



MOLD-TEK PACKAGING LIMITED

(CIN- L21022TG1997PLC026542)

*Regd. Off: 8-2-293/82/A/700, Ground Floor Road
No. 36, Jubilee Hills, Hyderabad- 500033*

CODE OF CONDUCT FOR EMPLOYEES AND BUSINESS ETHICS OF MOLD-TEK PACKAGING LIMITED (MTPL):

At Mold-Tek we strive to be a reliable partner to all our stakeholders especially our business partners and our customers. Our Code of Conduct not only lays out our responsibilities within the organization but also extends to those stakeholders with whom we do business. It serves as a guide for decision-making and helps us make choices when faced with challenging situations. It gives us the confidence to make the right decision.

The Code of Conduct:

Scope:

The Code of Conduct is a central policy document, outlining the requirements that every single person working for and with MTPL must comply with, regardless of location or nature of operations. It explains our values and tells us what we can and cannot do.

Applicability:

This Code of Conduct was adopted by the Board of Directors of the Company in a duly convened meeting of the Board and has been updated from time to time. It applies to everyone working for or on behalf of Mold-Tek Packaging Limited. We are individually and collectively responsible for adhering to the Code of Conduct as also all our policies, guidelines, and local laws. We expect everyone who represents Mold-Tek to uphold the same standards and to abide by our Code and policies.

Essence:

Each employee is expected to read and understand the Code. Some parts may be easier to understand because they relate to you and your role. Reach out to your manager for parts that appear hard to understand. If you are a manager, serve as a role model and help your team understand the Code and various Company policies. You can also reach out to your HR department for any guidance on the Code of Conduct.

Violations:

When an employee fails to follow the Code of Conduct or applicable laws or ignores someone else's failure to do so or pressures someone else to violate the Code, a violation has occurred. This could harm the Company's reputation and, in some cases, also invite criminal prosecution. Failure to follow the Code of Conduct or other Company policies, guidelines or local laws could result in disciplinary action such as suspension without pay, loss of merit increase or annual incentive, or in severe cases even termination of employment. Violations that are outside the realm of the Code of Conduct e.g., performance related will governed by those policies. If you believe our Code is being violated or will be violated, you should talk to your manager or the Human Resources head. You can also blow the whistle under the company's Whistle Blower Policy. The said policy is available in the website of the

Company at: <https://www.moldteckpackaging.com/investors.html#tab-5>. We assure you of confidentiality and non-retaliation for all reports made in good faith.

Acknowledgement:

Employees must sign the acknowledgement form at the end of this Code and send it to the Human Resources head indicating that they have received, read, understood, and agree to comply with the Code.

Principles:

Honest, fair and ethical:

We are committed to conducting all Company business and dealings in an honest, fair and ethical manner. This includes complying with the law of the land in letter and spirit or honouring commitments in any agreements with stakeholders. We shall ensure that our relationships with all our stakeholders including but not limited to business partners, customers and employees are fair, positive and productive, and always based on mutual trust and respect.

Equality and non-discrimination:

We treat people fairly, with dignity and respect. We do not discriminate on grounds of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other reason. We provide an environment that is conducive for employees to develop professionally and promote a culture where selection and promotion are based on merit, competence, potential and performance demonstrated on the job. We are committed to attract the most appropriate talent and remunerate them in line with industry standards. We respect the dignity of the individual and the right of the employee to freedom of association and collective bargaining.

Respect for human rights, dignity and privacy:

We expect our employees, business partners and suppliers to avoid causing or contributing to human rights infringements through their business actions, including encouraging or permitting child labour. We respect the employees' right to privacy within the ambit of law. We are not concerned with employee conduct outside the work environment, unless such conduct impairs work performance or creates a conflict of interest or adversely affects Company reputation or business interests.

Fostering competition:

We support fair competition and the promotion of liberalisation of trade and investment in the countries where we operate. We compete vigorously yet fairly and in full compliance with anti-trust / competition laws. We build brand loyalty by delivering quality products and by providing superior services, tailored to the needs of our customers. We do not engage in activities that constitute restrictive practices, abuse of market dominance, collusion with competitors or any unfair trade activities to secure undue advantage.

Anti-bribery:

We have zero tolerance towards giving or offering to give, directly or through a third party, undue incentive ("bribery") to a public servant or any business partner intending to obtain or retain business or an advantage in the course of our business.

Sustainable and safe operations:

We strive to minimise the impact of our operations on the environment and are committed to conducting our business in a sustainable manner. We are committed to providing a safe and healthy environment to all people working in facilities owned or operated by us and in supplying world-class products and services that meet all applicable safety standards and disclosures.

Contribution to the community:

We have a strong sense of social responsibility and are committed to imparting vocational skills and enhance livelihoods of people in the unorganised sector; manage our operations using principles of sustainable development to minimise resource footprint and protect health & safety of all our stakeholders.

Not aligned to any political party:

We act in accordance with the law of the land wherever we have a presence. We do not support or reject, directly or indirectly, through our actions, any candidate's/party's suitability for any office or political cause. We do not make contributions to political campaigns or political parties using Company funds or assets without prior approval of the Board of Directors.

This code of conduct for employees and business ethics of Mold-Tek Packaging Limited (MTPL) is to be read with the Company's Code of Conduct for Board Members, Key Managerial Personnel & Senior Management by the persons covered by that Code.

Footnote: This Code was last reviewed and updated by the Board in its meeting held on the 12th day of April, 2023
