

Panitek Group Ethics Charter

A. Introduction

Panitek's purpose is to accelerate India's transition to net zero. Panitek deploys state-of-the-art clean technologies from Europe and sustainable business models to drive impact and growth to customers and partners alike.

B. Principles

Abide by laws and regulations

In all circumstances, all Group employees must observe international, national and local regulations, as well as rules of professional ethics in their activities.

Behave honestly and with integrity

Honesty and integrity govern both business and interpersonal relationships, and everyday professional practices. It is essential for every individual to act in an upright and transparent manner in all circumstances and promote a culture of honesty and integrity. Panitek encourages reporting of any unethical incidents and ensures confidential and protection to the whistle-blower.

Respect others

Panitek attaches the utmost importance to tolerance and respect for others, to which all employees must adhere in their professional activities. Respect for others implies treating everyone fairly, by giving equal importance to everyone, their dignity and respecting different cultures. Panitek Group believes in gender equality, respect for private life, promoting diversity and fighting all forms of discrimination, protecting health and safety at work and preventing and sanctioning all situations of harassment.

C. Applicability of the Charter

Panitek expects its employees to act in accordance with the Group's ethical principles, in all circumstances, and whatever their jobs, level of responsibility and contacts may be.

D. Governance and Control

- Panitek ethical commitment is promoted at the highest level of the Group: the Chairman, Board, the CEO.
- Panitek has an Ethics Committee that monitors compliance to the charter by all employees. It meets every quarter to review adherence.
- All new employees are made aware of policy during their induction program.
- Annual refresher ethics program is carried out for all employees.