

**Preamble -**

We recognize society as an important stakeholder of our company. As a responsible corporate citizen, RELIABLE is committed to act in a socially responsible manner and to demonstrate the commitment to this Business Ethics Policy.

This Ethics are applicable to all employees, independent contractors, Suppliers, Vendors, consultants, Stakeholders & others with whom RELIABLE does business with.

RELIABLE AUTOTECH Vision -

We shall be a world-class engineering company operating in multiple domains serving the needs of the customers in diverse sectors to achieve sustainable multi-fold growth.

RELIABLE AUTOTECH Mission –

Our mission is to provide exceptional value to our customers by being a total solution provider in engineering products & services.

We are committed to long term sustainable growth by adopting world-class practices embedded in total quality culture.

We believe in being responsible towards our employees and the communities in which we operate.

RELIABLE AUTOTECH Core Values –

The culture of any Company is largely defined by the Core Values it adopts and lives by. We at RELIABLE live by 4 Core Values -

- Employee Success
- Respect & Trust
- Customer Focus
- Passion for Excellence

<p>Sd/-  General Manager – Human Resources</p>	<p>Sd/-  Director</p>
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Our Business Ethics –

1. Compliance with all applicable Laws -

RELIABLE AUTOTECH strives to comply with all the laws applicable to it and all the employees of RELIABLE AUTOTECH are committed to demonstrate it.

2. Corruption, Extortion & Bribery -

RELIABLE AUTOTECH is committed to maintain an honest & trustworthy relationship with all stakeholders.

RELIABLE AUTOTECH and its employees shall neither receive nor offer nor make, directly or indirectly, any illegal payments, gifts during the traditional festive seasons, or comparable benefits that are intended, or perceived, to obtain uncompetitive favors for the conduct of its business.

It might be customary, at times, to give or exchange unsolicited gifts during certain corporate events.

Any employee who is offered or receives a payment or gift shall refuse it or return it to the giver in a tactful and dignified manner, advising the giver that such acceptance is prohibited as per the Business Ethics Policy.



3. Right to Privacy – Integrity & Confidentiality -

RELIABLE AUTOTECH values the principles of Integrity and Confidentiality in all aspects of business.

At all times, every employee of a RELIABLE AUTOTECH shall ensure the integrity of data or information furnished by him/her to the company &/or to the stakeholders.

We protect the confidentiality of customer's/employees written and electronic records and other sensitive information. We ensure that all confidential soft/hard records are stored in a secure location and are not available to others who are not authorized to have access.

We also take precautions to ensure and maintain the confidentiality of information transmitted to the suppliers/sub-contractors using computers, electronic media, photocopies, telephones, and telephone answering machines, and other electronic or computer technology.

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4. Fair Competition & Anti-Trust -

RELIABLE AUTOTECH upholds Fair Competition and anti-trust for fair business and competition including, but not limited to, avoiding business practices that unlawfully restrain competition, improper exchange of competitive information and price fixing, bid, rigging, or improper market allocation.

5. Conflict of Interest -

Conflict of interest occurs when an individual or a corporation (either private or governmental) can exploit his/her or their own professional / official capacity in some way for personal or corporate benefit.

RELIABLE AUTOTECH's stakeholders must disclose all potential conflicts of interest, including those in which they may have been placed unintentionally due to either business or personal relationships with the Company's competitors, employees, business associates or vendors.

6. Counterfeit Parts -

RELIABLE AUTOTECH shall ensure that all components manufactured shall be sold directly to Customer and/or its authorized channel partners only.

In the event of any reported incidents about Counterfeit parts, RELIABLE AUTOTECH shall notify the Customer and/or law enforcement as appropriate.

7. Intellectual Property -

Intellectual property refers to creations of the mind, such as inventions; literary and artistic works; designs; and symbols, names and images used in commerce. It is protected in law by way of patents, copyrights, or trademarks, which enable people to earn recognition or financial benefit from what they invent or create.

RELIABLE AUTOTECH and its employees are committed to comply with licensing requirements or rights to use any Intellectual Property Rights.

RELIABLE AUTOTECH and its employees are also committed to ensure confidentiality & disclosure norms specified by the owner/s of such Intellectual Property Rights.

8. Export Controls & Economic Sanction -

Export controls and economic sanctions refer to restrictions on the export or re-export of

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goods, software, services, and technology, as well as applicable restrictions on trade involving certain countries, regions, companies or entities and individuals.

RELIABLE AUTOTECH is committed to comply with all the applicable international trade and economic laws.

9. Whistleblowing & Protection against Retaliation -

RELIABLE AUTOTECH has a robust Vigil Mechanism & Whistleblowing framework in place. The Company values help in identifying potential problems that it needs to address. Any retaliation against any person who raises an issue in good faith is a violation not only of the Code of Conduct but also this Business Ethics Policy.

Raising a concern honestly or participating in an investigation will never lead to any adverse employment action, including separation, demotion, suspension, loss of benefits, threats, harassment, or discrimination.

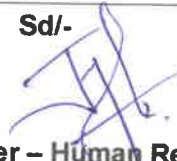

If you work with someone who has raised a concern or provided information in an investigation, you should continue to treat the person with courtesy and respect. If you believe someone has retaliated against you, report the matter to General Manager - Human Resources.

10. Financial Reporting –

RELIABLE AUTOTECH strictly complies with financial accounting, reporting & disclosure requirements specified under applicable laws / statutes.

We ensure complete transparency and accuracy in our financial reporting & disclosures made to various financial / regulatory authorities.

RELIABLE AUTOTECH HUMAN RIGHTS ADOPTION

<p style="text-align: center;">Sd/-  General Manager – Human Resources</p>	<p style="text-align: center;">Sd/-  Director</p>
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applicability of local, national, and international laws and regulations as well as discussion with stakeholders from time to time.

RELIABLE AUTOTECH reserves the rights to change/ amend / add /delete/ modify this Policy in whole or in part, at any time without assigning any reason whatsoever. The Stakeholders acknowledge that they will not be personally advised of any such change/ amendment / addition /deletion/ modification. It is reviewed regularly by the concerned members to ensure it reflects continuous compliance with the applicable laws where we operate and serve.

Sd/-


General Manager – Human Resources


Sd/-

Director

	RELIABLE AUTOTECH PRIVATE LIMITED BUSINESS ETHICS POLICY	Effective From - 01-Apr-2021
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Recommended By	Title	Date of Recommendation	Signature
Rakesh Jangle	General Manager - HR	30/03/2021	

Recommended By	Title	Date of Recommendation	Signature
Devendra Bapat	Director	30/03/2021	

Confidentiality:

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 Sd/- General Manager – Human Resources	 Sd/- Director
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