

CODE OF CONDUCT POLICY

KUMOH EMS INDIA PVT, LTD.

INTRODUCTION

This Code of Conduct ("Code") defines the principles, values, and standards of behavior expected from all employees, contract workers, consultants, trainees, and representatives of Kumoh Ems India pvt.ltd(KUMOH EMS INDIA PVT.LTD). This Code serves as a foundational document to guide ethical decision-making, professional conduct, and legal compliance across all levels of the organization. Compliance with this Code is mandatory and forms an integral part of the terms of employment and engagement with KUMOH EMS INDIA PVT.LTD.

SCOPE AND APPLICABILITY

This Code applies to all individuals working for or on behalf of KUMOH EMS INDIA PVT.LTD, including permanent employees, temporary employees, agency workers, apprentices (if any), vendors, suppliers, and business partners while they are engaged in KUMOH EMS INDIA PVT.LTD premises or performing work related to KUMOH EMS INDIA PVT.LTD. Any violation of this Code may result in disciplinary action, termination of employment or contract, and legal consequences where applicable.

COMPLIANCE WITH LAWS AND REGULATIONS

KUMOH EMS INDIA PVT.LTD is committed to full compliance with all applicable laws, rules, and regulations of India, including labour laws, environmental laws, health and safety regulations, and other statutory requirements. All employees are expected to understand and comply with legal obligations relevant to their roles. Ignorance of the law shall not be accepted as a defense for non-compliance.

ETHICAL CONDUCT AND INTEGRITY

All employees shall act with honesty, integrity, and fairness in all business dealings. Bribery, corruption, fraud, misrepresentation, or any form of unethical behavior is strictly prohibited. Employees shall not offer, solicit, accept, or provide any bribe, kickback, or improper benefit, whether directly or indirectly.

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CONFLICT OF INTEREST

Employees must avoid situations where personal interests conflict or appear to conflict with the interests of KUMOH EMS INDIA PVT.LTD. Any actual or potential conflict of interest must be disclosed promptly to management. Employees shall not engage in outside employment, business activities, or financial interests that may adversely affect their duties or KUMOH EMS INDIA PVT.LTD's interests without prior written approval.

WORKPLACE CONDUCT AND DISCIPLINE

KUMOH EMS INDIA PVT.LTD is committed to maintaining a professional, respectful, and disciplined work environment. Employees are expected to behave courteously, avoid disruptive behavior, and follow workplace rules, instructions, and standard operating procedures. Violence, threats, intimidation, or abusive behavior will not be tolerated.

ANTI-HARASSMENT AND EQUAL OPPORTUNITY

KUMOH EMS INDIA PVT.LTD provides a workplace free from harassment, discrimination, and abuse. Discrimination based on gender, age, caste, religion, disability, or any other protected characteristic is strictly prohibited. Sexual harassment and all forms of verbal, physical, or psychological harassment are not tolerated. Complaints shall be addressed through established grievance and POSH mechanisms.

HEALTH, SAFETY, AND ENVIRONMENT (HSE)

KUMOH EMS INDIA PVT.LTD places the highest priority on the health and safety of its workforce and the protection of the environment. All employees must comply with safety rules, wear prescribed personal protective equipment, report unsafe conditions, and participate in safety trainings. Environmental responsibilities, including proper waste handling and pollution prevention, must be strictly followed.

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CONFIDENTIALITY AND DATA PROTECTION

Employees must protect confidential information, including business data, technical information, customer details, and personal data. Unauthorized disclosure, misuse, or theft of information is prohibited. Information security policies must be followed at all times, including the use of IT systems and devices.

USE OF COMPANY ASSETS

Company assets, including machinery, tools, IT systems, documents, and intellectual property, shall be used only for legitimate business purposes. Misuse, theft, damage, or unauthorized use of company property is strictly prohibited.

WHISTLEBLOWER AND REPORTING MECHANISM

KUMOH EMS INDIA PVT.LTD encourages employees to report any suspected violation of this Code, unethical conduct, or illegal activities through designated reporting channels. Whistleblowers shall be protected from retaliation, provided the report is made in good faith.

DISCIPLINARY ACTION AND CONSEQUENCES

Any violation of this Code may result in disciplinary action, including warning, suspension, termination of employment, or legal action, depending on the severity of the violation. Disciplinary actions shall be taken in a fair, consistent, and transparent manner.


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ACKNOWLEDGEMENT AND COMMITMENT

All employees are required to read, understand, and comply with this Code of Conduct. Adherence to this Code is a condition of employment and continued association with KUMOH EMS INDIA PVT.LTD.

For Kumoh Ems India pvt.ltd(KUMOH EMS INDIA PVT.LTD)

Authorized Signatory Name: A. SAARAJ
Designation: S 0034
Signature: 
Date: 15 / 09 / 2025