



Aurangabad Electricals Ltd

CODE OF CONDUCT

The company's philosophy is built on a rich legacy with an aim to respect for human values and adherence to honest, ethical and professional conduct. This code of conduct has been framed to serve as the ethical road map of the group and is adopted by AEL which applies to all members of Board of Directors of the company and all the employees of the organization while interacting with any stakeholders on companies business activities.

Clause 1 :- FINANCIAL REPORTING

The company will maintain the highest degree of corporate governance practices. No employee shall indulge in any unauthorized or improper payment, unlawful commission or bribing. Any discrepancy noticed by anyone should immediately be brought into the notice of Ethics councilor of the organization.

Clause 2 :- ETHICAL CONDUCT

Every employee of the group shall act in utmost good faith and exercise due care & integrity in performing their duties including integrity of the data or information furnish by Him/ Her to the company. Employees will ensure that the confidentiality of the data is retained and under no circumstances should be transferred to any outsider or publicity media without proper approval of appropriate authority.

Clause 3 :- EQUAL OPPORTUNITY EMPLOYER

The company shall provide equal opportunities to all qualified applicants irrespective of caste, religion, gender or disability by adopting fair employment practices. Company will provide all employees a harassment free environment with right to be heard and decision will only be made on merit.

Clause 4:- CONFLICT OF INTEREST

No employees shall be engaged as a party in any business transaction, or any relationship or any activity which might conflict with the interest of the company either by indirectly helping others or by making influencing decisions.

Clause 5:- HEALTH, SAFTY AND ENVIRONMENT

We will strive to provide a safe, health, clean and ergonomic working environment to our people and will stand committed to improve environment particularly for air and water

Clause 6:- GIFT AND DONATION

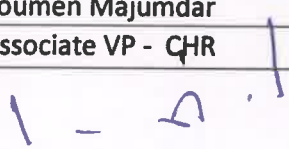
Apart from traditional gifts the company shall neither offer nor receive, directly or indirectly any illegal payments. Gifts , donations or comparable benefits that are intended to obtain favours for the conduct of its business. Any gift received by any employee must be submitted to corporate office within 7 days.

Clause 7 :- REGULATORY COMPLIANCES

All employees of the company shall comply with all applicable laws and regulation of all areas in which they operate .

AKNOWLEDGEMENT OF RECEIPT THE OF CODE :-

All employees and Board members shall acknowledge receipt of the code and any breach shall be reported to Board of Director for necessary action.

Prepared By:	Soumen Majumdar	Authorised By:	Rishi Kumar Bagla
Designation:	Associate VP - CHR	Designation:	CMD
Signature:		Signature:	
Date:		Date:	