

CODE OF CONDUCT POLICY

- This Code of Conduct has been established to provide clarity on SANSU AQUATEK's expectations from their employees.

Ethics and Legal Policy:

- SANSU AQUATEK will conduct their business in a legal and ethical manner.
- SANSU AQUATEK will be act with integrity, applicable laws and regulations for the compliance as per ethics and legal requirements.
- We will treat all people with dignity and courtesy and also respect the value and cultures of the communities.
- Employees will safeguard/protect SANSU AQUATEK's confidential information and act to prevent its misuse, theft, fraud or improper disclosure.

Discipline Policy:

- Employees will avoid any conflict of interest when interacting with other employees.
- SANSU AQUATEK will follow all standard discipline procedure for their employees to report concerns of identification or potentially unlawful activities in the workplace.
- SANSU AQUATEK will be treat all unlawful activities in confidential manner with corrective action.

Anti-bribery Policy:

- SANSU AQUATEK will not engage in any form of commercial bribery, incentive and violates applicable sanctions laws including procuring or sourcing.
- SANSU AQUATEK will comply with all applicable laws regarding antitrust.
- This anti-bribery policy demonstrates a company's commitment to preventing bribery and corrupt activities occurring in business.

Discrimination Policy:

- SANSU AQUATEK will not be tolerates any kind of discrimination or harassment based on an employee's race, color, religion, caste, sex, national origin, citizenship, age status, sexual orientation, disability or handicap, marital status, past employment or any other basis prohibited by law.
- We work in team with a shared purpose and value individual ability and diversity as essential to promote harmony and open communication.
- SANSU AQUATEK will have committed to providing a work environment free of discrimination and/or harassment, whether committed by or against managers, co-workers, customers or visitors.

Child Labour Policy:

- SANSU AQUATEK will prohibits employment of a Child in any employment including as a domestic help.
- It is a cognizable criminal offence to employ a Child for any work.
- Company management will monitor the enforcement from time to time for age verification.

Whistle Blower Policy:

- We will provide a mechanism for the Company employees, to raise concerns on any violations of legal or regulatory requirements, incorrect or misrepresentation of any financial statements and reports etc.
- This policy intends to cover serious concerns that could have grave impact on the operations and performance of the business of the SANSU AQUATEK.
- The policy neither releases employees from their duty of confidentiality in the course of their work, nor is it a route for taking up a grievance about a personal situation.