This Code of Conduct has been established to provide clarity on SANSU AQUATEK's expectations from their employees.

Ethics and Legal Policy:

- SANSU AQUATEK will conduct their business in a legal and ethical manner.
- SANSU AQUATEK will be act with integrity, applicable laws and regulations for the compliance as per ethics and legal requirements.
- We will treat all people with dignity and courtesy and also respect the value and cultures of the communities.
- Employees will safeguard/protect SANSU AQUATEK's confidential information and act to prevent its misuse, theft, fraud, money laundering or improper disclosure.

Discipline Policy:

- All Directors, Seniors and employees shall avoid situations in which any conflict may arise between their private interests and those of the Company. Such conflicts could involve, but are not limited to, customers, suppliers, contractors, competitors and present or prospective employees.
- SANSU AQUATEK will follow all standard discipline procedure for their employees to report concerns of identification or potentially unlawful activities in the workplace.
- SANSU AQUATEK will be treat all unlawful activities in confidential manner with corrective action.

Anti-bribery Policy:

- SANSU AQUATEK will not engage in any form of commercial bribery, incentive and violates applicable sanctions laws including procuring or sourcing.
- SANSU AQUATEK will comply with all applicable laws regarding antitrust.
- This anti-bribery policy demonstrates a company's commitment to preventing bribery and corrupt activities occurring in business.

Discrimination and Harassment Policy:

- SANSU AQUATEK has zero tolerance towards any kind of discrimination or harassment based on an employee's
  race, color, religion, caste, sex, national origin, citizenship, age status, sexual orientation, disability or handicap, marital status, past employment or any other basis prohibited by law.

- We work in team with a shared purpose and value individual ability and diversity as essential to promote harmony and open communication.
- SANSU AQUATEK will have committed to providing a work environment free of discrimination and/or harassment, whether committed by or against managers, co-workers, customers or visitors.

Child Labour Policy / Forced Labour Policy:

- SANSU AQUATEK will prohibit employment of a Child/Forced Labor in any employment including domestic help.
- It is a cognizable criminal offence to employ a Child for any work.
- Company management will monitor the enforcement from time to time for age verification.

Whistle Blower Policy:

- We will provide a mechanism for the Company employees, to raise concerns on any violations of legal or regulatory requirements, incorrect or misrepresentation of any financial statements and reports etc.
- This policy intends to cover serious concerns that could have grave impact on the operations and performance of the business of the SANSU AQUATEK.
- The policy neither releases employees from their duty of confidentiality in the course of their work, nor is it a route for taking up a grievance about a personal situation.

Political contribution and activities:

- Any political contributions made by or on behalf of the Company and any solicitations for political contributions of any kind must be lawful and in compliance with the Companies Act and Company policies. This policy applies solely to the use of Company assets and is not intended to discourage or prevent individual Directors from making political contributions or engaging in political activities on their own behalf. No one may be reimbursed directly or indirectly by the Company for personal political contributions.

Training and Awareness:

- SANSU AQUATEK ensures that all stakeholders understand and uphold the principles outlined in this Code of Conduct. SANSU AQUATEK is committed to fostering a culture of integrity, responsibility, and ethical awareness through comprehensive training and continuous engagement on an annual basis.