



CODE OF CONDUCT POLICY

We promote freedom of expression and open communication. But we expect all employees to follow the code of conduct. They should avoid offending, participating in serious disputes and disrupting the workplace. PIX also expect them to foster a well-organized, respectful and collaborative environment.

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- ▶ Compliance with law
 - ▶ Respect in the workplace
 - ▶ Protection of Company Property
 - ▶ Maintain Professionalism
 - ▶ Maintain Personal appearance
 - ▶ Desist Corruption
 - ▶ Execute duties and authority
 - ▶ Conflict of interest
 - ▶ Encourage Collaboration
 - ▶ Improve Communication
 - ▶ Utilize Benefits Responsibly
 - ▶ Policies Awareness

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- ❖ PIX will continuously evaluate the adherence to CoC on time-to-time basis.
 - ❖ If any violation is made, PIX has the authority to require the *Director – Operations* to investigate the matter.

A handwritten signature in black ink, appearing to read 'Ampal Sethi', is centered on the page.

Amarpal Sethi
Chairman and Managing Director

Date: 01.11.2021

POWER INNOVATION X'ELLENCE