

CODE OF ETHICS



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Code of Ethics (CoE)

1. BACKGROUND

We at Techknowgreen Solutions Limited (hereinafter referred to as “TSL” / “Company”/ “We”/ “Our”) are engaged in Design, Engineering, Manufacture, Supply, Trading, Erection, Commissioning of Water and Wastewater Treatment Plant and providing Environmental Legal Consulting, Environmental Clearances, allied environmental services and sustainability services.

At TSL, it is imperative that at all times we demonstrate the highest and purest form of ethical behavior.

2. APPLICABILITY

The CoE applies to all TSL operations, irrespective of the geographical location. TSL expects all its personnel, employees, employees who have resigned and serving notice period, employees under the obligation of the appointment terms and conditions, contractors, vendors, suppliers, associates, business partners, and other stakeholders to adhere to the code outlined in this document.

3. REGULATORY COMPLIANCE

TSL is committed to respecting the applicable laws and regulations in all territories of its operations.

4. CODE OF ETHICS AT A GLANCE

4.1 Employees

- We shall, at all times, act and demonstrate the highest standards of integrity and follow all the policies and procedures.
- We shall do our work with passion, interest, and commitment and refrain ourselves from taking shortcuts from set procedures and guidelines.
- We shall remain responsible and accountable for the work that we do and ensure end-to-end completion of our work in a timely manner.
- We shall not tolerate bribery and corruption and should not offer/receive any payments or benefits to/from any employee, customer, or any other person.
- We shall lead by example and demonstrate a code of ethics in our work.
- We shall also abide code of ethics of our stakeholders as well.
- We shall uphold and enhance our brand and values all the time.
- We shall not unfairly discriminate on any ground, including race, caste, religion, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any

TECHKNOWGREEN SOLUTIONS LIMITED

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other category protected by applicable law. We, instead, value these differences and understand that diversity and inclusion are good for us and make us stronger as an institution.

- We shall speak up when we notice any unethical behavior by colleagues, contractors, vendors, suppliers, associates, business partners, and other stakeholders.
- We are an equal-opportunity employer and all our employment decisions are based on business needs and merit.
- We shall be responsible and protect the company's assets, like computers, pen drives, hard disc, bank ID and passwords etc.
- We shall provide a healthy and safe working environment to everyone.
- Any and every employee on the payroll or deployed in client's premises for and on behalf of the Company or serving notice period or resign from the post against the terms of appointment till completion of period of 1 year from the date of resignation, shall not engage in unethical practices such as poaching of TSL clients, opportunism, bribery, treachery, defaming TSL image, etc. If found engaged, he/she shall be liable for strict legal action as per the code of ethics / conduct.

4.2 Our Business

- We believe in promoting free and fair competition and will not engage in any unethical or illegal business practices to gain a competitive advantage.
- We shall do all our financial transactions with integrity and keep our records up-to-date.
- We shall ensure that the outsourced entities align with our expectations by delivering quality products or services at competitive prices.
- Provide full transparency to all our stakeholders on all relevant aspects of our business.

4.3 Customers, Value Chain Partners, Communities

- We shall serve our customers and value chain partners with a smile, in a polite manner, and treat all without any discrimination.
- We shall not mislead our customers about our competitors or the products and services they provide.
- We shall respond promptly to customer complaints and address them in a fair and timely manner.
- We shall protect the confidentiality of our customer's information.
- We shall collaborate with our stakeholders and value chain partners to find ways to reduce our carbon footprint and encourage them to be socially and environmentally conscious.
- We shall contribute to societal development and uplift society through various CSR initiatives.

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5. GRIEVANCE REDRESSAL MECHANISM

TSL provides its stakeholders a grievance channel for reporting any issues or concerns at grievances@techknowgreen.com

6. GOVERNANCE AND REVIEW MECHANISM

TSL will annually review and amend the CoE as and when required based on latest government regulations/guidelines and TSL's internal guidelines.

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