



INP TECHNOLOGIES LIMITED

CODE OF CONDUCT

For Employees, Business Partners and Suppliers

Document No.: INP-COC-001

Version: 1.0

Effective Date: 01.01.2026

Approved By: Authorized Management

Review Frequency: Annual

1. PURPOSE

INP Technologies Limited (INP) is committed to conducting its business in a responsible, ethical and sustainable manner. We recognize our responsibility towards our employees, business partners, suppliers, customers, society and the environment.

This Code of Conduct establishes the minimum standards and principles that must be followed by all **employees, business partners, suppliers and other relevant stakeholders** associated with INP Technologies Limited.

The purpose of this Code is to ensure that our business activities are carried out with integrity, respect for human rights, safe working conditions, environmental responsibility and ethical business practices.

2. SCOPE

This Code of Conduct applies to:

- All employees of INP Technologies Limited.
- Contractors and temporary workers engaged by INP Technologies Limited.
- Business partners, distributors and service providers.
- Suppliers, manufacturers and subcontractors.
- Other third parties are involved in providing products or services to INP.

INP expects its suppliers and business partners to communicate these principles to their own employees and relevant supply-chain partners and to comply with all applicable laws and regulations.



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Head Off. : 202/203, Grande Edifice, Akruli Road, Kandivali (East), Mumbai - 400 101, Maharashtra, India.

Factory Add. : C -18, MIDC, Tarapur, Boisar, Palghar - 401506, Maharashtra, India. | **CIN No. :** U72900MH2011PLC218556

GSTIN : 27AACCI6328L1ZA | **Contact No.:** +91-22-40220413 | **Customer Support :** 18002036070 | +91 86860 23333

Email : sales@inp.co.in | support@inp.co.in | iescalate@inp.co.in | **Web. :** www.inp.co.in



3. LABOUR AND HUMAN RIGHTS

INP respects internationally recognized human rights and is committed to providing a workplace based on dignity, equality and respect.

3.1 Prohibition of Forced Labour

- INP does not permit forced, bonded, trafficked or involuntary labour.
- Employees shall be free to leave employment in accordance with applicable employment terms and laws. Suppliers and business partners are also expected to maintain the same standards.

3.2 Child Labour

- INP prohibits the employment of children below the minimum legal working age prescribed under applicable laws.
- Suppliers and business partners shall maintain appropriate processes to prevent child labour within their operations.

3.3 Non-Discrimination and Equal Opportunity

- INP is committed to providing equal employment opportunities and does not tolerate unlawful discrimination or harassment.
- Employment decisions shall be based on qualifications, skills, performance and business requirements.

3.4 Respectful Workplace

- Employees and business partners shall be treated with dignity and respect.
- Harassment, intimidation, abuse, violence or degrading treatment in the workplace is not acceptable.

3.5 Working Hours and Wages

- INP is committed to complying with applicable laws relating to:
 - Working hours;
 - Minimum wages;
 - Overtime;
 - Benefits;
 - Leave and statutory entitlements.

Suppliers and business partners are expected to comply with applicable labour laws and regulations.



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4. OCCUPATIONAL HEALTH AND SAFETY

INP is committed to providing a safe and healthy working environment for employees, contractors and visitors.

The company shall take reasonable measures to:

- Identify and control workplace health and safety risks.
- Provide appropriate safety instructions and training.
- Maintain safe working areas and equipment.
- Provide appropriate personal protective equipment where required.
- Maintain emergency preparedness and response procedures.
- Investigate workplace accidents and incidents.
- Take corrective and preventive actions where required.

Employees and contractors are expected to follow all applicable health and safety requirements and report unsafe conditions promptly.

5. ENVIRONMENT

INP recognizes its responsibility to minimize the environmental impact of its operations and products.

The company is committed to responsible environmental practices, including where applicable:

- Compliance with applicable environmental laws and regulations.
- Responsible use of energy and natural resources.
- Reduction of waste and promotion of recycling.
- Responsible management of hazardous substances.
- Proper handling and disposal of electronic and other waste.
- Prevention of pollution.
- Encouragement of environmentally responsible practices within the supply chain.

INP encourages suppliers and business partners to adopt appropriate environmental management practices and continuously improve their environmental performance.



