

EMPLOYEE CODE OF CONDUCT POLICY

ENDOTHERM FLUIDS INDIA PRIVATE LIMITED Employee Code of Conduct policy outlines our expectations regarding employees' behaviour towards their colleagues, supervisors and overall organization.

We promote freedom of expression and open communication. But we expect all employees to follow our code of conduct. They should avoid offending, participating in serious disputes and disrupting our workplace. We also expect them to cultivate a well-organized, respectful and collaborative environment

All employees must protect our company's legality. They should comply with all environmental, safety and fair dealing laws. We expect employees to be ethical and responsible when dealing with our company's finances, products and public image.

All employees should respect their colleagues. Employees should conform with equal opportunity ideology in all aspects of their work, from recruitment and performance evaluation to interpersonal relations.

All employees should treat our company's property with to ensure that they are not damaged knowingly and / unknowingly. They should not use company property for personnel use.

Date: 03.05.2017

Place: Mappedu

Mr.B.K.VENKATESH

DIRECTOR