

MONTH & YEAR	
DC NO:	
REV.NO	

## ETHICS POLICY

### KUMOH EMS INDIA PVT, LTD.

Bribery, kickbacks, facilitation payments, and any form of unethical financial advantage are strictly prohibited. All business dealings must be transparent, lawful, and properly documented

#### **Conflict of Interest:**

Employees must disclose any personal, financial, or family interests that may influence company decisions. Business decisions must always prioritize the interests of Kumho EMS

#### **Fair Competition:**

The company strictly prohibits anti-competitive practices such as price fixing, bid rigging, market sharing, or misuse of confidential competitor information. All activities must comply with competition laws.

#### **Counterfeit Prevention:**

Electronic components and materials shall be sourced only from approved and verified suppliers. Proper inspection, traceability, and quality checks shall be maintained to prevent counterfeit parts

1. **Renewable Energy:** Increase the share of energy from renewable sources year-on-year.

#### **Export Compliance:**

All exports and international transactions must comply with applicable trade laws, sanctions, and export control regulations

#### **Whistleblower Protection:**

Employees are encouraged to report unethical conduct through confidential channels. Retaliation against whistleblowers is strictly prohibited.

#### **Accurate Records:**

Financial, operational, and production records must be complete, accurate, and truthful. Falsification or manipulation of records is not permitted.

#### **IP Protection:**

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#### 1. Purpose

This policy defines ethical standards for Kumho EMS India Pvt Ltd to ensure integrity, legal compliance, and responsible business conduct in all EMS operations.

#### 2. Scope

Applies to all employees, contractors, suppliers, and business partners

#### 3. Key Principles

##### **Anti- Competitive Behaviour and Unfair Trade Practices**

Anti-competitive behaviour refers to actions by firms that reduce or eliminate competition in the market.

##### **Prevention Of Money Laundering**

Money laundering is the process of making illegally earned money appear legal or legitimate.

##### **Information Disclosure**

It ensures transparency, accountability, and trust in business operations.

##### **Intellectual Properties**

Intellectual Property refers to creations of the human mind—such as inventions, designs, artistic works, symbols, and names—protected by law to give creators exclusive rights.

##### **No Code of Ethics or Guidelines Established**

This situation refers to an organization that does not have a formal code of ethics or clear guidelines to direct employee behaviour and decision-making.

##### **Integrity & Anti-Corruption:**

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Company and customer intellectual property, including designs, software, and technical data, must be safeguarded and not disclosed without proper authorization

#### 4.Responsibilities

**Management:** Ensure implementation and training.

**Employees:** Comply and report violations.

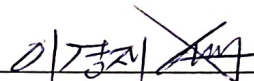
**HR/Compliance:** Monitor and investigate concerns

Prepared by



(HSE Officer)

Approved by



(Managing Director)

