

## Code of Conduct

Deccan is committed to Integrity, Respect, Responsibility, Excellence and Standards of conduct. We believe in responsible social and ethical behaviour and have a responsibility to the employees serving the company. Furthermore, Deccan and our employees have an obligation to all our stakeholders to observe high standards of integrity and fairness in all dealings.

This Code of Conduct applies to all Deccan employees and business partners. This is communicated to suppliers through contractual provisions.

We expect everyone who works or represents Deccan to adhere to the following:

- Be honest and ethical in all dealings, avoid any acts of corruption or bribery such as offering or accepting bribes, kickbacks, or other illegal payments.
- Treat everyone with respect, not discriminate against or harass any individual based on race, colour, religion, national origin, gender, sexual orientation, age, disability or any other factors.
- Attend to work without any impaired of judgment and therefore - refrain from abuse of alcohol and/or other drugs that may affect their work.
- Avoid engaging in any activities related to money laundering, such as accepting, or handling proceeds from illegal activities, disclose any potential conflicts of interest, and avoid making decisions that could benefit themselves over the company.
- Not engage (including in part) in any kind of fraud, theft, or embezzlement, or any unauthorized activities outside of the scope of employment.
- Report any kind of violations, acts of violence, or threats of violence in accordance with the mechanism outlined in the Complaints and Disciplinary Procedure document.

Our Management's responsibilities include:

- Comply with all applicable laws and regulations and help employees to seek guidance.
- Institute a grievance redressal process and whistle-blowing process & protect employees who report potential wrong-doing.
- Implement and monitor our code of conduct and related policies to ensure its effectiveness.
- Protect worker rights, ensure no hiring of child labor, forced or bonded labor.
- Provide workers with contracts and ensure reasonable working hours and payment of fair wages and benefits; respect right to freedom of association and to bargain individually and collectively
- Promote equal opportunities for all the employees by committing to diversity, equity, and inclusive work culture. We do not tolerate any discrimination or harassment in any form.
- Protect employee data, use it appropriately for business purposes, and give employees access and control appropriately.
- All communication channels (email and internet traffic) are Deccan's property and may be monitored. Telephonic conversations are not monitored unless agreed upon in advance or for training purposes only.
- Deccan do not engage in any dealings or transactions with any suppliers located in any country or territory that is subject to global / regional sanctions and will take all the necessary action to address & mitigate any associated risks. The company does not source any conflict minerals.
- This policy is reviewed annually and updated in accordance with legal changes and feedback from staff.



**G.S. Raju**

**Managing Director**

**Deccan Fine Chemicals (India) Private Limited.**

**POL-005 / Rev.01.**

**01/02/2026**