



Code of Conduct

This Code of Conduct lays down the ethical principles and standards to which Excel-Par Electronics Private Limited (Excel-Par/Company) and all its subsidiaries and affiliates adhere to in its operations. The Code of Conduct provides a basis for how we do business and deal with environmental and human rights. The Code of Conduct guides management and personnel towards ethical business practices and compliance with the laws and regulations. Excel-Par assumes responsibility for integrity and ethics issues it has the authority to control within the scope of its operations.

Principles of the Code Of Conduct

1. Labour practices

Excel-Par supports the 'United Nations Universal Declaration of Human Rights' and the conventions and recommendations of its International Labor Organization.

1.1. Compliance with legislation

Excel-Par complies with the local laws and the collective labour agreements in which it operates.

1.2. Freedom of association and the right to collective bargaining

Excel-Par recognises the right of their employees to join or to refrain from associating freely and bargaining collectively.

1.3. Non-Discrimination

Excel-Par recognises and appreciates the existence of different values and cultural standards. Excel-Par commits to providing equal opportunity in employment and doesn't discriminate based on age, race, nationality, social or ethnic descent, gender, physical disability, sexual preference, religion, political reference, or union membership. Only professional qualifications matter.

1.4. Fair labour conditions contracts, wages and working hours

Excel-Par is compliant with all applicable international, national and local laws and/or collective agreements relating to wages, benefits, working hours and working conditions.

2. Environmental stewardship

Excel-Par complies with all applicable environmental regulations and legislation. Excel-Par is committed to developing cleaner processes and aims to minimise the impact on the environment, and follows best practices in environmental management, including energy and resource efficiency and other waste treatment and reduction and recycling.



3. Health and Safety

Excel-Par is committed to providing a safe and healthy working environment. All the management and employees must comply with applicable legal requirements and instructions relating to health and safety in their workplace.

4. Fair business practices and ethics

Excel-Par will uphold the highest standards of fair business practices and ethics, including:

4.1. Business Integrity

Excel-Par doesn't engage in corruption, extortion, embezzlement, or bribery. Excel-Par complies with all applicable anti-corruption laws and regulations of the countries in which it operates and all applicable international anti-corruption conventions. Excel-Par fosters fair and impartial competition. Excel-Par employees avoid conflict of interest situations in relationships with Excel-Par suppliers and customers.

4.2. Protection of intellectual property

All directors, officers and employees of Excel-Par should recognise the importance of patent rights, trademark rights, copyrights or other intellectual property rights and are prohibited from infringing such rights.

4.3. Confidentiality of information and disclosure of information

Excel-Par treats the information obtained from customers as strictly confidential. Information regarding the customer's business activities, structure, financial situation, and performance should be disclosed in accordance with applicable regulations.

4.4. Responsible sourcing of minerals

Excel-Par is committed to using raw materials of legal and sustainable origin. Excel-Par wants to avoid sourcing "conflict minerals" as they contribute to the financing of armed conflicts and enable human rights abuses. Excel-Par maintains due diligence processes to achieve compliance with this commitment and requests relevant suppliers to support Excel-Par in this respectfully.

4.5. Secure Business

Excel-Par conducts business in a secure manner. Excel-Par implements reasonable measures for minimising exposure of Excel-Par to security threats such as terrorism, crime, pandemics, and natural disasters.

5. Documentation and Monitoring

To ensure and demonstrate compliance with the Supplier Code of Conduct, Excel-Par's suppliers shall keep records of all relevant documentation and provide



us with supporting documentation upon request. This Code of Conduct forms an integral part of Excel-Par's supplier relationship management and evaluation procedure. Excel-Par will take a risk-based approach in assessing supplier's compliance with the requirements of this Code. Monitoring may include self-assessments, site visits and follow-up on remediation plans. Excel-Par will work with its suppliers to address the gaps identified.

6. Corrective actions

Excel-Par reserves the right to disengage from suppliers that do not meet the requirements of this Supplier Code of Conduct or who cannot provide or commit to an improvement plan.