



# Business Principles and Code of Conduct

**DYNAXCEL**

We, as a company, while using resources for business, should ensure that we are accountable and responsible to its usage while achieving our business goals. We must protect the interest of humanity and nature.

To do this, we lay down the principles & guidelines which shall be given utmost importance in every activity we exercise for business or even in personal life. Based on this commitment, we lay down our vision as -

## ➤ VISION

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We intend to be the most ethical, reliable & customer centric engineering company. We will adopt transparent, safe and healthy work practices while creating an environment better than today, through sustainable means.

We want to be the most ethical, socially responsible and transparent business unit. While committing to be **ethical**, we must ensure that we work against corrupt practices of accepting and/or giving bribery, undue business favors, government office favors in any form. We and our business associates shall resist all temptations and biased actions to seek business or favoritism.

We shall strictly follow rules and regulations of the country we operate, ensure its compliances. Any evasion of applicable taxes, suppression of tax dues, government office favor shall be resisted at all levels. This shall create an atmosphere for the company to be stable, reliable, transparent and ethical, which shall pay rich dividends to individuals, customers, country and world as a whole.

While committing to protect interest of the society at large, we shall achieve business goals and vision by making mission as-

## ➤ MISSION

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We want to achieve our goals through commitment and integrity, by creating world class infrastructure, dedicated team; ensuring quality, growth, personal development, reward and recognition.

We must protect human rights of the employees, every individual associated with us by way of adopting ILO guidelines. We shall commit to follow listed policies below -

1. We are committed to provide safe, healthy and transparent working environment for employees & related personnel working for the company. Safety measures in all working environment shall be ensured by way of job safety analysis, due diligence of rights and adhering legal standards.
2. We adopt free and fair policy of employment. We prohibit discrimination on the basis of caste, religion, sex, race, political opinion, national origin, disability or any other characteristics protected by government laws. All employees shall be treated equal and every employee shall observe this policy.
3. Employees shall be paid above the minimum wages declared by the government. We shall comply & will be complying in future to the laws regarding overtime hours, minimum age of the employees. We shall not use child labour and/or forced labour in any form.
4. All the employees shall be given equal opportunity of growth without any discrimination. Personal development by way of rewards and recognition is the right of employee. Employees have freedom of association for a collective bargain. Interest of all employees shall be protected in the organization.
5. Incidents of Sexual harassment shall be dealt with severely. A committee shall be formed to address such issues which shall function according to the law of the country.
6. We shall ensure transparency with customers and government about business practices, accounting practices and overall business conduct.
7. While conducting business, we shall ensure that we use efficient energy processes, optimize usage of natural resources like air, water and reduce environmental impact of industrial processes.
8. We shall continuously assess risk in business, identify improvement areas and keep updating business principles to cover maximum scope and remain updated with changing laws, environment and business scenario.

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