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6. ANTI-BRIBERY AND ANTI-CORRUPTION

INP has a zero-tolerance approach towards bribery and corruption.

Employees, suppliers and business partners shall not directly or indirectly:

- Offer, promise, give or accept bribes.
- Make improper payments to obtain business advantages.
- Offer or accept improper gifts, benefits or favours.
- Make facilitation payments where prohibited by law.
- Engage in fraudulent or corrupt business practices.

All business transactions shall be conducted honestly, transparently and in accordance with applicable laws.

Any suspected bribery or corruption must be reported through the company's grievance/reporting mechanism.

7. BUSINESS ETHICS

INP is committed to conducting business with honesty, transparency and integrity.

Employees and business partners shall:

- Act honestly and professionally.
- Maintain accurate business and financial records.
- Protect confidential business information.
- Respect intellectual property rights.
- Avoid conflicts of interest or disclose them appropriately.
- Comply with applicable laws and regulations.
- Deal fairly with customers, suppliers and business partners.
- Not engage in fraudulent, misleading or deceptive practices.

INP expects all business partners and suppliers to maintain appropriate ethical standards in their business activities.

8. SUPPLY CHAIN RESPONSIBILITY

INP recognizes that responsible business practices extend throughout its supply chain.



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Suppliers and business partners are expected to comply with the principles of this Code of Conduct and applicable legal requirements.

Where appropriate, INP Technologies Limited may:

- Communicate responsible sourcing requirements to suppliers.
- Request relevant compliance information or declarations.
- Evaluate supplier compliance as part of supplier assessment.
- Request corrective actions where non-compliance is identified.
- Consider compliance with responsible business practices in supplier selection and continuation of business relationships.

Suppliers are encouraged to communicate similar standards to their own suppliers and subcontractors.

9. GRIEVANCE MECHANISM

INP provides a mechanism through which employees, suppliers, business partners and other relevant stakeholders can raise concerns regarding violations of this Code of Conduct.

Concerns may relate to:

- Labour or human rights violations.
- Health and safety issues.
- Environmental concerns.
- Bribery or corruption.
- Unethical business practices.
- Harassment or discrimination.
- Supply-chain responsibility issues.
- Any other suspected violation of this Code.

Reporting Channels

Concerns may be reported through:

Email: purvi@inp.co.in

Contact Person: Purvi Shah

Designation: Associate Vice President (AVP)

Phone: +91 9820940609

Reports will be reviewed appropriately and, where required, investigated by authorized personnel.



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INP does not tolerate retaliation against any person who raises a concern in good faith.

Where appropriate, corrective and preventive actions shall be implemented to address identified issues.

10. COMPLIANCE AND RESPONSIBILITY

The **Business Owner / Authorized Management of INP Technologies Limited** is responsible for ensuring that this Code of Conduct is implemented and maintained.

Management shall:

- Communicate the Code to relevant employees and business partners.
- Ensure appropriate awareness of the Code.
- Review relevant compliance requirements periodically.
- Address reported concerns appropriately.
- Take corrective action where violations are identified.
- Review this Code periodically and update it where necessary.

All employees and relevant business partners are expected to understand and comply with this Code.

11. VIOLATIONS AND CORRECTIVE ACTION

Failure to comply with this Code may result in appropriate corrective action, depending on the nature and severity of the violation.

For suppliers and business partners, serious or repeated violations may result in:

- Corrective action requirements;
- Increased monitoring;
- Suspension of business activities; or
- Termination of the business relationship, subject to applicable contractual terms and law.

12. MANAGEMENT COMMITMENT

INP is committed to continuously improving its responsible business practices and promoting ethical, socially responsible and environmentally sustainable operations.



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This Code of Conduct reflects our commitment to:

Respect People | Protect the Environment | Conduct Business Ethically | Build a Responsible Supply Chain

APPROVAL

For INP Technologies Limited

Name: Purvi Shah

Designation: **Associate Vice President (AVP) – Authorized Signatory**

Signature:

Date: 01.01.2026

Place: Mumbai



Company Seal: _____

Document Control:

Document: Code of Conduct

Document No.: INP-COC-001

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Next Review Date: 31.12.2026

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