



"K" LINE (INDIA) PRIVATE LIMITED

CIN: U74900MH2008PTC189715

C-1001 Marathon Futurex, N M Joshi Marg, Lower Parel (E) Mumbai – 400013

Charter of Conduct: "K" Line India

1. National Interest

The company shall be committed in all its actions to benefit the economic development of the countries in which it operates and shall not engage in any activity that would adversely affect such objective. It shall not undertake any project or activity to the detriment of the nation's interests or those that will have any adverse impact on the social and cultural life patterns of its citizens. "K" Line India will resolutely confront any anti-social force or organization which may threaten social order and public safety and never have any relationship with them.

2. Health, Safety and Environment

The company shall strive to provide a safe and healthy working environment and comply, in the conduct of its business affairs, with all regulations regarding the preservation of the environment of the territory it operates in. The company shall be committed to prevent the wasteful use of natural resources and minimise any hazardous impact of the development, production, use and disposal of any of its products and services on the ecological environment.

3. Respect Human Rights

We "K" Line India respect each individual's human rights and will not discriminate on the basis of race, colour, religion, creed, sex, age, social status, family origin, physical or mental disability or sexual orientation, nor will we commit other violations of human rights. Such discrimination will not be tolerated.

4. Quality of Services

The company shall be committed to provide services of the highest quality standards consistent with the requirements of the customers to ensure their total satisfaction. "K" Line India recognizes that its good relations with customers, business partner, shareholders, local communities and other stakeholders are imperative to its corporate activities and will provide safe and valuable services.

5 Sexual Harassment

"K" Line India is committed to institute good employment practices and provide equal opportunities for men and women for growth and development and prevent, stop, redress, condemn sexual harassment of any form. It demands, demonstrates and promotes respectful behaviour with all employees at all levels.

6 High Level of Ethical Standards

In their personal and professional life, all Employees and Directors of the Company shall ensure high level of ethical standards and will not be involved in any incident of moral turpitude.



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7 Political Non-alignment

The company shall be committed to and support a functioning democratic constitution and system with a transparent and fair electoral system in India. The company shall not support directly or indirectly any specific political party or candidate for political office. The company shall not offer or give any company funds or property as donations, directly or indirectly, to any specific political party, candidate or campaign.

8 Third-Party Representation

Parties that have business dealings with the company but are not members of the "K" Line India such as consultants, agents, sales representatives, distributors, contractors, suppliers, etc. shall not be authorised to represent the company if their business conduct and ethics are known to be inconsistent with the code.

9 Regulatory Compliance

Every employee of the company shall, in his business conduct, comply with all applicable laws and regulations, both in domestic and international community.

10 Protecting Company Assets

The assets of the company should not be misused but employed for the purpose of conducting the business for which they are duly authorised. These include tangible assets such as equipment and machinery, systems, facilities, materials, resources as well as intangible assets such as proprietary information, relationships with customers and suppliers, etc.

11 Protection , Integrity of Information, Data

Every employee of the company shall ensure, at all times, the integrity of data or information furnished by him to the company.

12 Reporting Concerns

Every employee of the company shall promptly report to the management any actual or possible violation of the code or an event he becomes aware of that could affect the business or reputation of the company.