

**Code of Conduct and Ethics Policy**

Our Code of Conduct (CoC) is guided by our purpose to amplify human potential and create the next opportunity for people, businesses and communities. It sets forth our core values, shared responsibilities, global commitments, and promises. It provides general guidance about the Company's expectations, highlights situations that may require particular attention, and references additional resources and channels of communication available to us. It is also the first step for you to get clarity on any questions relating to ethical conduct.

Though our Code cannot possibly address every situation we face at work, the Code is by no means a substitute for our good judgment, upon which Infosys depends. We must remember that each of us is responsible for our own actions and that the ethical choice is always the best choice.

Values that we, Enverdant Industries Private Limited create and provide are,

- Treat all Stake holders fairly, equally and keeping different skills, abilities, circumstances in mind.
- Discourage Politicking and encouraging team members to openly communicate with each other to solve problems / issues.
- Every Employee is an asset of our company. This is shown by giving right credits generously, recognizing their ideas and contributions.
- Encouraging the personality of being a role model of ethical behavior
- Communicate a positive message about your commitment to ethics and compliance.
- Promote our values, the Code of Conduct and compliance with policies and the law.
- Actively support ethics and compliance awareness and training programs and Having an open avenues for communication.

- Listen and respond fairly to employee concerns and Finding satisfactory and complete resolutions to ethical issues.
- Escalate concerns when additional assistance is needed.
- In ENVERDANT, we ensure that we never verbally or physically mistreat others or engage in offensive behavior. This includes harassing, bullying, abusive or intimidating treatment, inappropriate language or gestures.


**Safe workplace:** We ensure that, All forms of substance abuse as well as the use or distribution of drugs and alcohol while at work is prohibited. Unless required as part of your role (for instance for security personnel where deemed necessary), possession and/or use of weapons/firearms or ammunition while on business of the Company is prohibited. All of us should be safe at our place of work. Should you observe any unsafe situations at work, please reach out to the Helpline. Please also take the time to familiarize yourselves with emergency procedures and the safety manuals applicable to your location.

**Preventing Corruption:** Corruption is anti-competitive, increases costs of doing business globally and introduces significant uncertainty into business. Companies that pay bribes to win business ultimately undermine their own long-term interests and the best interests of their investors. As a visionary company, apart from the Prevention of Corruption Act, 1988 (India), we are subject to all relevant anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA) and the Bribery Act 2010 (U.K.). These prohibit bribery of government officials and commercial partners.

**Prevention Corruption:** We should never offer, directly or indirectly, any form of gift, entertainment or anything of value to any government official or commercial partners including customers or their representatives to:

- Obtain or retain business.
- Influence business decisions
- Secure an unfair advantage

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Jothi Iswariya  
Managing Director