

Code of Conduct Policy

(Discipline and Anti-Bribery Code of Conduct)

Esbee Electrotech LLP is committed to ethical conduct, discipline, integrity, and compliance with applicable statutory and regulatory requirements. This Code of Conduct defines expected behavior for all employees, associates, contractors, and representatives of the organization. This policy supports compliance with IATF requirements related to ethics, integrity, anti-bribery, employee conduct, and quality compliance.

This policy applies to:

- All permanent and contractual employees, Direct and indirect associates, Agents, consultants, and representatives acting on behalf of Esbee Electrotech LLP

Code of Conduct – Misconduct Definition

Every member (direct or indirect) of Esbee Electrotech LLP shall ensure disciplined behavior. The following acts shall be considered misconduct under this policy:

- Misbehavior towards other colleagues
- Creating disturbance during work which affects performance or the work environment
- Damaging company property, or wasting company or natural resources
- Spreading rumors; propagating anti-religion or caste feelings; promoting strikes or disruptions
- Associating directly or indirectly with banned organizations
- Physical violence towards any colleague or associate
- Disobeying orders of management or seniors
- Facilitating entry of unauthorized persons, objects, or materials
- Indulging in any kind of theft
- Remaining absent without prior permission or leaving premises during working hours without informing seniors
- Consumption of alcohol, tobacco, or intoxicants on company premises or entering under influence
- Bribery and corruption in any form, direct or indirect, including gifts, cash, or favors on festivals, birthdays, or any occasion, at any location
- Quality compliance violations such as unqualified work/tests, data fabrication, or misrepresentation

Disciplinary Action

Any violation of this Code of Conduct shall attract appropriate disciplinary action in accordance with the Industrial Disputes Act, 1947, and applicable company procedures.

Important Disclaimer*

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