employees shall comply with all applicable laws, including labour, safety, taxation, environmental and industry-specific regulations, as well as all policies, procedures and directions issued by the Company from time to time.

6. Conflict of Interest

Employees shall avoid situations where personal interests conflict with those of the Company. Any actual or potential conflict, including outside employment, financial interest in vendors or customers, or personal relationships affecting business decisions, shall be promptly disclosed to the Reporting Manager or Human Resources.

7. Confidentiality and Data Protection

Employees shall protect confidential information relating to the Company, its customers, suppliers and business partners. Such information shall not be disclosed or used for personal

benefit except where authorised or required by law. Employees shall also comply with the Company's information security and data protection requirements.

8. Company Assets and Information Systems

Company assets, including vehicles, equipment, computers, software, mobile devices, records and intellectual property, shall be used only for authorised business purposes. Employees shall exercise due care to prevent misuse, damage, theft or unauthorised access.

9. Workplace Behaviour

The Company is committed to providing a workplace free from discrimination, harassment, bullying and violence. Every employee shall contribute towards maintaining a respectful, inclusive and safe working environment and shall comply with the Company's policies relating to prevention of sexual harassment and workplace safety.

10. Gifts, Hospitality and Anti-Bribery

Employees shall neither offer nor accept gifts, hospitality or any other benefit that could improperly influence business decisions or create an actual or perceived conflict of interest. The Company follows a zero-tolerance approach towards bribery, corruption and fraudulent practices.

11. Social Media and External Communication

Employees shall ensure that public statements, media interactions and social media activity do not disclose confidential information or misrepresent the Company. Only authorised spokespersons may communicate on behalf of the Company.

12. Reporting Concerns

Employees are encouraged to report suspected unethical conduct, fraud, safety concerns, policy violations or legal non-compliance through the Whistleblower / Vigil Mechanism or other reporting channels established by the Company. Genuine concerns raised in good faith shall be protected against retaliation.

13. Non-Compliance

Violation of this Code may result in disciplinary action, including counselling, warning, suspension, recovery of losses, termination of employment or any other action considered appropriate by the Company, subject to applicable law.

14. Review and Amendment

This Code may be reviewed and amended by the Board or the management authorised by the Board to reflect changes in law, governance standards or business requirements.