

L. CORPORATE INTEGRITY POLICY

Objectives:

CIL is driven by the Passion to Excel in its entire spectrum of activities. The conduct of business operations and every activity performed to this effect shall carry this underlying intent. Capacit'e Infraprojects Limited conducts its business on the principle of corporate governance built on a fairness, transparency and professional practices.

Applicability : It is applicable to all employees

Branding & Communication Objective:

CIL shall position itself as a reliable and dependable entity, delivering world class products and services within agreed timeframe in an ethical and compliant manner; appropriate branding and communication shall be adapted to this effect.

Code of Conduct:

CIL shall propagate and imbibe the code of conduct through diligence and discipline, meeting the organizational objectives:

- Minimize Time, Cost and Investment
- Comply with: Statutory Requirements / Applicable Laws, Contractual Terms & Conditions, Specifications & Drawings, Standard Operating Procedures of CIL.
- Enable Internal and External Customer Satisfaction

Non-Disclosure:

CIL is committed to a stringent non-disclosure policy in respect of the information / drawings / documents shared by its Clients, ensuring the dissemination on a need-to-know basis only, within the permitted circles. CIL or its Employees shall not disclose any Confidential Information both during and after the execution of works / delivery of manufactured goods / performance of services, unless required under Law.

Conflict of Interest:

CIL or its Employees shall not engage in activities, transactions or business propositions that entail conflict of interest in respect of its contractual relationships with its Clients. CIL shall make voluntary disclosures to Clients as may be necessary in this regard.

Transparency:

CIL shall conduct its operations in a transparent manner, particularly in respect of procurement of goods and services, ensuring a merit-driven appraisal process for enlistment, selection and engagement of vendors. CIL is committed to 360° coverage in respect of transparency in its operations, without compromising on and non-disclosure commitments and in the protection of intellectual property.

Gifts / Benefits / Entertainment:

Employees of CIL shall not accept/offer gifts (either in cash or kind) or benefits or leisurely entertainment to any person / entity with whom CIL may have official dealings or otherwise,

including customers, representatives of customers, middlemen or representatives / officials of Government instrumentalities.

The employee (s) can accept the following Gifts :-

- Birthday Gifts from colleagues
- Edible items can be accepted and distributed in office among colleagues

Corruption:

CIL and its Employees shall not engage in corrupt or fraudulent practice including by way of offering payment of commissions or bribes to solicit, secure, perform or conclude any Contracts.

Anti-Money Laundering:

CIL and its employees shall not be involved in any money laundering and any other illegal practices.

Applicable Law:

CIL and its Employees shall comply with applicable Law in its true sense, including particularly in respect of labour laws, industrial laws, contract laws, international trade / import / export laws, rules and regulations. CIL shall be a responsible, law aiding corporate citizen of India, practicing good business ethics.

Good Industry Practice:

CIL shall adopt Good Industry Practice in its commercial dealings including in the performance of obligations, within the ambit of applicable Law.

Occupational Health, Safety and Environment:

CIL is committed to ensure wholesome compliance with the Occupational Health, Safety and Environment requirements as required under Law, under contractual provisions and as determined necessary by the HSE Cell in line with the internal policies, procedures, manuals etc.

Process Quality Assurance and Product Quality Control:

CIL is committed to ensure wholesome compliance with the Process Quality Assurance and Product Quality Control requirements as required under Law, under contractual provisions and as determined necessary by the QA/QC Cell in line with the internal policies, procedures, manuals etc