

**Ethical Code of Conduct Policy Statement**  
**of GNRC Limited**

The success of our business is dependent on the trust and confidence we earn from our employees, patients and shareholders. We gain credibility by adhering to our commitments, displaying honesty and integrity and reaching company goals solely through honorable conduct. It is easy to say what we must do, but the proof is in our actions. Ultimately, we will be judged on what we do.

We all deserve to work in an environment where we are treated with dignity and respect. GNRC is committed to creating such an environment because it brings out the full potential in each of us, which, in turn, contributes directly to our business success. We cannot afford to let anyone's talents go to waste.

GNRC is an equal employment/affirmative action employer and is committed to providing a workplace that is free of discrimination of all types and from abusive, offensive or harassing behavior. Any employee who feels harassed or discriminated against should report the incident to his or her manager or to human resources.

This Code of Business Conduct and Ethics ensures not only compliance with legal requirements, but also defines the values, principles and standards of business conduct for all employees of GNRC. All Company employees whether temporary, contractual, or permanent are expected to adopt this Code of Business Conduct and Ethics ("the Code"), practice these standards in all activities and comply with all policies and procedures. It is also expected that all agents and sub-contractors shall be aware of, understand and adhere to this Code.

For GNRC Ltd.

  
Company Secretary

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All GNRC employees are also expected to support an inclusive workplace by adhering to the following conduct standards:

- Treat others with dignity and respect at all times.
- Address and report inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive or unwelcome.
- Foster teamwork and employee participation, encouraging the representation of different employee perspectives.
- Seek out insights from employees with different experiences, perspectives and backgrounds.
- Avoid slang or idioms that might not translate across cultures.
- Support flexible work arrangements for co-workers with different needs, abilities and/or obligations.
- Confront the decisions or behaviors of others that are based on conscious or unconscious biases.
- Be open-minded and listen when given constructive feedback regarding others' perception of your conduct.

GNRC will not tolerate discrimination, harassment or any behavior or language that is abusive, offensive or unwelcome.

This policy shall be in compliance to applicable rules and regulations and shall be updated as required accordingly.

For GNRC Ltd.

Signature :   
Name : Mr. Biswajit Das  
Designation : Company Secretary  
Dated : 19/05/2021

