



Code of Conduct

Ensocode Software Solutions Private Limited

Ensocode Software Solutions Private Limited is committed to upholding the highest standards of integrity, ethics, and professionalism in all aspects of its operations. This Code of Conduct outlines the principles and guidelines that govern the behavior and actions of all employees, officers, and representatives of Ensocode Software Solutions Private Limited.

- 1. Compliance with Legal Laws and Regulations:** Ensocode Software Solutions Private Limited shall conduct all business activities in strict compliance with applicable laws, regulations, and government directives. This includes adherence to local, national, and international laws governing business operations, data protection, employment practices, and intellectual property rights.
- 2. Integrity and Ethical Conduct:** We operate with the utmost integrity and ethical conduct in all our interactions and transactions. Ensocode Software Solutions Private Limited has zero tolerance for dishonest or unethical behavior, including fraud, bribery, corruption, and conflicts of interest.
- 3. Confidentiality and Data Integrity:** We recognize the importance of safeguarding confidential information and intellectual property. Ensocode Software Solutions Private Limited is committed to protecting the confidentiality, integrity, and security of all proprietary information, including customer data, business strategies, and trade secrets.
- 4. Proper Use of Company Assets:** All employees and representatives of Ensocode Software Solutions Private Limited are expected to use company assets and resources responsibly and for legitimate business purposes only. Theft, misuse, or unauthorized use of company assets is strictly prohibited.
- 5. Non-Discrimination and Respect for Human Rights:** Ensocode Software Solutions Private Limited is committed to promoting diversity, equality, and inclusion in the workplace. We do not tolerate discrimination or harassment based on race, gender, religion, age, disability, sexual orientation, or any other protected characteristic. We respect the human rights of all individuals and strive to provide a safe, supportive, and inclusive work environment for everyone.
- 6. Occupational Health and Safety:** Ensocode Software Solutions Private Limited prioritizes the health, safety, and well-being of its employees, contractors, and visitors. We are committed to providing a safe and healthy work environment, free from hazards and risks, and complying with all relevant health and safety regulations.
- 7. Environmental Responsibility:** We recognize our responsibility to minimize our environmental impact and promote sustainability in all our operations. Ensocode Software Solutions Private Limited is committed to complying with environmental laws and regulations, conserving natural resources, reducing waste and emissions, and continuously improving our environmental performance.
- 8. Bribery and Corruption:** We do not tolerate bribery or corruption in any form. Ensocode Software Solutions Private Limited prohibits employees and representatives from offering, soliciting, or accepting bribes or kickbacks, whether directly or indirectly, to or from any individual, company, or government entity.

9. Conflict of Interest: Employees of Ensocode Software Solutions Private Limited should avoid situations where their personal interests conflict with the interests of the company. Any actual or potential conflicts of interest must be disclosed promptly to management.

10. Financial Integrity: Ensocode Software Solutions Private Limited is committed to maintaining accurate and transparent financial records. We prohibit fraudulent activities, including embezzlement, money laundering, and misappropriation of funds.

11. Anti-Corruption Laws: We adhere to all applicable anti-corruption laws and regulations in India, including the Prevention of Corruption Act, 1988. Ensocode Software Solutions Private Limited strictly prohibits the offering, giving, receiving, or soliciting of bribes or other improper advantages in business transactions, in accordance with Indian law.

12. Fair Competition: Ensocode Software Solutions Private Limited believes in fair and open competition. We compete ethically and lawfully in the marketplace, without engaging in anticompetitive practices such as price-fixing, collusion, or market manipulation.

13. Insider Trading: Employees of Ensocode Software Solutions Private Limited are prohibited from engaging in insider trading or disclosing confidential information for personal gain. We adhere to all securities laws and regulations regarding the buying, selling, or trading of company stock or securities.

14. Export and Import Compliance: We comply with all applicable export and import laws and regulations governing the transfer of goods, technology, and services across international borders. Ensocode Software Solutions Private Limited prohibits the export or import of goods or technology that are subject to restrictions or prohibitions under applicable trade controls.

Reporting Violations: Any employee or stakeholder who becomes aware of a violation of this Code of Conduct is encouraged to report it promptly to the appropriate management or compliance officer. Ensocode Software Solutions Private Limited prohibits retaliation against individuals who report violations in good faith.

Consequences of Violations: Violations of this Code of Conduct may result in disciplinary action, up to and including termination of employment or contractual relationship with Ensocode Software Solutions Private Limited. Additionally, individuals found to have engaged in illegal or unethical behavior may be subject to legal action and civil or criminal penalties.

Contact Information: For questions, concerns, or reports of violations, please contact:

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Effective Date: This Code of Conduct is effective as of 10/10/2023 and supersedes all previous versions. It will be reviewed and updated periodically to ensure its continued relevance and effectiveness.

By adhering to this Code of Conduct, we reaffirm our commitment to uphold the highest standards of integrity, ethics, and professionalism in all our business activities and relationships.

Kaustubh Maslekar (CEO)

Ensocode Software Solutions Private Limited,

Khadakwasla, Pune – 411024

Last Updated: **[Jan, 2024]**