



**CODE OF BUSINESS CONDUCT**

BOTIL affirms its commitment to conduct all activities in compliance with ethical standards of business practice on all dealings with employees, customers, suppliers, certifying bodies, auditors and other stakeholders.

This Policy, as approved by the management of BOTIL, is developed to ensure that our business is conducted in adherence with ethical and legal principles and sets standards of professionalism and integrity for all employees and operations.

It covers the following:

- All employees have the right to expect and own the responsibility to ensure that BOTIL's business is conducted with ethical standards and legal principles.
- Our policy is to operate within applicable law.
- Discrimination or harassment of any kind will not be tolerated.
- We do not make political donations.
- No bribes shall be given or received.
- Conflicts of interest must be avoided.
- We aim to be a responsible partner within our local communities.
- Employees are encouraged and supported to report any suspected violation of this policy.

The Policy shall be deployed through a documented Business Conduct System (BCS)

**Raksha Khushalani**  
**Managing Director**

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**Reference document: BOTIL/B-H/2016**

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